

National Irish Safety Organisation

# Update!



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

SPRING 2018

## IN THIS EDITION:

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### Developing a Healthy Workplace Framework for Ireland

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National Irish Safety Organisation

# Update!

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## President's message

### NISO Annual General Meeting

In my presidential report at the NISO Annual General Meeting on 14 April 2018, I commented on the great work carried out by the NISO secretariat during the year and also the continuing dedication and commitment of the executive and regional committee members.

The events organised by NISO include seminars, workshops, annual conference, safety awards etc. and have seen more than 3,500 individuals taking part. This clearly shows how important our contribution to safety and health is seen by our members. We currently represent in the order of 600,000 employees throughout the country, in all types of industry.

I expressed our appreciation to Insurance Ireland for their financial support for our educational safety workshops during this year.

### HSA Funding

NISO is fully supportive of the work of the HSA, which is very wide ranging and covers all sectors of the workforce. We welcome the small increase in funding to the authority during 2017, however, we are of the view that more resources are required from government to assist the Authority to fulfill their function. With the workforce now at 2.1m and climbing, extra staff are required to continue to drive the continuous safety improvement.

The State Claims Agency paid out €2.2b and had active current claims of €252m at the end of 2016. Legal fees paid out to 3rd parties in 2016 amounted to €27m. In addition to the above, in the last six months of 2017 its own legal fees to outside solicitors amounted to €8.3m and to barristers €3.8m resulting in a total of €12.1m in six months, or approximately €24m for a full year.

The safety community, in particular the HSA, could do a

great deal of accident prevention with a fraction of the above monies while government say money for prevention is not available due to budget constraints.

NISO would like to see a co-ordinated approach from government to the whole area of safety with the focus on prevention which would lead to a major saving to the economy as well as a healthier society.

Thirty years after the Barrington Commission report, I believe it is now time for another comprehensive review of health and safety in Ireland and strategic planning for how health and safety will be implemented over the next 30 years. To this end I believe that the government should set up a working party to make recommendations on future safety regulation to include all priority areas for safety including fire, transport, marine, public, workplace etc.

### Road Safety

On the subject of road safety and the continuing issue of drink driving, I welcome the moves by the Minister for Transport, Tourism and Sport to ban all drivers convicted of drink driving. I would like to see mandatory education courses for all these drink drivers in addition to the driving ban. These courses could be used to change the "mind set and culture" associated with drink driving. The same could apply to those drivers found to be under the influence of other intoxicants and those who face driving bans for reaching 12 penalty points.

### Safety Quiz Finals

The 2018 All Ireland Occupational Safety Quiz Finals were held on 14 April in Clonmel and I congratulate the Previous Entrant category winners, Thermo King, Galway, and the Novice Entrant category winners, Aughinish Alumina, Limerick. Congratulations to all the teams



Harry Galvin, president, National Irish Safety Organisation

that participated in the 2018 Quiz and who made it to the All Ireland finals in Clonmel.

### Martin O'Halloran

Martin O'Halloran will retire as CEO of the HSA this year and I particularly want to pay tribute to him for his work. Martin has been committed to improving health and safety for decades and was one of the signatories of the NISO Articles of Association in 1992. He is recognised on the NISO Roll of Honour for his work in promoting health and safety. On behalf of all of us in NISO, I wish Martin a long and happy retirement and thank him for his support over many years.

### Des McNamara RIP

I was deeply saddened to hear of the death of the NISO Mid-Western Regional Vice Chairman, Des McNamara, in February. Des was a great servant to the region and was very active in the awards scheme. He was a true gentleman and a fine footballer for Limerick F.C. and will be sadly missed by all who knew him. May he rest in peace.

Just a reminder that safety is best achieved by each and everyone of us acting in a safe and responsible manner by showing leadership and leading by example.

Harry Galvin, President, National Irish Safety Organisation

# Health sector workers most likely to be off work due to work-related illness

New research from the ESRI and the Health and Safety Authority launched in April 2018 by Minister Pat Breen looks at work-related injuries and illness in five sectors with persistently high risks: health, construction, transport and storage, industry (manufacturing and utilities), and agriculture, forestry and fishing. These five sectors account for 41 per cent of employment and 56 per cent of work-related injury in 2014. The research tracks experiences over the period 2001 to 2014 using nationally representative surveys of the workforce collected by the CSO.

Key findings from this research:

- **Injury rates in the agriculture, construction and industry sectors fell during the recession (2008-2011) compared to the boom (2001-2007).**
- **The rate of fatalities is highest in the agriculture, forestry and fishing sector.** The number of fatalities increased from 129 in the 2001-2007 period to 151 in the 2008-2014 period.
- **The health sector had the highest total number of days lost due to work-related injury.** The highest number of total days lost due to work-related injury in the 2008–2014 period occurred in the health sector (92,000 days per year) followed by the transport sector (82,000 days per year).
- **The transport sector had the highest number of days lost per worker due to work-related injury.** Adjusting for the numbers employed in each sector we find that in the 2008-14 period, the highest annual average number of days lost to injury per 1,000 workers occurred in the transport sector (766) followed by construction (532), agriculture (413), health (329) and industry (282). The figure for all other sectors was 216 days per 1,000 workers.
- **The health sector had the highest number of days lost per worker due to work-related illness.** In this sector, 524 days were lost per 1,000 workers. This was followed by transport (507), agriculture, forestry and fishing (358), industry

(351) and was lowest in construction (313).

- **Night workers, shift workers and new recruits had a higher risk of injury.** Except construction, in all sectors examined, night workers and shift workers had a higher risk of injury compared to workers not working these hours. In all five sectors, new recruits were more likely to experience an injury compared to those with longer tenures, on a full-year equivalence basis.
- **Longer working weeks are associated with injury.** Construction sector workers working between 40 and 49 hours a week faced a greater likelihood of injury per hour worked, after adjusting for worker and job characteristics.
- **Part-time workers are also at higher risk of injury.** In the agriculture sector, while those working long hours had the highest risks of injury overall, part-time workers were found to face a greater risk of work-related illness per hour worked. This part-time effect was also found in the transport sector.



This report is part of a series of five new reports:

- Analysis of Work-Related Injury and Illness 2001 to 2014
- Analysis of Work-Related Injury and Illness 2001 to 2014 Construction Sector
- Analysis of Work-Related Injury and Illness 2001 to 2014 Health Sector
- Analysis of Work-Related Injury and Illness 2001 to 2014 Transport and Storage
- Analysis of Work-Related Injury and Illness 2001 to 2014 Agriculture, Fishing and Forestry Sector

The reports are available on [hsa.ie](http://hsa.ie) and [esri.ie](http://esri.ie).





## NISO Welcomes New Members

National Irish Safety Organisation would like to welcome all of the organisations that have joined recently. 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, email [info@niso.ie](mailto:info@niso.ie) or visit [niso.ie](http://niso.ie) for further information on NISO membership and to receive a copy of our Membership Brochure.

### New Members

Organisations to recently join NISO include:

- Abbvie Ireland NI B.V.
- Blizzard Entertainment
- Blue Moon Investments Ltd. T/A Ardross Construction Solution
- Cumnor Construction Ltd.
- Gravity Construction Ltd.
- Hurson Engineering
- JMH Services
- The HR Brief Limited
- V-Plant Construction Ltd.



Established in 1983, we at **Cumnor Construction Ltd** have built our reputation for quality on personal service and attention to detail. General Contracting is our core activity. We are successful across the Commercial, Industrial, Educational, Healthcare and General



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Email: [cumnor@cumnor.ie](mailto:cumnor@cumnor.ie) Website: [www.cumnor.ie](http://www.cumnor.ie)

Ballygoman, Barnstown, Wexford T: 1890 111 222 M: 087 807 6915 E: [info@gravityconstruction.ie](mailto:info@gravityconstruction.ie) W: [www.gravityconstruction.ie](http://www.gravityconstruction.ie)

## GRAVITY

Gravity is at the forefront of asbestos removal in Ireland. We have been providing exceptional service since our formation, and have earned an enviable reputation for uncompromising quality along the way. Our highly trained team is trusted within the industry and recognised by the HSA for offering a specialist rapid response to asbestos related issues, across all public, private and commercial sectors.



## Review of Codes of Practice on Bullying in the Workplace announced

Mr. Pat Breen, T.D., Minister of State for Trade, Employment, Business, EU Digital Single Market and Data Protection has announced that he has asked the Workplace Relations Commission (WRC) and the Health and Safety Authority (HSA) to undertake a review of their Codes of Practice on Bullying in the Workplace. The WRC Code dates from 2002 and the HSA Code has been in place since 2007.

The Minister said "It is timely to have a review carried out and I have asked the WRC and the HSA to work together to examine the possibility of developing a single Code of Practice for Bullying in the Workplace".

The Minister's initiative comes about as a result of evolving case law

in this area that has brought these issues to the fore. He said "It is crucial that best practice in relation to bullying in the workplace is adhered to and regularly revisited and I want to take whatever steps I can in this important area insofar as the bodies for which I have policy responsibility are concerned".

The announcement of the review of the Code on Bullying follows the recent enactment by the Minister of a new Code of Practice on Longer Working Hours. This Code facilitated by the WRC, was developed in consultation with the social partners Ibec and ICTU as well as the Department of Public Expenditure and Reform and the Human Rights and Equality

Commission.

Revision of this Code came about as a result of a recommendation from an Inter departmental Group established in 2016 to consider policy around retirement age in both the public and private sectors. The Minister said "At a time when issues around retirement age in both the public and private sector are very topical, it is very timely to introduce a new Code of Practice to act as a guide to employers and employees".

The Order giving effect to this Code of Practice came into effect on 20 December 2017 and is accessible on the Department of Business, Enterprise and Innovation website at <https://dbe.gov.ie/en/Legislation/SI-No-600-of-2017.html>.

# HSA Programme of Work 2018

This programme of work, the third prepared under the Health and Safety Authority's Strategy 2016-2018, has been developed to contribute to their long-term vision of health, safe and productive lives.

The HSA's strategy for the period from 2016 to 2018 sets out five strategic priorities. The programme of work from 2018 aims to deliver on these priorities.

- 1 Health:** Increase the focus on work-related health risks.
- 2 Safety:** Maintain and develop the advances achieved in the management of work-related safety risks.
- 3 Chemicals:** Focus on the risks to human safety and health arising from chemicals used at work and by the general public.
- 4 Accreditation:** Provide an impartial, internationally recognised accreditation service, responsive to market demands through the Irish National Accreditation Board.
- 5 How we work:** Continue to change and transform the way we work.

## Key information:

- The construction sector will receive the highest number of inspections with 4,000 planned.
- There will be 2,000 inspections carried out in the agriculture sector and the HSA will participate in 50 "Farm Knowledge Transfer Groups".
- 1,285 inspections and audits are planned under the chemicals legislation programme.

In conjunction with inspection and enforcement, a number of occupational safety and health initiatives will be adopted:

- Work-related stress will continue to be addressed through the promotion of the online tool WorkPositive.ie.
- In the healthcare sector there will be a focus on manual and patient handling.
- Accidents involving vehicles are consistently the most common cause of fatal injury in all workplaces. This year the Authority

will raise awareness of vehicle safety through joint initiatives with the Road Safety Authority (RSA) and An Garda Síochána.

The HSA chemicals safety programme will focus on workers and consumers:

- The REACH deadline, for registration of chemicals above one tonne, is on 31 May. The HSA will be providing advice and support to Irish SME registrants to help them meet this deadline.
- There will also be an emphasis on ensuring consumer products comply with EU chemicals safety regulations. Any products that are found to have the potential to cause harm will be removed from the market.

Minister of State for Trade, Employment, Business, EU Digital Single Market and Data Protection, Pat Breen TD, said: "The work of the HSA is vital to a workforce that is increasing in size and approaching full employment. All workers, regardless

of the sector, have the right to a safe and healthy workplace. This can be achieved by making sure that day-to-day knowledge of safety is high, particularly in the agriculture sector where we have seen unacceptable levels of death and injury. The HSA approach of combining inspections and enforcement with prevention and awareness-raising measures is one I fully support."

Martin O'Halloran, Chief Executive, HSA said: "Our remit is broad and covers all work activity. The very nature of work is evolving and new types of jobs are constantly being created so we must recognise current hazards and anticipate the ones that will emerge. We see our overall role as protecting the workforce while at the same time supporting business and enterprise."

The "HSA Programme of Work for 2018" is available to download from [hsa.ie](http://hsa.ie).



# Public Consultation HSA's Statement of Strategy 2019-2021

The Health and Safety Authority is preparing a strategy statement for the three year period 2019-2021, under Section 43 of the Safety, Health and Welfare at Work Act 2005. While the strategy specifically focuses on the period 2019 to 2021 the vision, mission and values have relevance for a longer time horizon out to 2025.

The Authority has opened a public consultation process and interested parties are asked to make written observations on the draft Statement. The final document will be presented to Pat Breen TD Minister of State for Trade, Employment, Business, EU Digital Single Market and Data Protection.

The draft strategy is presented in a short bullet point format as a powerpoint presentation containing the key elements. The final strategy statement will be presented in a word format and will include additional contextual information and a review of the outcomes and effectiveness of the current strategy period (2016-

2018). The statement will further specify the manner in which the Authority proposes to assess its performance in respect of the goals it sets. This strategy statement will continue many important programmes and initiatives by the authority started under earlier strategy statements.

Feedback on the draft statement should be emailed to [strategy@hsa.ie](mailto:strategy@hsa.ie) not later than Tuesday 8th May 2018.

The draft Strategy Statement can be downloaded at <http://consultation.hsa.ie>



## How to respond to this consultation

The Health and Safety Authority invites interested persons or organisations to make written observations on the draft strategy statement for 2019-2021.

In setting out its strategy statement, the Authority has already consulted widely with external industry groups, representative bodies, other stakeholders and staff.

Suggested areas for feedback:

1. Clarity: Is the document clear on the priorities and goals that the Authority has set?
2. Focus: Are the priorities and goals identified by the Authority appropriate for the next three years?
3. Amendments: Are there any amendments you wish to propose?
4. Additional Observations: have you any further observations or suggestions?

## Workers' Memorial Day 2018 – Saturday, 28 April

For everyone with an interest in the safety, health and welfare of people at work, April 28th is the date every year when trade union and employer groups worldwide, as well as individual organisations, remember those who have been killed or injured in work-related accidents.

In Ireland the figures are staggering. In the 10 year period between 2008 and 2017, 501 people were killed in work-related accidents and thousands more badly injured. Last year alone 46 people were killed. These are shocking statistics by any standards.

Colleagues from Congress, Ibec, the Health and Safety Authority and Construction Industry Federation will come together to mark the occasion with a programme of joint awareness raising initiatives. To mark the day

there are a range of initiatives that your organisation should consider including:

- Get involved by using the national Workers' Memorial Day Ireland logo on your website, social media presence, presentations, email signatures, displays and in offices and workplaces
  - In-house training sessions or a toolbox talk
  - Website/Social Media/Newsletter content
  - Guest speaker presentation to your staff
  - Press release to your local/national media marking your event / the day
- Worker safety and health is everyone's business and can only be tackled through a collaborative approach. April 28th presents an important



opportunity to remember and to consolidate everyone's focus around a single day. Please mark the date in your calendar and make the commitment to contribute to this most important challenge.

For further information contact Gavin Lonergan, Head of Communications at the HSA at [gavin@hsa.ie](mailto:gavin@hsa.ie) or (01) 799 7838.



# NISO 2018 AGM

NISO held its 2018 AGM in the Clonmel Park Hotel, Clonmel, Co. Tipperary on 14 April 2018.



The NISO 2018 AGM: (l to r) Des Brandon, treasurer; Harry Galvin, president; Fergal McKeivitt, secretary; Michael O'Neill, vice president.

## President's Report

Harry Galvin, President, National Irish Safety Organisation opened the 2018 National AGM by reporting that NISO had had a very good year and is in a very stable financial position, thanks to the hard work of the NISO employees and the commitment of the executive and regional committees.

Mr Galvin acknowledged the continuing cooperation with IOSH and the Department of Business, Enterprise and Innovation and also noted the continued support from Ibex, ICTU, Insurance Ireland and the HSA. He thanked Insurance Ireland for their financial support with educational workshops which took place during the year.

Paying tribute to Martin O'Halloran, CEO, Health and Safety Authority, ahead

of his retirement later this year, Mr Galvin noted Mr O'Halloran's contribution to health and safety and mentioned that he is recognised on the NISO Roll of Honour for his work.

Mr Galvin spoke about some of NISO's achievements and events throughout the year including the NISO Certificate in Safety, Health and Welfare at Work course which is now taking place in four regions twice a year and will run in 2 two further regions from September 2018; the Midland Region's Young Person's Occupational Safety Quiz, under the guidance of John Flanagan and with the support of Chris McCormack; and the 26th Annual All Ireland Safety Awards, hosted by the western region, in which the Supreme Safety Award, sponsored by Irving Oil

Whitegate Refinery, was won by Jones Engineering Group.

Special thanks was given to the regional committees and all the NISO volunteers nationwide who freely give of their time and expertise in promoting health and safety awareness and NISO.

Mr Galvin expressed NISO's sadness at the death of Des McNamara, the NISO mid west region vice chairperson, noting his contribution to NISO over his many years of involvement with the organisation.

In conclusion, Mr. Galvin called on all members to renew their efforts in the promotion of safety and health awareness and education by leading by example and by calling on the politicians of all parties to commit themselves to the same objectives.

## The NISO Executive Committee 2018/19:

- **Harry Galvin** (president), East Region
- **Michael O'Neill** (vice president), South Region
- **Fergal McKeivitt** (secretary), North East Region
- **Des Brandon** (treasurer), Members' Representative
- **David Connolly**, Members' Representative
- **Pauric Corrigan**, West Region
- **Pat Donnelly**, North East Region
- **John Flanagan**, Midland Region
- **Catherine Hession**, Members' Representative
- **Michael Horan**, Insurance Ireland, Representative
- **John McCarthy**, ICTU Representative
- **Anne Murphy**, Ibex, Representative
- **Edel Niland**, Members' Representative
- **Lillian O'Neill**, HSA Representative
- **John O'Reilly**, East Region
- **Sean O'Shaughnessy**, South Region
- **John Quinn**, North West Region
- **Michael Ryan**, South East Region
- **Philip Thornton**, Mid West Region

# Galway and Limerick teams scoop the honours at the 45th All Ireland Safety Quiz Final

At the All Ireland Safety Quiz Finals held in Clonmel, Co. Tipperary on Saturday 14 April 2018, Thermo King, Galway and Aughinish Alumina, Limerick, were the overall winners in the Previous Entrants and Novice Categories respectively.

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The All Ireland Occupational Safety Quiz Finals are run jointly by the National Irish Safety Organisation (NISO) and the Northern Ireland Safety Group (NISG). A total of 16 teams competed from all parts of the island of Ireland.

There was a great turnout at the event, held at the Clonmel Park Hotel, Clonmel, Co. Tipperary, with great support for the participating teams from their co-workers.

In the Previous Entrants final, it was Thermo King, Galway, with 110 points [out of a maximum of 128 marks] who topped the category, ahead of runners-up, Abbott Ireland Diagnostics Division, Sligo, who finished a close second place with 109 points. Following very close behind in joint third place, with a total of 108 points each, Abbott Ireland Nutritional Division, Cootehill, Co. Cavan and BioMarin International Ltd., Co. Cork. The other three teams in this category performed strongly.

In the Novice Category finals Aughinish Alumina, Limerick, scored a total of 91 points [out of a maximum of 96 points]



*Thermo King, Galway, Previous Entrant category winners*

finishing 6 points ahead of runners up BioMarin International Ltd., Cork. Ulster University finished in third place with a final score of 83 points. The other six teams in this category also performed strongly.

Martin O'Halloran, chief executive, Health and Safety Authority (HSA), presented the awards and trophies at a special prize-giving dinner that evening and congratulated all participating teams. Mr O'Halloran acknowledged the time and commitment each team and participating organisation gave to the quiz and their contribution to creating health and safety awareness in their workplace. Harry Galvin, NISO president, presented Mr. O'Halloran with a specially commissioned piece

of crystal to acknowledge his outstanding contribution to health and safety on the year of his impending retirement from the HSA.

Mr. Galvin commended all the quiz teams, noting that each and every participant should be proud of their efforts to improve occupational health and safety. Mr Galvin also thanked the participating

organisations' managers for the support and encouragement shown to their teams.

John Thompson, chairperson, Northern Ireland Safety Group, congratulated the participants and commended all the work put in by the teams for the All Ireland Safety Quiz finals.







Abbott Diagnostics Division Sligo, Previous Entrant category runners up



Aughinish Alumina, Limerick, Novice Category winners



BioMarin International Ltd., Cork, Novice Category runners up

## Previous Entrants Category Winners

**1st Place:** Thermo King, Galway (representing the Western Region\*)

**2nd Place:** Abbott Ireland Diagnostics Division Sligo (representing the North West Region\*)

**3rd Place:** Abbott Ireland, Nutritional Division, Cootehill, Co. Cavan (representing the North East Region\*) and BioMarin International Ltd. (representing the South Region\*)

## Novice Category Winners

**1st Place:** Aughinish Alumina (representing the Mid West Region\*)

**2nd Place:** BioMarin International Ltd. (representing the South Region\*)

**3rd Place:** Ulster University (representing Northern Ireland\*)

## Other Finalists [in alphabetical order]:

Abbott Ireland, Nutritional Division, Cootehill, Co. Cavan (representing the North East Region\*) Novice Category

Abbie Ballytivan (representing the North West Region\*) Novice Category

AIB (representing the East Region\*) Previous Entrant Category

Glan Agua / Meic (representing the Western Region\*) Novice Category

H&MV Engineering Ltd. (representing the Mid West Region\*) Previous Entrant Category

Hyster Yale (representing Northern Ireland\*) Previous Entrant Category

Inbetweeners (representing the South East Region\*) Novice Category

Leo Lynch (representing the East Region\*) Novice Category

Rosderra Irish Meats Group (representing the Midland Region\*) Novice Category

Rosderra Irish Meats Group (representing the Midland Region\*) Previous Entrant Category

\*East (Dublin, Kildare, Wicklow); Midlands (Laois, Offaly, Longford, Westmeath); Mid West (Limerick, Clare, Tipperary North); North East (Cavan, Louth, Meath, Monaghan); North West (Donegal, Leitrim, Sligo); South (Cork, Kerry); South East (Carlow, Kilkenny, Tipperary South, Waterford, Wexford); West (Galway, Mayo, Roscommon)



# Developing a Healthy Workplace Framework for Ireland

## Context

It is widely acknowledged at international level that the workplace is an ideal setting to promote employee health and wellbeing. The Healthy Workplace provide multiple benefits to employees and employers as well as broader social and economic gains The World Health Organisation defines a Healthy Workplace as

*“one in which workers and managers collaborate to use a continual improvement process to protect and promote health, safety and wellbeing of all workers”*

– WHO 2010

The development of the National Healthy Workplace Framework is a priority in the

implementation of Healthy Ireland. It recognises that workplaces have the potential to impact on the lives of a significant proportion of the population and currently there are over 2m in employment in Ireland. Given the dimension and complexity of workplace health, a multi-agency and multi-disciplinary approach is required together with coordinated action by different parts of government and society. The development of this framework is overseen by the Department of Health and the Department of Business, Enterprise and Innovation. It is important to recognise that many workplaces in Ireland have already embraced the health and wellbeing agenda however the development of this new framework creates an opportunity to ensure it becomes embedded in the culture of all workplaces.

## Ms Biddy O Neill

Department of Health



Biddy is National Project Lead in the Health and Wellbeing Programme Department of Health. She is leading on the development of the National Healthy Workplace Framework in partnership with the Department of Business, Enterprise and Innovation under the auspices of Healthy Ireland.

Biddy has worked in Health Promotion for over twenty years at both strategic and operational levels within the Health Service and the Department of Health. She has extensive experience in partnership working, policy and programme development and implementation. She is a keen advocate for personal development including reflective practice and believes that facilitative leadership is key to changing workplace culture to promote health and wellbeing.

She was appointed as an Assistant National Director in the Health and Wellbeing Division Health Service Executive in 2013 and seconded to the Department of Health in 2015.

She has a background in Nursing and Addiction Counselling and holds a Higher Diploma in Adult Education and MA in Health Promotion.



**Key Developments to date**

Policy development needs to be underpinned by robust evidence and public engagement and these were key priorities in the first phase of this project. The consultation process included four regional workshops and an online SurveyMonkey questionnaire. It sought the views on strategic issues including aims and objectives as well as priorities for implementation. There was positive engagement from the key stakeholders which included Health and Safety, Occupational Health, Health and Wellbeing and Human Resources. Overall support for the framework is very positive with culture change identified as one of the key challenges. One aspect of the literature review focused on effectiveness and cost effectiveness of workplace wellbeing programmes. It identifies the programmes that have a positive effect on work health behaviours and health outcomes and on organisational performance. The reports from the consultation and the research will now inform the framework which is currently being drafted.

In order to build capacity for wellbeing in the workplace a Post Graduate Certificate on Workplace Wellness was developed by the National University of Ireland, Galway. To support the development of the course seed funding was provided by both Departments and the course has attracted interest from both public and private sectors. It is a part-time course delivered over one academic year and 35 participants were allocated places for 2017/2018.

The Healthy Workplace

Framework is intended to be a practical resource, providing flexible guidance that can be adapted to any workplace setting to help create and sustain healthy workplaces. This will be supported by the development of on line resources and tools and

supported by an accreditation process which will provide recognition to workplaces for good practice and achievement of recognised standards.

**Conclusion**

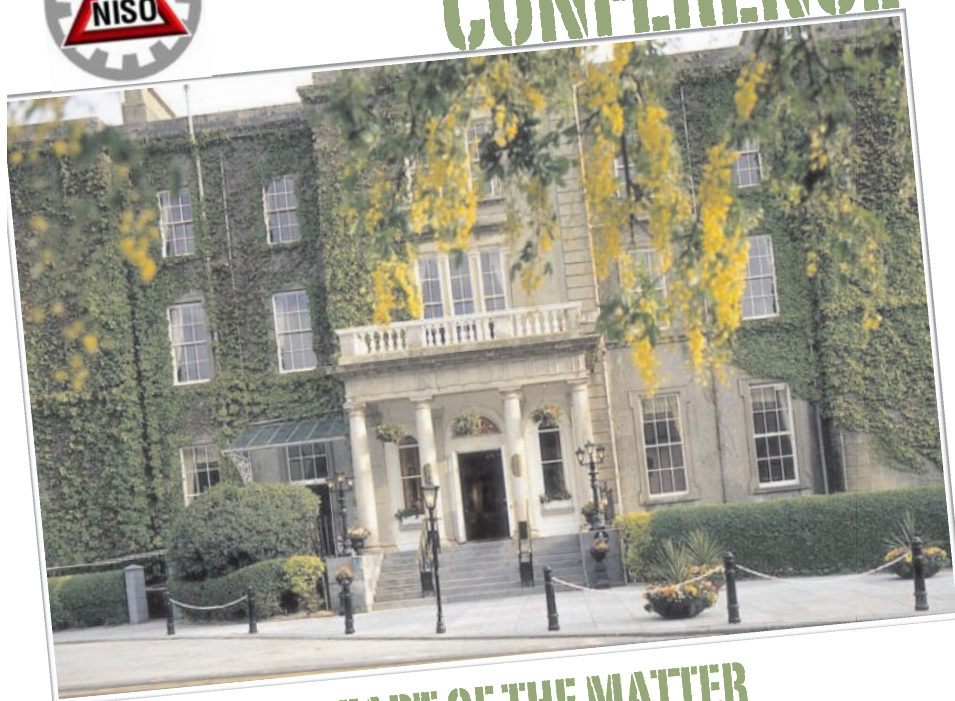
We have made significant progress over the last two

years and it is anticipated that the Healthy Workplace Framework will be completed and launched in 2018. This will provide clear strategic direction up until 2025 however cross-sectoral partnership and working with key stakeholders will be key to implementation.

NATIONAL IRISH SAFETY ORGANISATION



ANNUAL  
CONFERENCE



**SAFETY: THE HEART OF THE MATTER**  
IRELAND'S PREMIER HEALTH AND SAFETY EVENT  
**OCTOBER 12TH** GREAT SOUTHERN HOTEL,  
KILLARNEY, CO. KERRY

**SPONSORSHIP  
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**12 OCTOBER 2018**  
CONFERENCE...AWARDS...  
EXHIBITION...NETWORKING...  
DINNER...ENTERTAINMENT

**NISO.IE**



# Emphasising the “health” in occupational safety and health

**Underlining its commitment to occupational health, the Institution of Occupational Safety and Health (IOSH) will be this year’s diamond sponsor of the 32nd International Congress on Occupational Health, ICOH 2018, to be held in Dublin from Sunday 29 April to 4 May.**

The triennial event is one of the world’s largest international gatherings in the field of occupational health and safety, drawing experts from around the world to share their experiences and knowledge. This year’s theme is “Occupational Health and Wellbeing: linking research to practice”.

Ireland Branch chair Liam Howe said: “We are honoured to have the International Congress on Occupational Health in Ireland. [This] may be a once in a generation opportunity for safety practitioners here.”

Yvette Moffatt, chair of IOSH’s Ireland East branch said: “Occupational Health is an integral part of Health and Safety and with the impressive line-up of presentations at this conference, I am sure everyone attending will benefit significantly.

“With a greater emphasis on health promotion in the workplace today, this conference couldn’t have come to Ireland at a better time.”

Looking after workers’ health and wellbeing has become a top priority for employers. It’s not just the right thing to do it also makes good business sense, as evidenced in IOSH’s recent publication, “The Healthy Profit”.

Dr Bill Gunnyeon CBE, IOSH Chair of Board of Trustees, said: “Health and wellbeing has become a strategic consideration for

organisations wanting to improve their reputation, resilience and productivity.

“In taking an all-encompassing approach to health and wellbeing, organisations have identified that greater collaboration is now required between a range of disciplines, including health and safety, human resources and occupational health.

“ICOH 2018 is a great opportunity for us to demonstrate how we and our members can help these organisations to achieve their aims. And it is also a good opportunity to build new collaborations across disciplines.”

ICOH 2018 will run for five days and includes 10 plenary presentations, 32 semi-plenary sessions and 176 special and oral sessions. IOSH will be part of the global forum discussion on occupational cancers and will also run sessions on its award-nominated No Time to Lose occupational carcinogens campaign, and on mental health.

## Global Forum and the No Time to Lose campaign

IOSH’s No Time to Lose (NTTL) campaign will form a central part of the global forum discussion, on Tuesday 1 May, and in IOSH’s NTTL conference special session.

Launched in 2014, the NTTL campaign focuses on raising awareness of causes of occupational cancers. It has covered diesel fumes,

solar radiation and respirable crystalline silica. On 9 April it launched the asbestos phase. The campaign is supported by over 250 organisations including the Scottish Government, Macmillan Cancer Support, Jaguar Land Rover, HSE, New Zealand Occupational Hygiene Society and the Cancer Council Western Australia, and has recently been nominated for a prestigious public relations award.

## Addressing Mental Health Issues in the Workplace

On Monday 30 April, IOSH will run a session on mental health in the workplace.

IOSH will lead a panel discussion focusing on raising awareness, reducing stigmatisation, improving collaboration between professionals and implementing programmes for rehabilitation. The

panel includes: Judith Grant, Associate Director of Health and Wellbeing at Mace Group; Dr Margot Joosen, health scientist and senior researcher at Tilburg University, The Netherlands; Norito Kawakami, Professor of Mental Health, The University of Tokyo/Tokyo; and Dr Rob Hampton, general practice doctor.

Delegates at the conference will also have the opportunity to preview a new course IOSH will launch later in the summer.

To find out more, visit IOSH on stand No 1 of the ICOH 2018 exhibition, at The Convention Centre, Dublin.

Tickets for the conference are still available at [www.icoh2018.org](http://www.icoh2018.org), including a group booking discount. Delegates travelling to Ireland are reminded to ensure they have the correct visas.



# Healthy Workplaces Manage Dangerous Substances

Gavin Lonergan, Head of Communications with the Health and Safety Authority, writes about the new EU-OSHA "Healthy Workplaces Manage Dangerous Substances" Campaign and the 2018 Good Practice Awards.



Gavin Lonergan, Head of Communications, Health and Safety Authority

Dangerous substances have been on the OSH policy agenda across the EU and in Member States for decades. Although some substances have been banned, restricted or subject to strict regulatory control, dangerous substances continue to be a major safety and health risk in many workplaces.

## Healthy Workplaces Manage Dangerous Substances

Organised centrally by the European Agency for Safety and Health at Work (EU-OSHA) and coordinated in Ireland by the Health and Safety Authority, the 2018/19 "Healthy Workplaces Manage Dangerous Substances" campaign aims to raise awareness of the risks posed by dangerous substances in the workplace and to promote a culture of risk prevention. The campaign has a number of objectives including:

- Increase understanding of the importance and relevance of managing dangerous substances at work

- Promote risk assessment, elimination and substitution, as well as the hierarchy of prevention measures
- Raise awareness of the risks linked to exposure to carcinogens at work
- Target groups of workers with specific needs and increased levels of risk

The effective management of work related exposure to dangerous substances is only possible if everyone in the workplace is well informed about the risks and the measures that can be taken to prevent them. A major success factor in preventing accidents and ill health is creating a culture of risk prevention, where everyone understands that safety and health is important to the organisation as a whole.

This means that employers need to take steps to actively involve workers in OSH management processes. Employers are required by legislation to involve workers in the risk assessment process, provide them with information on what they may be exposed to and

organise training on safety and health issues. When a workplace has established a prevention culture, the management of dangerous substances is integrated into systematic, sound and participative OSH management.

## Get Involved

There are a number of ways to get involved and support this campaign:

- Raise awareness by disseminating and publicising the campaign materials within your own workplace
- Organise events and activities, for example workshops and training courses
- Promote the substitution principle and the hierarchy of prevention measures
- Share good practices for the prevention of risks posed by dangerous substances in the workplace
- Take part in the Good Practice Awards (see details below)
- Get involved in European Week for Safety and

Health at Work (w/b  
October 22nd)

## European Good Practice Awards

As part of the campaign, the European Agency for Safety and Health at Work makes Good Practice Awards to businesses and organisations that devise innovative, practical solutions to workplace safety and health problems. The Good Practice Awards is one of the main elements of the Healthy Workplaces Campaign and this year is designed to highlight the best examples of effective OSH management in the handling and use of dangerous substances.

The awards help to demonstrate the benefits of good safety and health in the workplace and serve as a platform for sharing and promoting good practices across Europe. EU-OSHA is looking for examples that demonstrate a holistic approach to occupational safety and health management and real improvements in the use and handling of dangerous



There are some jobs that involve specific tasks requiring extended reaches or overhead work that are difficult activities to sustain. By using ergonomic principles to design these tasks more people should be able to perform the job without the risk of injury.

Ergonomics is the science of fitting the job to the human in order to improve human performance, comfort and health. Ergonomics recognises that good workplace design will take account of the capabilities of the people that do the work. An ergonomic improvement in a workplace setting removes risk factors that lead to musculoskeletal injury and allows for improved human performance and productivity.

The health of workers is not always taken into account in the design or planning of work activities. The evidence suggests that there is still a high prevalence of musculoskeletal injury and ill health in the Irish workplace. According to Central Statistics Office figures, there are 2 million people at work in Ireland and a breakdown of these figures shows that over fifty percent of people work in the manufacturing, wholesales & retail, transport & storage, health, construction and hotel sector. The Health and Safety Authority (HSA) non-fatal statistics show that nearly one in every three accidents reported in these sectors are injuries due to manual handling activities.

The ESRI reported that occupational illness rates have increased from 21.7 per 1,000 workers in 2001 to 27.1 per 1,000 workers in 2012 with musculoskeletal disorders representing over



50% of all occupational illnesses. The increased prevalence of occupational illnesses led the HSA to develop a three year strategy which included a focus on health risks in the workplace with the following objectives:

- Increase the knowledge and understanding of occupational health and welfare risks
- Raise awareness of the value of controlling occupational health risks and promoting positive health and well-being
- Ensure legal compliance through proportionate enforcement
- Influence the EU agenda on laws and policy on occupational health

To support the implementation of the health strategy as it relates to ergonomics, there are a number of interventions that have been introduced including the roll out of training to inspectors within the Authority on the use of ergonomic risk assessment tools such as the Health and Safety Executive (HSE) Mac Tool. Ergonomic Risk Assessment workshops were hosted by the HSA and the Irish Ergonomics Society in 2017 to increase the

knowledge and understanding of ergonomic risks and methods of quantifying and controlling them through the use of the HSE Mac Tool.

The Authority continues to develop sector specific guidance on managing ergonomics risks, available to download for free at [www.hsa.ie](http://www.hsa.ie). The cornerstone of all these interventions is the need for effective management of ergonomic risk. Effective management of ergonomics risk is essential to address the high rate of musculoskeletal injury and ill health and there are some key factors for its successful implementation at workplace level including:

- Knowledge of the nature of work carried out
- Ability to effectively communicate and consult with staff
- Ability to use evidence based risk assessment tools (e.g. Use of Manual Handling Assessment (MAC) Tool)
- Ability to develop appropriate or innovative solutions to reduce or eliminate risk factors including force, repetition and awkward posture
- Ability to transfer knowledge of new

control measures or solutions in place

- Ability to influence management

This approach allows those who are managing health issues at work to develop skills in good communication, problem solving, critical thinking and creative thinking. In 2016 the Authority published a document titled “Ergonomics Good Practice in the Irish Workplace” which illustrates examples of innovative engineering solutions developed by companies to manage and control ergonomic risk. An example of one of these solutions is detailed in the picture opposite.

A systematic approach to managing ergonomic risk will ensure that work activities are designed or planned to avoid or reduce ergonomic risk factors. The focus needs to be on managing these risks through the introduction of engineering solutions or other appropriate organisational changes in work practice.

Further information on ergonomics risk management is available at [www.hsa.ie](http://www.hsa.ie) or by phoning 1890 289 389.



# New Publications

## Work-related Musculoskeletal Disorders, and Stress, Anxiety and Depression in Ireland - Evidence from the QNHS 2002–2013

Summary version of the report named available to download from [www.hsa.ie](http://www.hsa.ie). The full report is available to download at [www.esri.ie](http://www.esri.ie).

## Trends and Patterns in Occupational Health and Safety in Ireland

Summary version of the report named available to download from [www.hsa.ie](http://www.hsa.ie). The full report is available to download at [www.esri.ie](http://www.esri.ie).

## Research Programme on Health Safety and wellbeing at Work - Transport and Storage Sector

This report is published as part of the ESRI and HSA Research Programme on Health Safety and wellbeing at Work. Full version and “plain English” versions of the report are available to download from [www.hsa.ie](http://www.hsa.ie).

## Research Programme on Health Safety and wellbeing at Work - Industry Sector

This report is published as part of the ESRI and Health and Safety Authority

Research Programme on Health Safety and wellbeing at Work. Full version and “plain English” versions of the report are available to download from [www.hsa.ie](http://www.hsa.ie).

## Research Programme on Health Safety and wellbeing at Work - Health Sector

This report is published as part of the ESRI and Health and Safety Authority Research Programme on Health Safety and wellbeing at Work. Full version and “plain English” versions of the report are available to download from [www.hsa.ie](http://www.hsa.ie).

## Research Programme on Health Safety and wellbeing at Work - Construction Sector

This report is published as part of the ESRI and Health and Safety Authority Research Programme on Health Safety and wellbeing at Work. Full version and “plain English” versions of the report are available to download from [www.hsa.ie](http://www.hsa.ie).

## Research Programme on Health Safety and wellbeing at Work - Agriculture, Forestry & Fishing

This report is published as part of the

ESRI and HSA Research Programme on Health Safety and wellbeing at Work. Full version and “plain English” versions of the report are available to download from [www.hsa.ie](http://www.hsa.ie).

## Programme of Work 2018

This programme of work, the third prepared under the Health and Safety Authority’s Strategy 2016–2018, has been developed to contribute to the HSA’s long-term vision of healthy, safe and productive lives.

## Nail Bars Info Sheet

Using nail products and other products several times every day can pose a risk to your health. This information leaflet has been developed to provide practical advice to those working in the nail industry and is available to download from [www.hsa.ie](http://www.hsa.ie)

## Reducing the Risk of Back Injuries on the Farm

Farmers should be aware that some aspects of this physical work involve a risk of musculoskeletal injury, particularly back injury. The information sheet is available to download from [www.hsa.ie](http://www.hsa.ie).

## Fatal Workplace Injuries by Economic Sector 2008–2018 (NACE Revision 2)

Economic sector	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
<b>A</b> Agriculture + forestry and fishing	6	21+0+1	21+0+3	18+6	30+1	16+5	20+8	22+5	22+7	10+3	20+2
<b>B</b> Mining and quarrying	0	0	1	2	0	2	1	1	0	2	1
<b>C</b> Manufacturing	2	1	2	3	3	1	0	2	2	1	6
<b>D</b> Electricity; gas, steam and air conditioning supply	0	0	0	0	1	1	0	0	0	0	0
<b>E</b> Water supply, sewerage, waste management and remediation activities	0	0	1	3	0	1	4	3	2	0	2
<b>F</b> Construction	3	5	9	11	8	11	8	6	6	10	15
<b>G</b> Wholesale and retail trade; repair of motor vehicles and personal goods	0	1	2	2	4	3	3	2	4	2	3
<b>H</b> Transportation and storage	1	6	1	4	4	4	1	7	3	6	3
<b>I</b> Accommodation and food service activities	0	1	0	0	0	0	0	1	0	1	0
<b>J</b> Information and communication	0	0	0	0	0	0	0	0	0	0	0
<b>K</b> Financial and insurance activities	0	0	0	0	0	0	0	0	0	0	0
<b>L</b> Real estate activities	0	0	0	0	0	0	0	0	0	0	0
<b>M</b> Professional, scientific and technical activities	0	0	0	0	1	1	1	2	0	1	1
<b>N</b> Administrative and support service activities	0	0	2	0	2	0	1	0	0	1	0
<b>O</b> Public administration and defence; compulsory social security	0	4	0	4	0	0	0	1	0	2	1
<b>P</b> Education	0	0	0	0	0	1	0	0	0	2	0
<b>Q</b> Human health and social work activities	0	0	1	1	0	0	1	1	1	1	0
<b>R</b> Arts, entertainment and recreation	2	0	1	1	1	0	0	1	1	0	1
<b>S</b> Other service activities	0	0	0	1	0	1	0	0	0	1	2
<b>Total</b>	<b>14</b>	<b>40</b>	<b>44</b>	<b>56</b>	<b>55</b>	<b>47</b>	<b>48</b>	<b>54</b>	<b>48</b>	<b>43</b>	<b>57</b>

(Source: HSA, correct at 24 April 2018. Note that some accidents may be investigation and may not have been recorded yet.)

# National Irish Safety Organisation Events Diary



Visit our website [niso.ie](http://niso.ie) to book courses and to stay up to date with safety training and events in 2018.

## 1. NISO Safe Pass Training:

**East:** NISO Training Centre, Ballymount, Dublin 12

**Dates:** 27 April; 4, 11, 18 May

**Weekly:** On Fridays

**South:** Clayton Hotel Silver Springs, Cork

**Dates:** 23 May; 18 June; 25 July  
Monthly

**South East:** Clonmel Park Hotel, Poppyfields, Clonmel, Co. Tipperary  
**Dates:** 16 May; 13 June; 18 July  
Monthly

**South East:** Springhill Court Hotel, Co. Kilkenny  
**Dates:** 9 May; 6 June; 11 July  
Monthly

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

**Introduction to H&S for the non safety specialist (NISO Cert)**

Duration: 2 days  
2-3 May

**Manual Handling Instruction (QQI L6)**

Duration: 5 days (3 days week 1 / 2 days week 2)  
8, 9, 10 & 14, 15 May

**VDU/DSE Assessor Course (NISO cert)**

Duration: 1 day  
8 May

**IOSH Working Safely (IOSH cert)**

Duration: 1 day  
15 May

**Manual Handling Basic**

Duration: half day  
17 May

**Risk Assessment Basic Concepts (NISO cert)**

Duration: 2 day  
22-23 May

**Safety Representation (NISO Cert)**

Duration: 2 days  
11-12 June

**Health and Safety Representation (QQI L5)**

Duration: 4 days  
18-21 June

**IOSH Managing Safely (IOSH cert)**

Duration: 4 day  
27-30 August

## 3. Courses and events in the regions

### EAST REGION

**Course: NISO Certificate in Safety, Health and Welfare at Work**

NISO Training Centre, Dublin 12  
Course length: 13 weeks/2 hrs p/wk  
Commencing: September 2018  
Contact: [info@niso.ie](mailto:info@niso.ie)

### MIDLAND REGION

**Course: NISO Certificate in Safety, Health and Welfare at Work**

Athlone Institute of Technology  
Course length: 13 weeks/2 hrs p/wk  
Commencing: September 2018  
Contact: [sreidy@ait.ie](mailto:sreidy@ait.ie)

### MID WEST REGION

**Course: NISO Certificate in Safety, Health and Welfare at Work**

Limerick Institute of Technology  
Course length: 13 weeks/2 hrs p/wk  
Commencing: September 2018  
Contact: [FLlimerick@lit.ie](mailto:FLlimerick@lit.ie)

### NORTH EAST REGION

**Seminar: Temporary Traffic Management**

Crown Plaza Hotel, Dundalk, Co. Louth  
26 April

### SOUTH EAST REGION

**NISO Certificate in Safety, Health and Welfare at Work**

Venue: Waterford Institute of Technology  
Course length: 13 weeks/2 hrs p/wk  
Commencing: September 2018  
Contact: [info@niso.ie](mailto:info@niso.ie)

## WEST REGION

**Course: NISO Certificate in Safety, Health and Welfare at Work**

Venue: GMIT Castlebar Campus  
Course length: 13 weeks/2 hrs p/wk  
Commencing: September 2018  
Contact: [info@niso.ie](mailto:info@niso.ie)

## 4. National/All Ireland Events

**55th Annual NISO Health and Safety Conference**

Great Southern Hotel, Killarney, Co. Kerry  
12 October

**Trade Exhibition of Health and Safety Products and Services**

Great Southern Hotel, Killarney, Co. Kerry  
12 October

**27th Annual NISO/NISG Safety Awards Gala Dinner**

Great Southern Hotel, Killarney, Co. Kerry  
12 October.



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