

National Irish Safety Organisation

Update!



*NISO is a not-for-profit voluntary body,
dedicated to the promotion of health
and safety in Irish workplaces*

WINTER 2016

Health and Wellbeing in the Workplace



**Feature:
Identifying
OSH Needs**

**Helpline:
Safety
Statements**

National Irish Safety Organisation

Update!

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NISO President reflects on 2015

Highlights for the National Irish Safety Organisation in 2015 include another very successful Annual Health and Safety Conference and also the All Ireland Safety Awards ceremony, which had 640 people from the health and safety community in attendance. I would like to take this opportunity to thank all the organisations who made submissions to the All Ireland Safety Awards in 2015.

Unfortunately, the level of fatalities and serious injuries in the Irish workplace remains unacceptably high, particularly within the construction and agriculture sectors. I would urge everybody in 2016 to raise the profile of employee safety, health and welfare in the workplace. With the recent economic upturn, we need to be prepared and to address the increase in numbers joining the workforce from a health and safety perspective.

NISO has and will continue to work with all stakeholders within the safety community to raise awareness in promoting best standards in health and safety.

The officers, executive and staff of NISO have been reviewing and updating NISO's Articles of Association to form a new Constitution for NISO in line with the Companies Act 2014. The new Constitution will be distributed to all members in advance of the Extraordinary General Meeting (EGM) for approval. This EGM will immediately follow the National Annual General Meeting (AGM) on 16 April next.

NISO Supports Safe Farming
The level of farm fatalities continued to be very high

throughout 2015. NISO held a number farm safety workshops during 2015 with just under 400 farmers in attendance in total. NISO will continue to promote farm safety awareness and plans to hold further workshops in the early part of 2016.

I would like to thank all of the speakers who give of their time to present at these workshops.

Looking Forward

NISO still continues to raise concerns regarding the inadequate funding of the Health and Safety Authority (HSA). As we enter an economic upturn, adequate funding must be in place to enable the HSA to meet the challenges of an increasing workforce.

On entering my ninth year as president of NISO, I have decided to stand down from this role following the National AGM in 2016. I would like to thank all the member companies and organisations, and the many, many friends that I have made during my time in office. I will continue to be a member of the executive committee representing the Western region. I will reflect on my time as president in a future edition of NISO Update.

Dates For 2016

February and March 2016:

The All Ireland Safety Quiz Regional Heats will be taking place. Member companies are asked to make a special effort to enter teams into their regional quiz heats.

Saturday, 16 April: The All Ireland Safety Quiz Finals will be hosted by the Midland Region in the Radisson Blu Hotel, Athlone, Co. Westmeath.



Pauric Corrigan, president, National Irish Safety Organisation

This will be held in conjunction with NISO's Annual General Meeting which will be commencing at 12.00hrs.

Friday, 7 October: The Annual Health and Safety Conference and All Ireland Safety Awards, hosted by the Southern Region, will be held in the Malton Hotel, Killarney.

Silver Jubilee Celebrations

The All Ireland Safety Awards is celebrating its 25th Anniversary Silver Jubilee year in 2016. This special anniversary year marks another milestone achievement for NISO.

We look forward to your participation in NISO events over the coming year.

As president, on behalf of NISO, my fellow officers, executive members and head office staff, I would like to wish all our members and the wider safety community a Safe, Healthy and Peaceful 2016.

Pauric Corrigan, President, National Irish Safety Organisation.



NISO Introduction to Occupational Health and Safety Certificate Course

Fourteen week introduction to Occupational Health and Safety taking place in Limerick Institute of Technology and Athlone Institute of Technology from February 2016.

Contact info@niso.ie or visit niso.ie for more information.



Dates for your Diary

NISO National AGM

Radisson Blu Hotel, Athlone,
Co. Westmeath
16 April; 12.00hrs

NISO/NISG All Ireland Safety Quiz Finals

Radisson Blu Hotel, Athlone,
Co. Westmeath
16 April; 15.00hrs

All Ireland Safety Awards

Deadline for Entries:
Early Bird: 1 April 2016
Standard: 6 May 2016

Annual NISO Health and Safety Conference and Trade Exhibition

The Malton Hotel, Killarney,
Co. Kerry
7 October

NISO/NISG All Ireland Safety Awards Gala Dinner

The Malton Hotel, Killarney
7 October

NISO Welcomes New Members

National Irish Safety Organisation would like to welcome all of the organisations that have joined us in recent months. As a not for profit organisation with charitable status, your membership of NISO supports our endeavours to promote health and safety in Irish workplaces.

Contact NISO on 01 465 9760 or email info@niso.ie for further information on NISO membership or to receive a copy of our Membership Brochure.

New Members

Organisations to recently join NISO include:

- Anderlift Safety Services
- Construction Safety Services
- Fort Wayne Metals Ltd.
- Keith McGuirk Painting and Decorating
- Lisaderg Construction Limited
- Magh nAla Ltd.
- Meda Rotterpharm
- Millmount Maintenance Services Ltd.
- Safecore
- W39 Services

FEATURED MEMBERS



Fort Wayne Metals provides high quality material solutions for the medical device industry.

Products include centerless ground bar, wire, strands, cables, and metal-on-metal composite in stainless, nitinol, cobalt-chrome and titanium. Diameters range from 0.0127 mm to 12.7 mm.

FDA registered and ISO 9001, AS9100 and ISO 13485 certified.

Visit fwmetals.com



Safecore is an innovative solution for construction companies to address time-consuming administration of safety management systems. Using proven cloud technology, Safecore eliminates paperwork, printing and scanning while maintaining safety audit trails. Remote on-site access and secure sharing of safety documents allow users to build a network with clients, main contractors and subcontractors. This ensures important information like employee safety certificates and GAIs are instantly accessible and monitored for expiry. Safecore is an easy-to-use, efficient way of creating a smarter safety management system. For more information see www.safecore.ie or contact Dermot on 0874333203 / dgilchrest@safecore.ie

Refrigerated Seawater Systems on Fishing Vessels



The tragic death of two fishermen on board a fishing vessel prompted the Health and Safety Authority (HSA) to issue this Safety Alert. It appears that both men were overcome by toxic gases when they entered a fish tank. Seawater contaminated with fish residue in the Refrigerated Sea Water (RSW) system is a source of such toxic gases.

RSW systems normally recirculate Sea Water (SW) through a SW pipe system, via a cooler and into a RSW fish tank. Typically such systems may lie unused for a number of months, this can allow toxic gases to build up over time and accumulate in the Refrigerated Sea Water (RSW) pipe system. Toxic gases can be released from contaminated sea water into the fish tank when such systems are being flushed out in preparation for use.

For guidelines on the flushing and cleaning of Refrigerated Sea Water (RSW) Systems and information on enclosed/confined spaces, visit hsa.ie.

Please visit hsa.ie for further information.

Safety Alert regarding Genie MEWPs



Models covered by this alert

- **Genie Z135/70: Z13505-101 to Z135-1863; and**
- **Genie Zx-135/70: Z13513-2002, Z13513-2008, ZX13513-2001 to ZX13515-2563**

A safety notice has been issued by Genie (#140019) about mandatory checks related to the safe use of a number of Mobile Elevating Work Platforms (MEWPs) that it manufactures. The HSA understands that the manufacturer issued a safety notice on 22 January 2015 requiring platform levelling valve kits to be ordered and utilised to correct the safety issues. A photograph of a typical unit is shown above. The HSA is advising all owners, who have not responded to the company safety notice, to take the advice of the manufacturer which is to remove these machines from service immediately and to contact the manufacturer for advice.

Contact details for further Information: Terex Genie,
<http://www.genielift.co.uk/en/>,
UK 00441476584333

Work-related fatalities remained high in 2015

Figures released by the Health and Safety Authority (HSA) show that 55 people were killed in work-related accidents in 2015 - the same number of fatalities that occurred in 2014.

Fatalities in agriculture were down by 40%, with 18 deaths reported compared to 30 in 2014.

However, construction fatalities increased from eight in 2014 to 11 in 2015 and the fishing sector also saw an increase from one in 2014 to five in 2015.

The majority of workplace fatalities in 2015 were caused by incidents involving vehicles, accounting for 21 of the total. Fifteen people were killed as a result of falls from height, the second most common cause of death.

Two-thirds of work-related deaths (37 of 55) occurred in businesses with fewer than 10 employees, mainly in agriculture, construction and fishing.

There were four child fatalities in 2015, all of which occurred in agriculture.

The county with the highest number of fatalities in 2015 was Cork with 10 reported, followed by Donegal with six.

For further information and the breakdown of workplace fatalities by sector and county, please visit hsa.ie.

EU-OSHA to launch 2016–17 Campaign

The European Agency for Safety and Health at Work's (EU-OSHA) Healthy Workplaces Manage Stress campaign came to a close in November 2015.

This campaign aimed to raise awareness around the issue of mental health issues in the workplace and to encourage employers and employees to take positive action to improve stress management.

EU-OSHA is now preparing to launch its 2016–17 campaign, Healthy Workplaces for All Ages, in April 2016.

To download the campaign guide and for up to date information visit osha.europa.eu.



HSA Publications

Safety Data Sheet (SDS) Information Sheet

Safety data sheets provide useful information on chemicals, describing the hazards the chemical presents, and giving information on handling, storage and emergency measures in case of an accident.



Review of the HSA Five-Year Plan for the Healthcare Sector 2010–2014

From 2010 to 2014 the Health and Safety Authority (HSA) worked to a five-year plan with regard to the healthcare sector. The aim of the plan was to work with the sector in developing a culture of safety and in reducing injuries and illness among its workforce.



Chainsaw Safety Training Advice Information Sheet

This safety sheet arose from the HSA's concern with the increased number of fatalities involving chainsaws at work. Over the last 5 years 12 persons have suffered a fatal accident arising from the use of chainsaws or tree felling work activities.



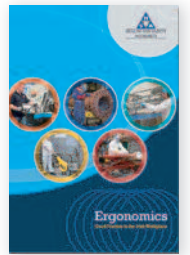
Guidelines on the Safety of Powered Gates

The purpose of this guidance is to assist those who have any responsibility for the specification, design, manufacture, purchase, installation, maintenance, inspection or use of powered gates.



Ergonomics - Good Practice in the Irish Workplace

Ergonomics is the relationship between the worker and the job and focuses on the design of work areas or work tasks to improve job performance. This publication demonstrates how companies introduced a range of engineering and organisational improvements in the way work is carried out to avoid or reduce the risk of musculoskeletal injury.



Visit hsa.ie for more information and to download publications.



New regulations for agricultural vehicles now in force

New tractor, trailer and agricultural machinery regulations came into effect on 1 January 2016.

The new standards are being introduced following a comprehensive review, including a public consultation, undertaken by the Road Safety Authority (RSA), which examined current legislation, policy and practice relating to the use of agricultural vehicles on public roads.

The revised standards relate to: braking systems; lighting and visibility; weights, dimensions and coupling; plated tractors and trailer combinations; exemptions from compliance and plating and speed rating.

Breach of the new regulations may result in a direct summons to court. Courts may impose a class C fine (up to €2,500), a prison sentence, or both.

Visit rsa.ie to read the new regulations in full.

CIF calls for a refocusing on construction site safety

Following the loss of 11 lives through construction-related fatalities in 2015, the Construction Industry Federation (CIF) is now calling for a renewed focus on the safety of construction workers in 2016.

Tom Parlon, director general, CIF, said “This number (of fatalities) requires us all to refocus on the importance of safety on our building sites. The majority of these accidents took place on small building sites and the statistics indicate that the greatest proportion of these took place on domestic sites.”

Increased standards and regulation of the construction industry were initiated following the Building Control (Amendments) Regulations 2014, with the implementation of a tougher inspection regime and the establishment of the Construction Industry Register Ireland (CIRI). However, with the opt-out provision for those constructing one-off houses in place, Mr Parlon has stated that there is now “no mechanism in place to check or verify the compliance of these one-off housing sites”, undermining the CIF's and Construction Industry Council's safety objectives.



Mr Parlon said “We are calling on Government to reverse this opt-out clause in order to support the industry's renewed focus on the safety of our workers for 2016...we are also calling on Government to finally place CIRI on a statutory footing to achieve those objectives.”

Visit cif.ie for further information.

Identifying OSH awareness, knowledge, training and education needs in your organisation

A question commonly asked in Occupational Safety and Health (OSH) is “*what kind of education and/or training is needed for [insert role here]?*” Unfortunately, there is no single answer to this question and employers must take account of national legislation and local risk assessment, getting advice if necessary, in order to make informed decisions. From an education and training perspective, the current national qualifications system helps employers to understand what level of qualifications may be needed in any domain, and this applies equally to OSH.

In Ireland, the Safety, Health and Welfare at Work Act, 2005 makes it clear that OSH knowledge and training are necessary for competence, and also makes the link between risk assessment and the National Framework of Qualifications:

“... a person is deemed to be a competent person where, having regard to the task he or she is required to perform and taking account of the size or hazards (or both of them) of the undertaking or establishment in which he or she undertakes work, the person possesses sufficient training, experience and knowledge appropriate to the nature of the work to be undertaken ... account shall be taken, as appropriate, ... of the framework of qualifications referred to in the Qualifications (Education and Training) Act 1999.” (Safety, Health

and Welfare at Work Act, 2005).

The learning outcomes for the 10 different levels of the Irish National Framework of Qualifications (NFQ) describe what learners should know, understand and be able to do on the basis of any qualification at a given level.

Education/training for OSH competence can be achieved at any level of the Framework depending on the hazards and risks, the task(s) being considered and the role of the person(s) involved. The learning outcomes for each level are laid out in a grid of descriptors: *Determinations for the outline National Framework of Qualifications*, available on the QQI website, qqi.ie, showing employers, or any other interested party, the breadth, kind and range of knowledge, and the types of competencies that can be expected of persons with qualifications at different levels, regardless of the subject material of the actual qualification.

The practical implications, from an OSH perspective, are that competence for any individual can be acquired through a combination of knowledge and experience, as well as training and education from single or multiple qualifications at many different levels of the National Framework. Needs can also be viewed from the perspective of what level of responsibility is held for health and safety, from visitors to an organisation to its directors, and it is

important that information, training and supervision is provided in a manner that the recipient will understand.

Safety and health awareness and information is often as much as a visitor will receive. This can be overt, perhaps in the form of a set procedure that all visitors, including contractors, must go through; but it can also be covert, for example in open-access workplaces, such as in the retail sector, through workplace design, use of signage, information and procedures, such as limiting visitor access to certain areas. In many workplaces, once beyond open-access areas, visitors must be supervised or accompanied while they are on the work premises. The safety of persons who come into contact with a work place is greatly influenced by the health and safety culture and management system of the organisation.

The requirement for employee awareness, knowledge, training and education in OSH covers a very broad spectrum, so it cannot be generic and must be informed by knowledge of local risk. It ranges from the variety of job-specific education and training (including hopefully OSH components) that workers, who require a qualification to do their job, might be expected to have when they commence work (emphasising the importance of recruitment and selection processes) to training that must be arranged and provided by the employer.



Anne Drummond, Associate Professor in Occupational Safety and Health, University College Dublin

Regardless of pre-existing qualifications, every employee should receive some form of induction and orientation training (including OSH) appropriate to their role, when they commence work in any organisation, regardless of the seniority of the role or the nature of employment contract. Many employees will also need to undertake short risk-based courses appropriate to specific tasks that they may be required to carry out, for example, specific training in manual handling, chemical safety, display screen equipment use, construction skills scheme certification or safe pass. For some situations training will be needed before commencing any work, for others, the training can be taken over time. These decisions will be based on risk assessment.

It is clear that OSH instruction, awareness and short-course training is needed even when a worker has little or no “visible” responsibility for OSH, outside of that for their own health and safety and those who may be affected by their work.

The type, level, duration and frequency of training/education differs greatly according to the position, role and level of responsibility held by the individual, but there are some commonalities regardless of sector and type of work. Table 1 looks at the different types of OSH training or education that might be needed for different roles and suggests a desirable and essential status for each. In cases where the requirements are laid down in legislation or guidance the training is obviously essential.

Anybody with any significant responsibility for managing health and safety

should have an educational qualification at Certificate, Diploma, Bachelors or Masters level, in addition to experience in OSH. Many employers sponsor such education for an existing employee who has been given responsibility for OSH. If external expertise is being used, in addition to looking at relevant experience, employers should be satisfied with the provider's educational qualifications including level, content and accreditation as well as whether the external person is a member of a professional body and practices continuing professional development (CPD) (i.e. systematically keeps themselves up-to-

date). Such qualifications are normally within the range levels 5–10 on the National Framework. OSH qualifications for general managers, who have some responsibility for OSH, but it is not and never will be their full-time job, are often in the level 5–7 range; OSH qualifications for safety and health professionals or advisors should be at a minimum of level 7, but most often at higher levels.

Anybody involved in OSH training should have an appropriate “train the trainer” qualification (level 6 or above), and finally, anyone who is practicing in OSH, or with a key role of OSH responsibility, should keep

up to date with OSH issues and practice, either through formal or informal OSH CPD, as well as CPD for their own specific job requirements.

In an ideal world everyone should leave school with an age-appropriate knowledge of health and safety, and every training scheme, apprenticeship, post-leaving certificate and higher education programme should include OSH content, relevant to the student's anticipated qualification, in its curriculum. However, even when that ideal is reached, there will always be a place for on-going training and education.

Table 1. OSH Awareness, Knowledge, Training, and Education needs to be considered at different Levels of OSH Responsibility (+ desirable. ++ essential)

Role	Awareness training, including induction and orientation training	Job-specific education & training (including OSH components)	Short risk-based courses appropriate to role*	Certificated courses relevant to OSH role, e.g. instructor, representative	Train the trainer training and / or education	Higher education / training in OSH at Certificate / Diploma / BSc / MSc levels	CPD: keeping up-to-date with (own) professional development and relevant OSH issues
Directors	++	++					++
Senior Managers (e.g. CEOs)	++	++	+				++
Managers	++	++				+	++
OSH Managers / Advisors / Officers, Consultants	++	++	++	+	+	++	++
OSH-related trainers, e.g. manual handling and first aid instructors	++	++		++	++	+	++
Safety-related roles, e.g., first aiders, ergonomic assessors	++	++	++				++
Employee representative roles, e.g. union or safety representatives	++	++	++	++			++
Employees	++	++	++				++
Contractors	++	++	++				++
Visitors	++						

* e.g. manual handling, chemical safety, Display Screen Equipment, Safe Pass and Construction Skills Certification Scheme courses

Workplace Health and Wellbeing

"Choose a job you love and you will never have to work a day in your life."

Confucius (551-479 BC)

Work is an integral part of our everyday life; it has the potential to add great value and benefit or alternatively cause or contribute to (dis)stress and ill health. The design and organisation of work and working environments is key to mitigating the potential for ill effects from work. It is now widely accepted that a "healthy" workplace leads to a more engaged and productive workforce and most modern employers will utilise strategies to keep their workforce healthy.

Health is much more than the absence of disease or disability and, to the individual, this means achieving his or her potential to enjoy complete mental, physical and social wellbeing. In Ireland, the prevalence of preventable chronic diseases such as diabetes, cancer and hypertension is expected to rise over the coming decades. In addition, rates of mental health disorder(s) and obesity continue to rise while levels of smoking and alcohol consumption remain at alarming levels. The workplace provides access to a "captive" audience where, in terms of participation and engagement, health promotion initiatives are traditionally well-received. In addition, the World Health Organisation (WHO) has endorsed the workplace as an effective environment to address prevention and control of

chronic medical conditions and mental health issues.

There is a business as well as a moral imperative for employers to focus on the mental and physical fitness of their workforce. Research has consistently shown that workers who report improved levels of wellbeing are more attendant (i.e. less absenteeism) and productive (i.e. less presenteeism). The workplace interventions are simple and relatively inexpensive. Mindfulness groups, exercise programmes and work-life balance training are just some of initiatives that have proven very successful for a wide variety of organisations.

There is increasing focus on the importance of working relationships in shaping employee health and wellbeing. The nature of the modern workplace can be unforgiving at times. Fast-paced, target-driven 24/7 global operations are increasingly common requiring a multinational, dynamic, driven and flexible workforce. Technology has improved the efficiency of communication while simultaneously diminishing the quality of communication and interaction between workers. Many employers have recognised the link between employee wellbeing and organisational issues such as leadership style, line management, job design

and work-life balance. Of these, the individual worker's often complex relationship with his/her line management can pose particular challenges. Modern line managers are typically expected to address issues such as unsatisfactory work performance, (working) relationship discord and behavioural or disciplinary issues as well as (worker) health issues and this requires considerable skill, training and expertise.

Workplace wellbeing initiatives need to be planned, implemented and managed effectively to avoid "stumbling blocks" such as failure to engage workers (particularly those at highest risk), lack of senior management engagement and lack of resources, etc.

In order to be successful, workplace wellbeing initiatives need to do the following:

- develop a health and wellbeing strategy that demonstrates how



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specialist in occupational medicine,
clinical director to Vhi Corporate Solutions*

optimal employee health can support commercial performance/competitiveness;

- choose evidence-based interventions
- measure and report outcomes.

Finally, due to the obvious benefits to public health from workplace wellbeing initiatives, perhaps Government could consider incentives/rewards (e.g. financial or otherwise) to industry for investing in such worthy endeavours.

If you have any health and safety ideas, experiences, stories or tips that you would like to share with NISO Update readers, we would love to hear from you! Please send an email expressing your interest in contributing to NISO Update to Geraldine at gbrady@niso.ie.

Workplace Health and Wellbeing

Kieran Sludds, Senior Inspector with the Health and Safety Authority, writes about the Authority's plans in relation to workplace health and wellbeing.

One of the key objectives of the Health and Safety Authority's in the coming years is an increased focus on worker health and wellbeing. This has come about for a number of reasons including:

- Recent Central Statistics Office (CSO) Quarterly National Household Surveys and Economic and Social Research Institute (ESRI) reports citing more absence due to work related illnesses than accidents at work.
- Musculoskeletal disorders (MSDs) and work related stress (WRS) are stated as major causes of absence on Department of Social Protection (DSP) Illness Benefit (IB) certificates by GPs.
- Reflects similar developments in other European countries.

This objective will be achieved over the 3-year period of the strategy in a number of ways:

- Increased training and involvement by

inspectors in areas such as manual handling (MH) risk management, respiratory dust control and sun protection for outdoor workers.

- Gradual involvement of inspectors on psychosocial issues such as WRS and bullying.
- Continued development of the occupational health section of the HSA website.
- Continued guidance on management of MH and MSDs in different sectors.
- MH projects in sectors such as construction, agriculture and manufacturing.
- Gathering data on work related illnesses from sources such as CSO, ESRI and DSP.

The HSA cannot achieve this strategic objective on its own. For this reason it supports and is involved with a number of organisations as follows:

- Financial support annually to The Health and Occupation

Research (THOR) network by physicians in Ireland. This involves occupational physicians, chest and skin specialists and GPs reporting cases of occupational illness online to the University of Manchester. An annual report is produced showing the number of new cases, the total number of cases since reporting commenced in 2005 and comparisons between ROI, GB and NI.

- Membership of the Cross-Government Healthy Ireland (HI) steering group and workplace subgroup.
- Membership of the board of the Anti-Bullying Centre in Dublin City University.
- Membership of Institution of Occupational Safety and Health (IOSH)/National University of Ireland Galway (NUIG) steering committee on workplace behaviours study.
- Membership of European committees involved in MH, psychosocial risk and occupational illnesses.

It is hoped that the increased focus on workplace health will bring about a change by employers in how they manage health. Many employers now have the knowledge and tools to manage safety in their workplaces and the results are evident in reduced accident rates. Health is



Kieran Sludds, senior inspector, HSA

more difficult as it is not as visible as safety and workplace illnesses tend to develop over long periods of time.

Employees develop back problems, repetitive strain injuries, respiratory illnesses and illnesses associated with stress over many years. However once developed these illnesses tend to result in longer absences from work than accidents and long term health problems that don't go away easily. The thinking has to change, so that workplace health is proactively managed, illnesses prevented and employees can remain in good health and productive until and beyond retirement.

For further information about the Authority's activity in relation to workplace health please visit www.hsa.ie or call 1890 289 389.



IOSH highlights farm safety and launches new branch for Irish members

Farm workers were encouraged to stop and think about safety, and to take action to ensure safe working on their land, at an event staged by the Ireland and Northern Ireland branches of the Institution of Occupational Safety and Health (IOSH).

Around 120 delegates attended the event at Teagasc's Ballyhaise Agricultural College, in Co Cavan, to learn more about preventing common causes of injuries or deaths in agriculture.



Live demonstrations of best practice around chainsaws and tree felling, tractors, use of chemicals, animal management, farm building construction and electricity, and slurry management were explored with the help of experts from the college, Teagasc, Coillte and farm building management company Kilmoon Trading.

Liam Howe, Chair of IOSH Ireland Branch, said: "Agriculture, particularly in recent times, has had a very poor rate of accidents, deaths, injuries and ill health. Through this event we wanted to showcase some of the main issues and ways to improve farm safety.

"Hopefully the advice given to delegates will help to change the behaviour of farmers in their own workplaces. It is about changing the culture so that safety and health becomes a

state of mind for farm workers."

Richard McIvor, Chair of IOSH Northern Ireland Branch, said: "Farm safety is a significant issue both in Northern Ireland and the Republic. Both IOSH branches had the same goal to work together and share knowledge for all.

"By sharing advice we hope that farm workers will stop and think in order to prevent further deaths and serious injuries. It is also important for people to realise that children should be kept off the farm for their own safety."

A total of 158 people have died working in Irish agriculture since the start of 2008, including 18 workers in 2015.

In Northern Ireland, meanwhile, 67 people lost

their lives in work-related farming incidents between 2004 and 2013, including five children under-11.

Both IOSH branches have been promoting farm safety through their activities in recent years and support the work being done by the Health and Safety Authority (HSA), Health and Safety Executive Northern Ireland (HSENI) and other organisations to raise awareness of the issue.

IOSH Northern Ireland has been actively supporting HSENI's Farm Safety Action Plan. The strategy, which runs until March 2017, outlines how the regulator plans to support the local farming community promote safe working and good practice. Keith Morrison, Chief Executive of HSENI, who spoke at the event, said: "While it is encouraging

that awareness around farm safety has increased, farmers must now take the next step.

"They need to change how they do things so that every job, big or small, is done within a culture of safety first - every time. We can't keep on losing lives every year through accidents that are completely preventable."

Martin O'Halloran, CEO of the HSA, who also addressed delegates, said the consequences of not taking safety seriously can stay with farming families for generations.

He said: "When our inspectors go out and investigate the two words that almost universally characterise accidents are that they were "foreseeable" and "preventable".

"We say take action. You have enormous power over

the outcomes for yourself and your family.”

The event was the first that the IOSH Ireland and Northern Ireland branches have jointly held on the issue of farm safety. They now plan to hold similar sessions at other locations.

The branches would like to thank Teagasc and Ballyhaise Agricultural College Principal John Kelly for the use of the college’s facilities and staff on the day.

IOSH, meanwhile, has also established a new branch for the east of Ireland.

The IOSH Ireland East Branch is the charity’s 37th branch across the world and replaces IOSH Ireland Branch’s Eastern District.

Around 700 IOSH members based in counties including Louth, Meath, Dublin, Kildare and Wicklow are part of the new branch.

Yvette Moffatt, Chair of the IOSH Ireland East Branch, said the change will bring benefits for IOSH members in the region.

She said: “It makes perfect sense to make this change. Having the biggest membership in Ireland gives us the strength to move forward to the next level.

“The Ireland East Branch will have further responsibility to promote and support the aims and objectives of IOSH. We plan to develop more opportunities for our members to get involved.

“Most importantly we plan to help and support our members who are going through the IPD process and provide continuing support to those who are pursuing their CPD.”

The new branch will also work to liaise with employers and employer groups to recognise the importance of the safety and health professional in their organisation, Yvette added.

“We want to get employers to recognise that good health and safety management saves lives,” she said.

“The Ireland East Branch will also continue to support the Health and Safety Authority’s strategy to continually improve health and safety in the workplace.”

The switch to branch status coincides with the 20th anniversary of the formation of the IOSH Ireland Branch’s Eastern District.

The branch currently holds meetings in the Clarion Hotel Liffey Valley, Dublin 22, and networking sessions after its free seminars at The Gresham Hotel, Dublin 2.

It is planning to stage an event to mark the official launch of the branch on 27 January. Further details about the event are to be made available via the events section of the IOSH website, www.iosh.co.uk.





NISO/NISG All Ireland Safety Table Quiz 2016

Regional Quiz Dates

NISO Western Region [covering counties Galway, Mayo, Roscommon]
11 February 2016; 20:00hrs; Oranmore Lodge Hotel, Oranmore, Co Galway.

NISO Eastern Region [covering counties Dublin, Kildare, Wicklow]
26 February 2016; 19:00hrs; The Gresham Hotel, Dublin 1.

NISG Northern Ireland [covering counties Antrim, Armagh, Derry, Down, Fermanagh, Tyrone]
4 March 2016; The Wellington Arms Hotel, Belfast.

NISO Midland Region [covering counties Laois, Longford, Offaly, Westmeath]
8 March 2016; 20:00hrs; Bridge House Hotel, Tullamore, Co Offaly.

NISO North East Region [covering counties Cavan, Louth, Meath, Monaghan]
9 March 2016; 20:00hrs; Errigal Country House Hotel, Cootehill, Co Cavan.

NISO North West Region [covering counties Donegal, Leitrim, Sligo]
10 March 2016; 20:00hrs; Southern Hotel, Sligo.

NISO Southern Region [covering counties Cork, Kerry]
5 April 2016; 20:00hrs; Oriel House Hotel, Co Cork.

NISO Mid West Region [covering counties Clare, Limerick, Tipperary North]
6 April 2016; 20:00hrs; Greenhills Hotel, Limerick.

NISO South Eastern Region [covering counties Carlow, Kilkenny, Tipperary South, Waterford, Wexford]
Date & Venue: TBC

For more information and to book a team visit niso.ie or call us on 01 465 9760.

Safety Table Quiz

ALL IRELAND 2016

Why Enter?

The All Ireland Safety Quiz is the perfect opportunity for organisations to get up to speed with health and safety issues, regulations and legislation. While this is an entertaining and sociable event, participants are also more likely to retain the health and safety information that they have learned in preparation for the quiz. Taking part in the All Ireland Safety Quiz is also an ideal way to inspire fresh ideas and heighten the safety awareness culture within organisations.

Regional Safety Quiz Format

The All Ireland Safety Quiz is in table quiz format and comprises of teams of up to 4 persons. There are two quiz categories: Novice and Previous Entrants. The winning teams from both the Novice and Previous Entrants categories will proceed to the All Ireland Safety Quiz Finals on 16 April in the Radisson Blu Hotel, Athlone, Co. Westmeath.

All Ireland Safety Quiz Finals Format

The winning teams that make it through their regional heats to the All Ireland Safety Quiz Finals will compete with the other regional winners to claim the title of overall winner in their category (Novice or Previous Entrants). The Finals will comprise of teams of up to 4 persons - there will be no questions asked to individuals. The top two teams from both the Novice and Previous Entrants categories will emerge as winners and runners ups of the All Ireland Safety Quiz Finals.



National
Irish Safety
Organisation



Northern
Ireland
Safety Group



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Help on writing Safety Statements

NISO team answers members' queries.

QUESTION

I am an SME manager and need to update the business's safety statement. Could you please advise on the steps that I should take in order to prepare a thorough and effective safety statement?

ANSWER

Safety Statement

To answer your question, we will look at the Safety Statement from a practical point of view rather than a legal perspective. At the outset let us remind our readers that the Health and Safety Authority have published some excellent guidance on how to write your Safety Statement and this guidance is available free of charge on their website hsa.ie.

The safety statement is intended to set out an organisation's plan on how they intend to manage the health, safety and welfare of their employees. In many ways, the safety statement can be regarded as setting the safety aspirations of the organisation. What company or organisation would not have the aspiration that all their employees could come to work and perform their duties and then return home in good health, without injury or illness. However, safety, just like all areas of business, must be managed if we want to reach our targets of zero accidents.

In order to achieve our stated aspirations on safety, health and welfare we must put a management structure in place just in the same way that we would in managing our sales and marketing or production etc.

Our first task is to assign responsibilities to the management team for the various aspects of the safety management system. For example, decide who is responsible for:

- the overall programme;
- the preventative maintenance of workplace and equipment;
- the awareness and training required;
- setting out safe work procedures;
- identifying the hazards and conducting risk assessments;
- auditing and accident investigations, etc.

Having appointed individuals to their various roles the next most important task is to identify the hazards within the

workplace. All hazards should be listed. Hazards vary and range from physical hazards to biological, chemical, fumes and vapours, noise, vibration, working at height, working in confined space, and so on.

Having listed the hazards, risk assessments must now be carried out on each and every hazard. In doing so we must establish the types of injury or ill health that could be caused by each identified hazard. Following this, safety controls must be introduced to reduce the risk of injury or ill health to the employees. These controls will vary depending on the hazard and will extend from machine guards to safety rails on scaffolds, from extraction and ventilation units for fumes and vapours to sound proofing where noise is an issue.

These are just some examples of control measures. The reader can access a more extensive range of hazards which may be in their workplace by using the HSA's BeSMART programme (visit besmart.ie). BeSMART.ie is an excellent free online tool to assist organisations in their safety efforts.

Safety Awareness Training

In addition to the control measures identified by the risk assessment we should also establish what safety training and safety awareness needs to be brought to the attention of the employees. Formal safety training for such things as manual handling, confined space entry, forklift and MEWP operations, etc., should be backed up by safety awareness training. Safety awareness training can include items like "tool box" talks to remind employees of different safety precautions such as requirements to wear personal protective equipment (PPE), to follow safety procedures, the importance of reporting incidents including "near misses" and to bring to their attention any recent unsafe act or event.

As we encourage employees to report all incidents no matter how small, we must also turn our attention to investigating these reports. The reason for good investigation is to establish the cause of the incident so that corrective action can be implemented to prevent a repeat of the same incident. Collating all the reports will also allow you to

establish the incident trend within your company and help you focus on the more important issues.

Resources

When we are looking at the resources required for a safe operation, we need to consider both the technical knowledge required to manage the safety programme in addition to the purchase of safety equipment and the preventative maintenance programme. When purchasing PPE it is important that, based on your risk assessments, the correct PPE is selected and the person deciding on the PPE must have the technical knowledge to set out the standard and technical specification of each item of PPE.

As with all management programmes, the old saying that what gets measured gets done is also true for safety management. A good safety audit programme should be in place to ensure that the standards set out in your safety management programme are being followed on the work floor. It is a waste of resources to draw up good safety procedures that get ignored on the work floor, however, a robust safety audit programme will ensure that the workplace and workforce are operating to the required safety standards.

Regular reviews of all safety documents, procedures and control measures should be undertaken to ensure that you are keeping up to date with the latest safety standards.

As set out at the start of this article we are looking at a practical safety statement implementation. Nothing in this article should distract from the legal obligation for a safety statement to be in place.

We would suggest that the following are important components of a good safety management system.

- Safety Statement
- Aspirations – Plan – Implement
- Responsibilities Assigned
- Hazards Identified - Risk Assessments Completed
- Control Measures – Training – Awareness – PPE
- Resources – Knowledge – Reporting – Investigation – Audit
- Review all above

Legislation Update

Organisation of Working Time (Non-Application of Certain Provisions to Persons Performing Mobile Road Transport Activities) Regulations 2015 [S.I. No. 342/2015]

The purpose of these Regulations, made under Sections 3 (3), 7 and 25 of the Organisation of Working Time Act 1997, is to clarify the law regarding organisation of working time and mobile transport workers. It removes mobile transport workers, as defined in Directive 2002/15/EC, from scope of Sections 11, 12, 13, 15 and 16 of the Organisation of Working Time Act 1997. It also removes mobile transport workers from scope of S.I. No. 473 of 2001 which prescribes the form in which records required to be kept under the Organisation of Working Time Act should be held.

Road Traffic (Construction and Use of Vehicles) (Amendment) (No. 2) Regulations 2015 [S.I. No. 354/2015]

These Regulations amend the Road Traffic (Construction and Use of Vehicles) Regulations 2003 to update the dimensional-related requirements for agricultural vehicles (including agricultural tractors, agricultural trailers, fully mounted agricultural equipment, interchangeable towed equipment and self-propelled agricultural machinery). They come into effect on 1 January 2016.

Safety, Health and Welfare at Work (Docks) (Revocation) Regulations 2015 [S.I. No. 521 of 2015]

The purpose of these Regulations is to revoke: (a) the remaining provisions of the Docks (Safety, Health and Welfare) Regulations 1960 (S.I. No. 279 of 1960); and (b) the Docks (Safety, Health and Welfare) (Forms) Regulations 1965 (S.I. No. 63 of 1963); in its entirety. These revocations are required to be introduced in parallel with the publication and coming into operation of the Health and Safety Authority's Code of Practice for Health and Safety in Dock Work to ensure the avoidance of any possible overlap in related legislation upon the coming into effect of the Code of Practice on 1 January 2016.

Non-binding Guide to Good Practice for Implementing Directive 2013/35/EU

This guide to good practice for implementing Directive 2013/35/EU Electromagnetic Fields published by the European Commission in November 2015. The Directive 2013/35/EU lays down the minimum safety requirements regarding the exposure of workers to risks arising from electromagnetic fields (EMF). This practical guide has been prepared to assist employers, particularly small to medium sized enterprises, to understand what they will need to do to comply with the Directive. However, it may also be useful for workers, workers' representations and regulatory authorities in Member States. It consists of two volumes and a specific guide for SMEs.

Publications

Workplace Risks and Worker Outcomes in Ireland from a Comparative Perspective: An Analysis of the European Working Conditions Survey, 2005 and 2010

The European Working Conditions Survey (EWCS) is a key survey on

working conditions managed by the European Foundation for the Improvement of Living and Working Conditions.

Client and Contractor Code of Conduct at Quarrying Locations

This document was prepared from the Quarries National Joint Advisory Committee (QNJAC) code of conduct for clients and contractors.

Code of Practice for Health and Safety in Dock Work

This code of practice came into operation on 1 January 2016. Ports and docks can be hazardous workplaces. Some hazards are unique to docks and ships, while others are common in many workplaces, but manifest themselves in unique ways in the docks environment. Safe ports make for efficient ports which are well positioned to support Ireland's economy and create employment through export led growth.

Fatal workplace injuries by economic sector 2008-2015 (NACE Revision 2)

Economic sector	2008	2009	2010	2011	2012	2013	2014	2015
A Agriculture, forestry and fishing	20	10	22	22	20	16	30	18
Crop and animal production, hunting and related service activities								
Forestry and logging	1	1	3	0	1	0	0	1
Fishing and aquaculture	1	2	4	5	7	5	1	5
B Mining and quarrying	1	2	0	1	1	2	0	2
C Manufacturing	6	1	2	2	0	1	3	3
D Electricity; gas, steam and air conditioning supply	0	0	0	0	0	1	1	0
E Water supply, sewerage, waste management and remediation activities	2	0	2	3	4	1	0	3
F Construction	15	10	6	6	8	11	8	11
G Wholesale and retail trade; repair of motor vehicles and personal goods	3	2	4	2	3	3	4	2
H Transportation and storage	3	6	3	7	1	4	4	4
I Accommodation and food service activities	0	1	0	1	0	0	0	0
J Information and communication	0	0	0	0	0	0	0	0
K Financial and insurance activities	0	0	0	0	0	0	0	0
L Real estate activities	0	0	0	0	0	0	0	0
M Professional, scientific and technical activities	1	1	0	2	1	1	1	0
N Administrative and support service activities	0	1	0	0	1	0	2	0
O Public administration and defence; compulsory social security	1	2	0	1	0	0	0	3
P Education	0	2	0	0	0	1	0	0
Q Human health and social work activities	0	1	1	1	1	0	0	1
R Arts, entertainment and recreation	1	0	1	1	0	0	1	1
S Other service activities	2	1	0	0	0	1	0	1
Total	57	43	48	54	48	47	55	55

Figures correct as of 31 December 2015.

National Irish Safety Organisation Events Diary



Please keep an eye on our website: niso.ie for forthcoming courses in 2016.

1. NISO Safe Pass Training:

East: NISO Training Centre,
Ballymount, Dublin 12
Dates: 22 & 29 January; 5 &
12 February
Weekly: On Fridays

South East: Clonmel Park
Hotel, Poppyfields, Clonmel,
Co. Tipperary
Dates: 27 January; 29 February;
30 March; 20 April
Monthly

South: Clayton Hotel Silver
Springs, Cork
Dates: 17 February; 9 March;
6 April
Monthly

South East: Springhill Court
Hotel, Co. Kilkenny
Dates: 24 February; 16 March;
13 April
Monthly

2. Courses and events in the regions

EAST REGION

Safety Awards Workshop
Date: 4 February (TBC)
Venue: Gormanstown/Meath
(TBC)

Safety Quiz
Date: 26 February 2016;
19.00hrs
Venue: The Gresham Hotel,
Dublin 1

MIDLAND REGION

Safety Awards Workshop
Date: 20 January; 14.00hrs
Venue: Radisson Blu Hotel,
Athlone, Co. Westmeath

**Course: NISO Introduction to
Occupational Health and
Safety**

Athlone Institute of
Technology
Course length: 13 weeks, 2 hrs
p/wk
Commencing: 1 February 2016
Contact: sreidy@ait.ie

Safety Quiz

Date: 8 March 2016; 20.00hrs
Venue: Bridge House Hotel,
Tullamore, Co. Offaly

MID WEST REGION

**Course: NISO Introduction to
Occupational Health and Safety**

Limerick Institute of
Technology
Course length: 13 weeks, 2hrs
p/wk
Commencing: 26 January 2016
Contact: FLLimerick@lit.ie

Safety Quiz

Date: 6 April 2016; 20.00hrs
Venue: Greenhills Hotel,
Limerick

NORTH EAST REGION

Safety Quiz

Date: 9 March 2016
Venue: Errigal Country House
Hotel, Cootehill, Co. Cavan

NORTH WEST REGION

Safety Quiz

Date: 10 March 2016; 20.00hrs
Venue: Southern Hotel, Sligo

SOUTH REGION

Safety Quiz

Date: 5 April 2016; 20.00hrs
Venue: The Oriel House Hotel,
Ballincollig, Co. Cork

SOUTH EAST REGION

Safety Quiz

Date and Venue TBC

WEST REGION

Safety Quiz

Date: 11 February 2016;
20.00hrs
Venue: Oranmore Lodge Hotel,
Co. Galway

Workshop: Farm Safety – Changing Attitudes

Date: 17 February; 10.00hrs
Venue: Castlecourt Hotel,
Westport, Co. Mayo

3. National/ All Ireland Events

National Annual General Meeting

Date: 16 April 2016; 12.00hrs
Venue: Radisson Blu Hotel,
Athlone, Co. Westmeath

All Ireland Safety Quiz Finals

Date: 16 April 2016; 15.00hrs
Venue: Radisson Blu Hotel,
Athlone, Co. Westmeath

NISO Annual Conference and Trade Exhibition

Date: 7 October 2016
Venue: The Malton Hotel,
Killarney, Co. Kerry

Trade Exhibition Spaces Available

For more information on
booking a space call 01 465
9760 or email sbirkett@niso.ie

NISO/NISG All Ireland Safety Awards

Date: 7 October 2016
Venue: The Malton Hotel,
Killarney, Co. Kerry



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