

National Irish Safety Organisation

Update!



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

SUMMER 2016

Workplace Wellbeing



National Irish Safety Organisation

Update!

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NISO President Reports

Return to Work

The economy has been picking up and recently we have seen a steady increase in employment figures. This is very good news for the country and, particularly, for each individual who is returning to work or starting work for the first time following the economic crisis that affected the country since 2007/8.

While the economic upturn is good news, it also raises safety, health and welfare in the workplace issues. At a time when workplaces are experiencing an increase in new and returning workers, it is of utmost importance to ensure that all new employees are made aware of the company's safety procedures and are trained in the safety procedures applicable to the tasks they are employed to carry out.

There is a need for all employers to ensure that the safety and induction training in their organisation is applied. It should never be assumed that people are aware of safe operating procedures – accidents can happen as a result of such negligent assumptions. This applies to all new employees, be they working for the first time or returning to the workplace.

BREXIT

What does Brexit mean for the safety community?

The answer to this is: nobody knows. However, we need to start thinking about the possible implications Brexit may have on health and safety in Ireland. When the United

Kingdom exits the European Union in about two years' time, how will this effect safety standards and qualifications? All 28 EU countries presently operate along a basic set of EU rules for all safety, health and welfare at work matters. Freedom of labour and movement enables organisations to work on contracts in any of the 28 member states.

It remains to be seen what will happen amongst UK organisations in the wake of Brexit. Will their standards on safety, health and welfare at work differ from the rest of the EU? Will the working time directive still apply to the UK? Will safety qualifications obtained in the UK be acceptable within the EU?

Already questions are being asked within the safety community in the UK about what safety requirements, if any, text will be removed or rewritten by the UK Authorities.

It is important to raise these issues within the safety community now - if there are any issues than can be resolved or problems that can be prevented, now is the time to take action.

Annual Conference and All Ireland Safety Awards.

Planning and preparation is very well advanced for this year's conference, which will be in held on 7 October next in The Malton Hotel, Killarney, Co. Kerry.



Harry Galvin, president, National Irish Safety Organisation

The closing date for submissions to the All Ireland Safety Awards has now passed. The awards will be presented at the Awards Gala Dinner on 7 October in Killarney. The diversity of the entries received is a reflection of the many varied industries in Ireland. This year a new award category, Driving for Work, sponsored by Merrion Fleet Management Ltd., will be awarded to the organisation that demonstrates evidence of the following in relation to driving for work: planning, practice, measuring performance and reviewing performance.

Organisations who enter the All Ireland Safety Awards help to raise the safety profile, awareness and culture within their organisations.

Stay safe.

Harry Galvin,
President, National Irish
Safety Organisation.

HSA 2015 Annual Report and Statistics Summary

Majority of inspections carried out in high risk agriculture and construction sectors.

The Health and Safety Authority (HSA) has published its Annual Report for 2015 and Statistic Summary for 2014–2015. Here are some of the main points:

- 10,880 workplace inspections and investigations were carried out in 2015
- Over half of these inspections targeted the construction (3,932) and agriculture (3,056) sectors
- The manufacturing sector received the third highest number of inspections with 1,108 carried out

Key enforcement statistics from the report include:

- 11% of all inspections and investigations were due to a fatality, serious accident, complaint or dangerous occurrence
- 13% of inspections and investigations were carried out under chemicals legislation
- 5% were return inspections due to low compliance
- 9% of all inspections and investigations resulted in formal enforcement action (489 improvement notices and 488 prohibition notices issued)

- There were 16 successful prosecutions concluded for health and safety breaches and fines of €541,750 were imposed

In 2015, almost 7,000 additional businesses signed up to BeSMART.ie, the HSA's online safety management tool. There are now over 30,000 businesses using the resource. E-learning also increased last year with over 13,000 new courses taken on hsalearning.ie.

There were major legislative developments in chemicals safety with the introduction of the new "Control of Major Accident Hazard Regulations". After a formal public consultation process, the new regulations were introduced with accompanying guidance and information for stakeholders.

Across all sectors there was a strong focus on issues such as occupational hygiene (690 inspections), work-related vehicle safety (358 inspections) and slips, trips and falls (569 inspections) during 2015.

Key injury, illness and fatality statistics include:

- Fifty six work-related fatalities were reported to the HSA in 2015, compared to 55 in 2014, 47 fatalities in 2013 and 48 in 2012
- Of the fifty six fatalities in 2015, 50 involved workers, giving a worker fatality rate of 2.5 workers per 100,000
- The highest number of fatalities (18) occurred in the agriculture sector
- Self-employed workers were once again over-represented in fatal work accidents: 21 of the fatalities in 2015 involved self-employed persons
- There were 7,775 non-fatal injuries reported to the HSA in 2015. Of these injuries, 7,443 (96%) involved workers, while the remaining 332 involved members of the public, including family members
- The largest number of non-fatal injury reports to the HSA came from the health and social work sector (1,490)
- Manual handling-related injuries continue to account for about one-third of all non-fatal injuries reported to the HSA

Copies of both reports are available at www.hsa.ie

NISO Welcomes New Members

National Irish Safety Organisation would like to welcome all of the organisations that have joined 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:

- BioNua
- Gavin & Doherty Geosolutions Ltd.
- H&MV Engineering Ltd.
- Invas Biosecurity
- Iron Mountain
- Japanese Knotwood Ireland Ltd.
- KOS Ergonomics
- Westel Utilities Limited

FEATURED MEMBER

KOS Ergonomics have

been the leaders in workplace ergonomic solutions in Ireland for 20+ years. They specialise in back care seating, sit-stand desks and all ergonomic equipment required for office, laboratory, cleanroom and production environments. Their ergonomic consultants work with health and safety professionals and assessors, advising on the most appropriate solution for all budgets. Visit www.kos.ie for further details.



Safety Alert for Scaffolding Components

The Health and Safety Authority has issued this alert to highlight the importance of ensuring that any scaffolding component used is in safe working order and in an appropriate condition for the task being undertaken. Corroded and rusting scaffolding components can lead to serious issues with the scaffolding's structural integrity and can lead to catastrophic failures and scaffolding collapses.

Rusting is most prone on non-galvanised scaffolding systems and in particular on the wedge type painted steel scaffolding systems common in Ireland.

Key Steps to ensure scaffolding safety:

- Inspection of scaffolding components must be carried out by a competent person and the condition of components should be continually inspected as part of the scaffolding inspection routine.
- Excessively rusted or corroded scaffold should never be used in a scaffold assembly.
- Any defective components should be put out of use or repaired by a competent person.
- The manufacturers' manual for all system scaffolds must be available when erecting, modifying and dismantling scaffolds. This should also inform the user in relation to

maintaining the scaffold in good order.



Safety Alert for Working on Fragile Roofs

A significant rise in the number of fatalities involving working on roofs, particularly involving fragile roof materials, has prompted the Health and Safety Authority to issue this Safety Alert to highlight the need for stringent health and safety procedures when carrying out this type of work.

In the last five years (2011–2015) there have been 12 fatalities associated with roof work. Of these, ten deaths have involved sheeted / cladded type roofs

while two occurred on other types of roofs. Seven of these fatalities occurred on agricultural buildings with most involving a simple fall through fragile roof material.

Key steps for working on roofs safely:

1. Do not undertake any roofwork, painting or repairs yourself unless you are competent to do so. Work on fragile and cladded type roofs requires the worker to be competent and in possession of the relevant valid

SOLAS Construction Skills Certification Scheme (CSCS) for Roof Cladding.

2. Risk assess the work considering all specific hazards such as fragile roofs.
3. Select the most suitable work equipment for the job. Collective protection must be prioritised over individual protection.
4. Carry out the work in a safe manner in accordance with the HSA Code of Practice for Safety in Roofwork.

Safety Alert Relating to the use of Chain Flail or Other Non-Standard Cutting Attachments on Brush Cutters (2016)

This safety alert, originally published in 2010, has been re-issued as it has come to the attention of the HSA that Non-Standard flail brush cutter trimmer heads have been on sale recently. These attachments are extremely dangerous and should not be supplied or used. The safety alert is directed at suppliers and users of portable, hand-held, brush cutters and accessories. These machines are commonly used for cutting wild grass, weeds, brush and similar

vegetation, using a variety of standard cutting attachments. They are frequently utilised in landscape maintenance and ground-clearance operations.

The European Commission (DG Enterprise and Industry) has required Member States to prohibit the placing on the market of flail-type cutting attachments consisting of several linked metal parts (e.g. chains) for portable hand-held brush cutters.

For further information and examples of non-standard cutting attachments, please visit hsa.ie.



Please visit hsa.ie for further information.

EU-OSHA's Annual Report 2015

The European Agency for Safety and Health at Work (EU-OSHA) has published its annual report for 2015.

Here are some of the key findings from the report.

ESENER-2 Results

Results from one of EU-OSHA's flagship projects, the European Survey of Enterprises on New and Emerging Risks (ESENER) revealed that the most widespread risks in European workplaces are:

- Psychosocial risks (e.g. 58% of workplaces in the EU report that difficult customers are a risk factor);
- Musculoskeletal disorders (up to 56% report tiring or painful working positions).

OiRA Project Evaluation

An evaluation of EU-OSHA's Online interactive Risk Assessment (OiRA) tool's performance in 2015 showed that:

- 86 OiRA tools had been developed by end of 2015;
- A further 30 tools were under development at this time;
- A new user interface OiRA 2.0 had been launched;
- The OiRA project was awarded a

Best Practice Certificate by the European Public Sector Award scheme.

Key Performance Indicator

Overview of EU-OSHA's performance in 2015 in relation to its targets:

- 92% of stakeholders claim to have used information used by EU-OSHA
 - o 48% for information exchange
 - o 39% for policy-making of implementing measures at enterprise level
 - o 38% for further dissemination
 - o 37% for further research

Napo Website

EU-OSHA's new corporate website and revamped Napo website were launched in 2015 and are now both mobile friendly.

Director of EU-OSHA, Christa Sedlatschek, highlighted how change was an underlying theme in 2015: "More and more, work is being relocated outside traditional workplaces, workplaces are becoming increasingly competitive, and



technologies are developing rapidly. And demographic change is seeing Europe's workforce ageing. It is therefore important that we are adaptable to these changes and work together to achieve the best outcomes possible. In this vein, in 2015, EU-OSHA published expert review articles on three new and emerging risks and their impact on occupational safety and health (OSH): crowdsourcing, performance-enhancing drugs and robotics."

Visit osha.europa.eu for further information and to download publications.

HSA launches free online chemical safety course for small business

The Health and Safety Authority (HSA) has launched a free short on-line course on chemical safety in the workplace on its e-learning portal, <http://hsalearning.ie>. The course is aimed at workers, supervisors and safety representatives in any sector where chemicals are used. The 30 minute introductory course will give learners a quick, free and invaluable introductory guide to identifying and managing hazardous chemicals in the workplace.

The short interactive course provides a general overview of chemical safety in the workplace, including a broad outline of the types of chemical substances found in workplaces. Course objectives include developing a

chemical inventory, understanding information on the labels and safety data sheets and identifying hazardous chemicals. The course also provides an overview of chemical risk assessment, information on exposure and how to implement a hierarchy of control.

At the end of this course learners should be able to:

- identify all hazardous chemicals in the workplace
- recognise the difference between hazardous/non-hazardous chemicals
- identify ways hazardous chemicals can enter the body
- develop a chemical inventory
- find information on chemicals through the use of labels and Safety Data Sheets

- examine risk and determine possible risk reduction measures using the hierarchy of control.

For further information please visit hsa.ie.

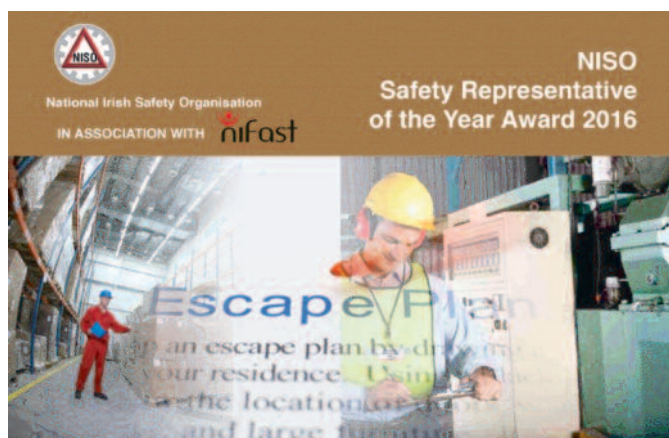


Upcoming Health and Safety Awards

NISO/NISG All Ireland Occupational Safety Awards 2016



The entry date for submissions to the NISO/NISG All Ireland Safety Awards has now closed. The adjudication process is now well under way and results will be finalised in late August. Entrants will be contacted in early September.



Safety Representative of the Year Award 2016

NISO, in association with The CPL Institute, formerly Nifast, is currently accepting entries for the Safety Representative of the Year Award 2016. The closing date for entries is Friday, 2 September 2016.

The award acknowledges the contributions of Safety Representatives that have resulted in positive advances in workplace health and safety. Added to the recognition, the recipient of the Safety Representative of the Year Award will receive a Certificate and €600 prizemoney. The Prize will be presented to the overall winner at the NISO/NISG Annual Awards Presentation Dinner on 7 October 2016 in The Malton Hotel, Killarney, Co. Kerry.

CSP Construction Safety Representative Award



Consultation between management and employees is a vital component of an organisation's management of health and safety. The Construction Safety Partnership (CSP) recognise the importance of the role of the Construction Safety Representative and is proud to sponsor an award (€500 plus a Certificate of Recognition) for the Construction Safety Representative who has made an outstanding contribution to improving safety and health on construction sites in the last year. Completed application forms must be returned to Construction Safety Partnership not later than Friday, 19 August 2016.

CSP Construction Safety/Health Innovation



Award

The Construction Safety/Health Innovation Award will be awarded to an organisation/individual who has introduced an innovation/change to the way that they operate that has made improvements to health or safety within the last three years. The aim of this award is to highlight and reward the commitment to improving health and safety performance.

A certificate and prize will be presented to the overall winner during Construction Safety Week (week commencing 12 September 2016). To nominate someone or to enter directly, please complete the Nomination Form, see csonline.ie for details and return to Construction Safety Partnership not later than Friday, 19 August 2016.

Healthy Workplaces Good Practice Awards



The Good Practice Awards is one of the main elements of the EU Healthy Workplaces Campaign and this year it is designed to highlight the best examples of managing an aging workforce. Two Irish winners will be selected from the entries: one from organisations with fewer than 100 employees and one from those with 100 employees or more. They will then go on to the European leg of the competition where they will be judged against other national winners. If successful at the European stage, winners will receive their awards at a ceremony in the spring of 2017. The closing date for entries is 9 September. Full details on how to enter can be found on EU-OSHA website at osha.europa.eu.

PRAISE Awards

A key part of the European Transport Safety Council's (ETSC) PRAISE programme is a competition that aims to spur companies throughout the EU to tackle road safety at work. The award is presented annually to employers identified for responsibly taking on the road safety challenge. Winners receive positive recognition of efforts they have made to improve road safety from ETSC, a leading voice in transport safety at EU level – with members across the continent. Winners are invited to a high-profile event in Brussels, which includes networking opportunities with policymakers and other organisations active in the field.

Completed forms (in English only) should be sent by email to praiseward@etsc.eu by 1 September 2016.



Construction Safety Week 2016

Construction Safety Week which takes place the week beginning 12 September, has been set as the week for Construction Safety initiatives and NISO will play its part. Two "Working at Height" workshops will be held in Galway and Dublin during Construction Safety Week. Des Brandon, managing director, T Brandon Agencies and working at height specialist, will present both workshops.

Construction is a high risk industry and the increase in fatalities and reportable injuries as the construction industry enters a growth period is a major concern. There needs to be a heightened awareness of the potential risks and hazards that can be overlooked when an industry sector is in rapid growth. As of 27 July 2016, there has been two fatalities within the sector. In 2015, there were 11 construction-related fatalities and 603 non-fatal accidents reported to the Health and Safety Authority (HSA).

In its Annual Report for 2015, the HSA revealed that it carried out 3,932

inspections and investigations of the construction industry in 2015, which resulted in 18 agreed prohibitions; 89 improvement notices; 245 prohibition notices; 1,584 verbal advices and 1,468 written advices.

Several initiatives have been activated to promote safety within the construction industry by the HSA Construction Advisory Committee (CAC) and the Construction Safety Partnership (CSP). The CAC and the CSP amalgamated in June of this year to form the Construction Safety Partnership Advisory Committee. This committee is under the direct control of the board of the HSA and NISO has retained membership of this committee with Pauric Corrigan as the NISO representative.



NISO is hosting two Safe Working at Height Workshops during Construction Safety Week. The workshops will be hosted by Des Brandon, MD, Brandon Agencies and renowned working at height specialists.

Workshop Details:

Galway: 12 September; The Oranmore Lodge Hotel, 14.30hrs to 16.30hrs

Dublin: 14 September; NISO Training Centre, Dublin 12; 14.30hrs to 16.30hrs



Workplace Wellbeing

Niamh Imbusch, Wellbeing and Engagement Consultant

Management, neuroscience and eastern philosophy are working in concert to bring us new and exciting discoveries about how to enhance wellbeing. Coming in September, NISO will run a series of masterclasses dealing with this topic and exploring how these techniques can be applied to the workplace. This article offers a flavour of the emerging conversation from this new, interdisciplinary approach.

Defining Wellbeing

The World Health Organisation describes wellbeing as where: “every individual realises his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.”

Change, whether due to technological advancements, cost and productivity pressures, or competitiveness, is the norm in today’s organisations. Even in times of stability, smart technologies deliver information, emails and messages to us in the remotest of geographies and our “always on” culture means that it is increasingly difficult to find time to switch off and relax. In the workplace, our human nervous systems are typically over-stimulated, leaving us vulnerable to stress and burnout.

Stress

Stress has been described by Frits Koster as “a situation where there is an imbalance between the demands made on us, and the tools we have at our disposal to meet these demands.”¹ Within a workplace context, these demands can include external and environmental factors, as well as internal factors such as the individual’s attitude to their work (for example, perfectionism).

Historically, it was believed that a certain amount of workplace stress

was necessary for efficient performance. This was referred to as “good” stress. However, it is impossible to quantify just how much stress is “good” and when it becomes “bad.” What is clear is that individual employees respond differently to similar levels to stressors, exercising more or less resilience from person to person.

Workplace stress can impact employees on an emotional and physical level, potentially leading to burnout. When burnout occurs, this typically has up to three dimensions, namely exhaustion, cynicism or indifference, and reduced professional efficacy.

Impact of burnout

In addition to the negative consequences for employees who suffer from stress and burnout, the implications for organisations are significant. Direct costs for sick pay and indirect costs associated with loss of productivity are undeniable. From an employer’s perspective, the importance of ensuring the wellbeing of employees is multi-layered, from a primary responsibility to protect and promote employees’ health and wellbeing, to minimising the costs associated with their failure to protect employees’ health.

Concerns about work-related stress and burnout are very real. Research conducted by mental health charity Aware in 2015 revealed that management in one in ten organisations were concerned about the mental health of a work colleague, while business owners recognised that their employees were less likely to discuss personal mental health issues than to discuss financial or physical health concerns. Similarly, a 2015 study of 1,500 employees in Ireland and the UK conducted by Mercer indicated that 82% of respondents



Niamh Imbusch, Wellbeing and Engagement Consultant

experienced increased personal stress, with 52% reporting that stress was having an impact on their overall health. These findings correlate with a corresponding reduction in employees’ ability to concentrate, impacting their job satisfaction and their job performance.

Neuroscience and Neuroplasticity

We now know that stressors trigger the more primitive part of our brain – the amygdala – which is responsible for fight, flight or freeze responses. These are normal, healthy responses in the correct circumstances, and essential for human survival; in effect, they shut down higher-order brain functioning, enabling the body to focus all of its energy on survival. Within this mode of operating, our ability to process information and to think clearly and critically is diminished.

In order to remain healthy, our nervous systems need to be able to recover from the stressor and to reset our system into normal functioning. The risk of exposure to prolonged stressors, or to a relentless stream of chronic, low-grade stressors, is that the nervous system does not have

1. Koster, F. (2007), *Buddhist Meditation in Stress Management*, Silk Worm Books

sufficient recovery time and remains in the primitive survival mode, in effect negatively impacting higher-order functions such as critical thinking, working memory, task performance and so on.

In the past, it was believed that the adult brain was hardwired and could not be changed, however this thinking has since been overturned. The concept of neuroplasticity suggests that our brains can indeed adapt and change. Specifically, neuroscientific studies on Buddhist monks have revealed that certain practices, including meditation, which are related to cultivating awareness and attention, can change how the brain is wired. Meditators, for example, show more activity in the anterior cingulate cortex (ACC) than non-meditators. The ACC is responsible for impulse control, focused attention, and the

ability to learn and adapt from past experiences.

The implication of this body of research is that our habitual responses can be adjusted and qualities such as emotional intelligence and resilience can be acquired, specifically through training in mindfulness-based techniques. Mindfulness involves directing one's attention in a particular manner, and we now understand that it is this ability to focus, rather than "good" stress, which leads to performance effectiveness.

Research published earlier this year from Australia suggests that employees who have high levels of mindfulness are less likely to experience burnout. While some people are naturally more mindful than others, it is also becoming clear that mindfulness can be developed through training - one

does not have to be a Buddhist monk to experience its benefits.

Conclusion

It would be inappropriate for organisations to use mindfulness or other wellbeing programmes as a way of turning a blind eye to addressing inappropriate workplace stressors; nonetheless, their positive effects within organisations are worth exploring. This is just one of a range of wellbeing-related topics which will be addressed in our forthcoming masterclass series, which will address wellbeing at the physical, intellectual and emotional levels. Together, we will explore ways in which participants can use resilience, flow and mindfulness to identify workplace stressors and enhance their wellbeing in the workplace.

Workplace Wellbeing Masterclass

NISO will be hosting two Workplace Wellbeing Masterclasses, presented by Niamh Imbusch, in September 2016.

Dublin: NISO Training Centre, Ballymount, Dublin 12; Thursday, 15 September; 09.30hrs to 12.00hrs
Waterford: The Viking Hotel, Waterford City; Monday, 19 September; 09.30hrs to 12.00hrs.

Aims and Objectives

This masterclass will outline the practical challenges of the modern workplace and how these relate to stress, resilience and wellbeing. We will discuss the theoretical framework underlying resilience and wellbeing. We will explore evidence-based solutions and strategies to bolster resilience and enhance workplace wellbeing. We will experience practical aspects of these solutions and strategies.

Who should attend?

This course is aimed at occupational health and safety managers, human resources professionals and other business and operational leaders who wish to learn more about stress, resilience and the nature of wellbeing in the workplace.

Content Outline

- Introduction
- Perspectives on stress and the modern workplace
- Stress and burnout: a model and implications
- Sustainable engagement and the links to workplace wellbeing
- Concepts, constructs and consequences of mindfulness, resilience, flow and emotional intelligence.
- A model of resilience and wellbeing: Solutions-based framework for physical, intellectual and emotional wellbeing
- Question and answers

Research on Mindfulness in Commercial Organisations

If you or your company is interested in taking part in research to explore the possible effects of mindfulness for line managers in commercial organisations, please email Niamh at n.imbusch@lancaster.ac.uk. The outputs from this research will form the basis for a PhD dissertation in organisational health and well-being. Participation is voluntary and confidential. An executive summary of findings will be made available to participating companies and individuals.

Blueprint unveiled for the future of OSH competence

Occupational safety and health professionals were given a first glimpse of a new global model for defining competency in the profession at the Institution of Occupational Safety and Health's (IOSH) annual conference. IOSH Blueprint, a new framework developed by the institution and a cross-sector group of industry experts to provide a worldwide benchmark for OSH best practice, was unveiled during IOSH 2016.

Around 800 delegates from across the world gathered at the conference, staged at ExCeL London in June, to find out more about IOSH Blueprint. The institution says it will, for the first time, provide individuals and businesses with a shared framework for safety and health skills and capability, available online and free to access.

IOSH executive director of policy, Shelley Frost, said: "There's a clear and growing wave of change that we've been seeing for several years, where safety and health is becoming more recognised as a material issue for organisations.

"Increasingly, organisations are taking a more positive approach, ensuring health and safety has increasing influence on their values and culture.

"With the framework more focused on engagement, influence and strategic planning, Blueprint will ensure the safety and health professional is better equipped to deliver their role with a greater understanding of this business context."

The first component of Blueprint – a self-assessment tool enabling OSH professionals to assess their competencies and produce professional profiles and development plans – was released earlier this year to IOSH members.

In 2017, the profession will be able to

use IOSH Blueprint to access new knowledge and skills training through a "knowledge bank" of resources. A full schedule for the phased roll-out of the framework will be revealed by the institution in the coming months.

Through IOSH Blueprint, organisations worldwide will be able to assess their current skills and capability and determine their future needs, enabling them to deliver their vision for safety and health, said Shelley.

The profession has been testing it since March this year and feedback has been "really positive", she added.

Karl Simons, head of safety, health and wellbeing at Thames Water, is one of a number of senior managers to have helped IOSH design and test Blueprint.

He said: "IOSH is a global professional body that supports members across all continents – this tells us the diversity of health and safety professionals we have should not be underestimated.

"IOSH Blueprint will enable each member to now actively understand their own personal development areas, which are much wider than simply being a technical health and safety professional as it encompasses the development areas that should be considered for a rounded business professional.

"In addition it also will enable the health and safety professional to look at the development areas within the organisation, which is very exciting."

Leaders in occupational safety and health who attended IOSH 2016 gave an overwhelmingly positive response following the framework's unveiling.

Liz Skelton, group head of health and safety at Dixons Carphone, said: "The

iosh blueprint™



Shelley Frost, executive director of policy, IOSH.

announcement was great. It is an amazing opportunity for practitioners to really understand where they are in their career development. It is also an opportunity to really raise the bar of the profession."

David Sharp, managing director at International Workplace, said: "We now have an authoritative, reliable roadmap for developing the profession and the people in it. It's a big opportunity – it has mapped the world of health and safety."

Gail Wroth, head of production and safety at Liverpool Philharmonic, said: "I love the new term, Blueprint. It is a term we use a lot at Liverpool Philharmonic so it really fits in well with my organisation. It is going to be really useful and a great way of judging levels of competency."

** IOSH 2017 will take place on November 20-21, 2017, at the International Convention Centre (ICC), in Birmingham. Further details to be announced.*

Irish companies who use chemicals are urged to consider the final REACH registration deadline

Majella Cosgrave, Senior Inspector with the Chemicals & Prevention Division of the Health and Safety Authority, writes about the REACH regulations and the need for those who manufacture or import chemicals to act now.

Do you manufacture or import chemicals into the EU as part of your business? If so, the final REACH registration deadline of 31 May 2018 could apply to you. In order to ensure continued supply of your chemicals, you may need to act now. A company may not legally continue to manufacture or import (into the EU) a chemical substance at one tonne or more per year, if they do not have a registration in place beyond 2018.

REACH is a major chemical regulation that was introduced in the EU ten years ago. Its aim is to ensure the safety of workers, consumers and the environment from the harmful effects of chemicals. One of the main facets of this regulation is the need for

all companies either manufacturing chemical substances or importing chemical substances into the EU to register these substances with the European Chemicals Agency (ECHA).

Each company manufacturing or importing one tonne or more of a substance per year must submit a registration dossier to ECHA. When REACH was introduced in 2006, the registration deadlines were staggered so that high volume and harmful chemicals were registered first. To avail of the three staggered deadlines, companies had to “pre-register” with ECHA in 2008, notifying ECHA of the company’s intention to register by their designated deadline. The last of these



Majella Cosgrave, Senior Inspector with the Chemicals & Prevention Division of the Health and Safety Authority

deadlines is now approaching and by 31 May 2018 all substances must be registered.

Submission of the registration dossier is a significant undertaking for any company and the advice is to begin the process of registration as soon as possible. The Health and Safety Authority (HSA) advises companies to start by ensuring they have a record of all the substances they manufacture and/or import into the EU, bearing in mind that substances contained in mixtures and articles must also be considered. Under REACH, companies registering the same substance must take part in the sharing of data and their associated costs through the “substance information exchange fora” (SIEFs).



Once a company has confirmed the need to register, they must be active within their SIEF so that data and cost sharing can happen. It is important to note that separate registrations for the same substance are not permitted, so all registrants must be part of the same joint submission.

The registration process can require the investment of significant resources by a company. Companies need to complete tasks such as carrying out an inventory of their substances manufactured and/or imported, taking part in training on ECHA's software tools, negotiating on data and cost sharing, in addition to compiling and submitting the registration dossier. Registrants need to be familiar with the IT tools used to prepare and submit the dossiers – IUCLID 6 and REACH IT. ECHA recognises that the last registration deadline of 31 May

2018 will include companies that have no previous experience of registering and little knowledge of the concepts of data and cost sharing. To this end, ECHA has developed dedicated REACH 2018 webpages (see <http://echa.europa.eu/reach-2018>) guiding companies through a seven step process to successful registration using guidance, tips and online webinars. Some companies may wish to hire a consultant to help them prepare their registration dossier.

ECHA has developed a consultant checklist for the hiring of consultants available at: https://echa.europa.eu/documents/10162/13559/dcg_consultant_checklist_en.pdf.

The HSA's Chemicals Helpdesk is also available to companies to provide assistance and information on their

obligations under REACH.

Representatives of the Chemicals Helpdesk can be reached by emailing chemicals@hsa.ie or calling the HSA's workplace contact unit at 1890 289 389. This is a fully confidential service, operated independently from the HSA's inspectorate. Companies may also have support from trade associations, sector groups or local chambers of commerce, and are encouraged to reach out for support where needed.

The key message is that while 31 May 2018 may seem a long way away, you need to start preparing for the last REACH registration deadline now. Be knowledgeable of your chemical substances, and start the process now so you can meet the deadline and ensure the continued supply of your chemicals.

NISO Annual Health and Safety Conference 2016

Ireland's premier health and safety conference for safety professionals and business leaders.

Friday, 7 October 2016
The Malton Hotel,
Killarney,
Co. Kerry

The NISO Conference offers delegates an insight into current topical issues which will be addressed by a panel of renowned national and international speakers.

To register your interest in conference 2016, email conference@niso.ie with 'Conference 2016 Interest' in the subject line.

Sponsorship

Is your organisation interested in sponsoring the Annual NISO Conference, Ireland's number 1 health and safety event, in 2016? Sponsorship of the NISO Annual Health and Safety Conference presents a prime opportunity for organisations to reinforce their identity and reputation as leaders in the health and safety field.

Sponsors of the 2015 NISO Conference included:

- Abbott
- Anderco
- ESS Safeforce
- Gas Networks Ireland
- KD Group
- Kilcawley Construction
- Phillips 66
- Roadbridge
- Walsh Group

To discuss opportunities to sponsor the NISO Conference and other NISO events, please contact Susan Birkett for a Sponsorship Brochure on 01 465 9760 or email sbirkett@niso.ie.

New Publications

Manual Handling Risk Reduction for the Transport and Logistics Sector

This information sheet highlights the physical risks associated with manual handling in the transport and logistics sector.

Examples of risk reduction measures that could be considered appropriate in different workplace settings are illustrated, but is by no means an exhaustive list of possible solutions.



Watch Your Step – Preventing Vehicle Related Slips, Trips and Falls Information Sheet

This information sheet will help you understand the causes of vehicle STFs and what you can do to prevent them.



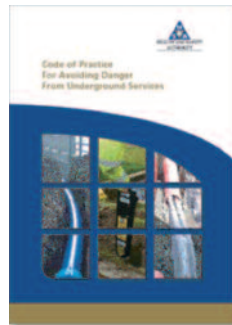
Crystalline Silica Dust Information Sheet

Crystalline silica is widely found in nature. Occupational exposure to crystalline silica dust occurs in many industries.



Code of Practice for Avoiding Danger from Underground Services

This Code of Practice is a result of a joint initiative between the Health and Safety Authority, Construction Industry Federation, Irish Congress of Trade Unions, key utility companies/service providers and local authorities that are involved in the provision and maintenance of vital underground services.



Health and Safety Authority Annual Report 2015

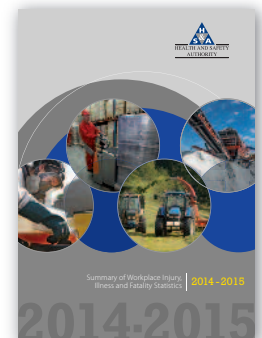
The Health and Safety Authority (HSA) has published its Annual Report for 2015. Across the areas of workplace health and safety regulation, chemicals regulation, and national accreditation, the HSA continued the approach of supporting Irish enterprise, primarily through the provision of information and advice, and through enforcement where necessary.



Health and Safety Authority Statistics Report 2015

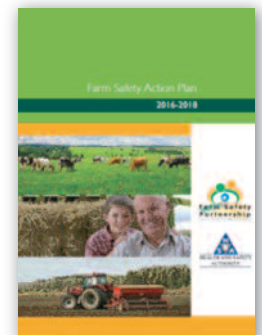
The tables and graphs contained in this publication outline the most recently available statistics on

occupational injury, illness and workplace fatalities in Ireland.



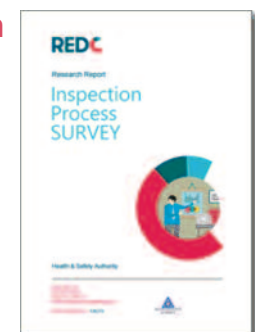
Farm Safety Action Plan 2016-18

The Farm Safety Action Plan (2016–2018) was developed by the Farm Safety Partnership Advisory Committee, an advisory committee of the Board of the Health and Safety Authority.



Inspection Process Survey – Research Report

This is an independent report of HSA inspections.



For further information and to download any of the above publications, please visit hsa.ie.



Help on accident reporting and lone working

NISO team answers members' queries.

QUESTION 1

There was a small accident in my workplace and I need to create an accident report. I have never created such a report before and I want to know what should be included in the accident report?

ANSWER 1

An accident report should be carefully laid out so that management will more likely adopt recommendations for improving its safety processes, thus solving problems long-term.

The accident report should include:

Background of the accident: who the injured party is; their date of birth, nationality, sex, occupation, length of service; name of their supervisor and/or employer; the time and date of the accident.

Description of the accident: what happened; what machinery was involved; details of the injury; consequences of the accident (e.g. time off work); witness statements; environment at the time of the accident; photos; review training records; personal protective equipment used; housekeeping; supervision.

Findings: system failures; work conditions; person behaviour.

Recommendations: to eliminate or reduce basic and root causes; provide options; new procedures for approval; etc.

Review and follow-up actions: what remedial actions need to be taken to prevent reoccurrence; when, how and who is responsible; specify timeframe.

Attachments: photos; sketches; interview notes; etc.

If someone in the vicinity denies witnessing the accident then you should take what is called a negative statement. A negative statement may simply say: "I was working near the scene of the accident but I did not see

anything". It is better to take this statement early on rather than find out at a later date that the person suddenly remembers something and gives evidence against the company.

If the accident is reportable to the Health and Safety Authority (HSA) then this should also be included in the accident report. An accident is reportable to the HSA where a person is injured at a place of work and cannot perform their normal work for more than three consecutive days, not including the day of the accident.

New regulations to assist employers in complying with their statutory duty to report to the Health and Safety Authority on workplace accidents and dangerous occurrences will come into effect from 1 November 2016, entitled the Safety, Health and Welfare at Work (General Application) (Amendment) (No. 3) Regulations, 2016 [S.I. No. 370 of 2016].

For further information on accident reports and to report an accident to the HSA, please view the HSA website: hsa.ie.

QUESTION 2

I work in the healthcare sector and very often my occupation involves lone working. There is a risk of violence and aggression in my work environment and I believe that there is a greater potential for harm due to lone working. Taking account of the risks involved, is it safe for one person to work alone in this environment?

ANSWER 2

As per the Safety, Health and Welfare at Work Act 2005, the employer must undertake a risk assessment of the workplace. The risk assessment will identify the potential hazards faced by lone workers and assess the associated risks. Measures to avoid or control such risks will also be included in the risk assessment.

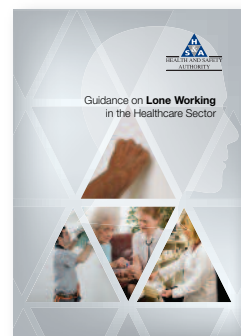
When assessing if it is safe for an employee to work alone, the employer must ask questions such as:

- Can one person control the risks of the job?
- Is the person medically fit and suitable to work alone?
- Is the person competent to work alone?
- Is additional training required?
- How can the person be supervised?

In order to secure the safety of lone workers, an employer shall determine, following a risk assessment, the most appropriate controls in consultation with employees. Possible measures to minimise the risk to lone workers include:

- Provide lone workers with a client history prior to the visit including any relevant background information.
- A mode of communication such as a mobile phone.
- Periodic checks.
- Health surveillance.
- Automatic warning devices such as a panic alarm.
- Instruction and training in attitude recognition, de-escalation and break-away techniques.
- Appropriate appointment times made for new patients to avoid lone working.
- Second person in attendance when determined by the risk assessment.

For further information on lone working in healthcare, please view the publication *Guidance on Lone Working in the Healthcare Sector*. This document is available to download from the Health and Safety Authority website: hsa.ie.



Safety, Health and Welfare at Work (General Application) (Amendment) (No. 2) Regulations 2016 [S.I. No. 70/2016]

Directive 2014/27/EU seeks to amend five EU Directives on health and safety at work as a result of the adoption of the EU “CLP” Regulation (EC) No. 1272/2008 on classification, labelling and packaging of substances and mixtures in 2008.

The Safety, Health and Welfare at Work (General Application) (Amendment) (No. 2) Regulations 2016 amend S.I. No. 299 of 2007 in order to transpose Articles 1, 2 and 3 of Directive 2014/27/EU.

Petroleum Safety (Petroleum Incident) Regulations 2016 [S.I. No. 166/2016]

These Regulations replace S.I. 81 of 2016 and are made for the purpose of enabling Part IIA of the Electricity Regulation Act, 1999 as amended to have full effect and prescribing the class of event for the purposes of defining a petroleum incident, the class of event or occurrence which in the opinion of the Commission constitute a major accident or may materially increase the risk of an event or occurrence referred to in Section 13U of the Act of 1999 occurring and for prescribing the class of event or occurrence to enable the Commission discharge its reporting obligations to the European Commission and to prescribe a form to be used and details to be given by operators or owners to notify the Commission of a petroleum incident.

Road Traffic Act 2010 (Section 54(d)) (Defective or Worn Tyres) (Commencement) Order 2016 [S.I. No. 168/2016]

These regulations set out the offences relating to the use of defective or worn tyres for which fixed charge notices may be issued by an Garda Síochána and the associated penalties. The offences arise under Section 11(5) of the Road Traffic Act (1961 (No. 24 of 1961)).

European Union (Simple Pressure Vessels) Regulations 2016 [S.I. No. 227/2016]

These Regulations transpose into Irish law Directive 2014/29/EU of the European Parliament and of the Council of 26 February 2014 on the harmonisation of the laws of the Member States relating to the making available on the market of simple pressure vessels. These Regulations also give further effect to Regulation (EC) No. 765/2008 of the European Parliament and of the Council of 9 July 2008 setting out the requirements for accreditation and market surveillance relating to the marketing of products and repealing Regulation (EEC) No. 339/93.

These Regulations do not impede the making available on the market or the putting into service of vessels covered by Directive 2009/105/EC which are in conformity with that Directive and which were placed on the market before 20 April 2016. Further, these Regulations do not invalidate certificates issued by approved inspection bodies under Directive 2009/105/EC.

Safety, Health and Welfare at Work (General Application) (Amendment) (No. 3) Regulations, 2016 [S.I. No. 370 of 2016]

The Regulations contain a number of updates and amendments including:

- changes to the requirements for reporting injuries involving members of the public, with the requirement now limited to only those injuries which result in the person being taken from the site of the accident to a hospital for treatment for that injury;

- removal of the requirement for a family member to report a fatal accident involving a self-employed person;

- specified timelines for making reports to the Health and Safety Authority, requiring fatal injuries to be reported within five days and nonfatal injuries to be reported within ten days of the incident;

- clarification on incidents related to medical treatment or pre-existing medical conditions that are not reportable to the Authority.

The revocation and replacement of Part X, Regulations 58, 59, 60, 61, 62, 63 and the Twelfth Schedule (Notification of Accidents and Dangerous Occurrences) of the Safety, Health and Welfare at Work (General Application) Regulations 1993 (S.I. No. 44 of 1993) represents the removal of the last provision of those Regulations.

These Regulations shall come into force from 1 November 2016.

Fatal workplace injuries by economic sector 2008-2016 (NACE Revision 2)

Economic sector		2008	2009	2010	2011	2012	2013	2014	2015	2016
A	Agriculture, forestry and fishing	20	10	22	22	20	16	30	18	9
	Crop and animal production, hunting and related service activities									
	Forestry and logging	1	1	3	0	1	0	0	1	0
	Fishing and aquaculture	1	2	4	5	7	5	1	5	1
B	Mining and quarrying	1	2	0	1	1	2	0	2	1
C	Manufacturing	6	1	2	2	0	1	3	3	1
D	Electricity, gas, steam and air conditioning supply	0	0	0	0	0	1	1	0	0
E	Water supply, sewerage, waste management and remediation activities	2	0	2	3	4	1	0	3	1
F	Construction	15	10	6	6	8	11	8	11	2
G	Wholesale and retail trade; repair of motor vehicles and personal goods	3	2	4	2	3	3	4	2	2
H	Transportation and storage	3	6	3	7	1	4	4	4	1
I	Accommodation and food service activities	0	1	0	1	0	0	0	0	0
J	Information and communication	0	0	0	0	0	0	0	0	0
K	Financial and insurance activities	0	0	0	0	0	0	0	0	0
L	Real estate activities	0	0	0	0	0	0	0	0	0
M	Professional, scientific and technical activities	1	1	0	2	1	1	1	0	0
N	Administrative and support service activities	0	1	0	0	1	0	2	0	1
O	Public administration and defence; compulsory social security	1	2	0	1	0	0	0	4	0
P	Education	0	2	0	0	0	1	0	0	0
Q	Human health and social work activities	0	1	1	1	1	0	0	2	0
R	Arts, entertainment and recreation	1	0	1	1	0	0	1	1	1
S	Other service activities	2	1	0	0	0	1	0	0	0
Total		57	43	48	54	48	47	55	56	20

(Source: hsa.ie, correct at 29 July 2016)

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: Training Centre, Ballymount, Dublin 12
Dates: 5, 12, 19, 26 August; 2, 9, 16, 23, 30 September
Weekly: On Fridays

South East: Springhill Court Hotel, Kilkenny
Dates: 17 August; 28 September

South East: Clonmel Park Hotel, Clonmel, Tipperary
Dates: 3 August; 7 September

South: Radisson Blu Hotel, Little Island, Cork
Dates: 10 August; 14 September

2. Courses scheduled at NISO Training Centre, Ballymount, Dublin 12

Manual Handling Basic
Duration: half day
11 August

VDU/DSE Assessor
Duration: 1 day
12 August

Safety Representation (NISO Cert)
Duration: 2 day
8–9 August

Risk Assessment (QQI Level 5)
Duration: 5 days
15–18 August

IOSH Managing Safely
Duration: 4 days
29 August–1 September

Introduction to H&S for the Non Safety Specialist
Duration: 2 days
5–6 September

Health and Safety Representation (QQI L5)
Duration: 4 day
12–15 September

First Aid Certificate Course (QQI L5)
Duration: 3 day
6–8 September

IOSH Working Safely
Duration: 1 day
8 September

Risk Assessment – Basic Concepts (NISO Cert)
Duration: 2 day
19–20 September

Hand Arm Vibration Risk Assessment and Management Training
Duration: 2 day
19–20 October

Noise at Work Risk Assessment and Management Training
Duration: 4.5 day
24–28 October

3. Courses and events in the regions

WEST REGION

Workshop: Safe Working at Height
Duration: half day workshop
Date: 12 September
Location: Galway

EAST REGION

Workshop: Safe Working at Height
Duration: half day workshop
Date: 14 September
Location: Dublin

Masterclass: Workplace Wellbeing
Duration: half day workshop
Date: 15 September
Location: Dublin

SOUTH EAST

Masterclass: Workplace Wellbeing
Duration: half day workshop
Date: 19 September
Location: Waterford

MIDLAND REGION

Course: NISO Introduction to Occupational Health and Safety
Athlone Institute of Technology
Duration: 13 weeks, 2 hrs p/wk
Commencing: September 2016
Contact: midland@niso.ie

MID WEST REGION

Course: NISO Introduction to Occupational Health and Safety
Limerick Institute of Technology
Duration: 13 weeks, 2 hrs p/wk
Commencing: September 2016
Contact: FLLimerick@lit.ie

4. National/ All Ireland Events

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



NISO, A11 Calmount Park, Calmount Avenue, Ballymount, Dublin 12.
Tel: 01 465 9760 Fax: 01 465 9765 Email: info@niso.ie Website: niso.ie