

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 2019



Modified Duties

IN THIS EDITION:

Occupational Health:
Modified Duties

46th All Ireland Safety Quiz Finals

National Irish Safety Organisation

Update!

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President's message

NISO AGM

In my Presidential Report at the NISO AGM on 6 April 2019 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 during 2018 include seminars, workshops, annual conference, safety awards etc. and have seen in excess of 3,000 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 the All Ireland Safety Quiz Final.

HSA Funding

NISO is fully supportive of the work of the HSA, which is very wide ranging and covers all sectors of the workforce.

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.

It's over 30 years since the Barrington Commission report, which led to the introduction of the Safety, Health and Welfare at Work Act 1989, and I believe that it is time that a full review of how we want safety in its fullest meaning

to be implemented in Ireland 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 safety areas including fire, transport, marine, public, workplace etc.

Safety Quiz Finals

The 2019 All Ireland Health and Safety Quiz Finals were held on 6 April in Dundalk and I wish to congratulate the Previous Entrant category winners, AIB, Dublin, and the Novice Entrant category winners, BioMarin International Limited, Cork, on becoming All Ireland champions.

Upcoming Events 2019

We have been receiving Safety Awards entries over the last few weeks and work has commenced on getting these entries assessed by our expert panel of adjudicators. This work will continue over the summer with all Awards decided by mid August. The winners will be announced on 11 October at our Awards dinner in Galway.

We are also finalising our speaker line up for our Annual Conference, which will take place on Friday, 11 October, in Galway.

We have commenced a series of workshops on Promoting Health and Wellbeing in the Workplace in association with Healthy Ireland with these workshops taking place around the country.

We also have a nationwide Safety Representation Seminar



Harry Galvin, president, National Irish Safety Organisation

Series that will be commencing in Castlebar, Co. Mayo, on 14 May 2019.

Insurance costs

There has been a lot of media coverage recently regarding the current campaign to get insurance costs reduced by reducing the compensation paid to injured individuals. The best way of getting insurance costs reduced is by accident prevention - no accidents means no injuries means no claims. I am concerned that in this campaign the focus is on compensation only and is not targeting the other costs associated with a claim. These include excessive legal, medical, and expert witness fees.

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

Harry Galvin, president, National Irish Safety Organisation

Northern Ireland Safety Group presented with top Award in the House of Lords

The Northern Ireland Safety Group was announced as the winner of the prestigious and highly coveted Alan Butler Award for Excellence at the Annual Safety Groups UK Award Celebration in the House of Lords.

The Award recognises the Group's excellence in promoting occupational health and safety and leaves the organisation sitting proudly at the top of the tree in the Safety Groups UK movement.

The Award is fiercely competed for amongst the 73 individual Groups throughout the UK. Event host, Dr Karen McDonnell, RoSPA, said when announcing the winner:

"This year the Northern Ireland Safety Group's achievements were exceptional, performing remarkably well across all six elements of the SGUK Excellence awards." She went on to say: "The judges commended the empowering approach of the Executive Committee which led to an



Photo (L-R) Norman Stevenson, Chair, SGUK, the Lord Cullen of Whitekirk, the Lord Brougham & Vaux CBE, President, SGUK, Wilson Lambe MBE, President NISG, John Thompson, Chair, NISG, Mandy Nelson, Immediate Past Chair, NISG, Ernie Spence, Secretary, NISG, Ian Coombes, Board member, SGUK

exemplary programme and work that strongly supported the HSE(NI) priorities. All groups should make it their business to build a relationship with this organisation as they epitomise what a good Safety Group should be all about".

The Alan Butler Award for Excellence enables Safety Groups to showcase their events and activities, explain how they are a success and most importantly demonstrates how they improved health and safety standards amongst their membership

New vehicle safety standards backed by EU Parliament

The European Parliament has given the green light to new minimum EU vehicle safety requirements that will come into force from 2022. The vote by the full parliament, at its last session of this mandate, follows a provisional deal reached by the EU institutions last month.

According to the final deal on the legislation, new cars, vans, lorries and buses sold in Europe will be fitted as standard with a range of new vehicle

safety features such as Automated Emergency Braking which can detect pedestrians and cyclists, as well as overridable Intelligent Speed Assistance. New lorries will be required to have improved levels of "direct vision" to give drivers a greater chance of seeing vulnerable road users such as pedestrians and cyclists around the vehicle.

The legislation also tackles drink driving, making it easier to retrofit an alcohol interlock device – a

technological solution for tackling repeat drink driving in use in a number of EU Member States.

New vehicles will also be fitted with Electronic Data Recorders. But only data from a few seconds before, during and after a collision will be recorded, in order for analysis to take place that could help prevent future collisions.

Executive Director of the European Transport Safety Council (ETSC), Antonio Avenoso, said:

"Thanks to this legislation, the latest safety technologies will be fitted as standard on new vehicles in Europe. It's a massive step forward that could prevent 25,000 deaths on our roads within fifteen years. Importantly, the new requirements will also improve the safety of all road users, not just vehicle occupants. Lorry drivers will have better visibility of pedestrians and cyclists around their vehicles, all drivers will find it easier to keep within the posted speed limits, and automated emergency braking systems will be able to detect people, not just other vehicles.

Source: etcs.eu



SAFETY ALERT

Electrical Hazards in Restaurants & Kitchens

Following a fatal electrocution, the Health and Safety Authority (HSA) has issued a safety alert on the inherent dangers associated with electricity in a restaurant kitchen. In particular, the HSA is drawing attention to employers and managers of the dangers associated with older electrical installations and installations in harsh environments as may be found in restaurant kitchens.

Hazards associated with electricity may arise because of contact with live parts of the supply or as a result of fire caused by the installation or appliances.

The HSA has outlined the key steps to take as follows:

1. Urgent action if anyone in the kitchen has experienced any instances of even mild shock or evidence of electric sparking.
2. Ensure electrical accessories are suitably protected.
3. Ensure all socket circuits are protected by a working RCD.
4. Ensure that metalwork is “bonded”
5. Ensure installation is regularly inspected and tested

Visit www.hsa.ie to read this safety alert in full.



HSE UK Safety Alerts

Change in Enforcement Expectations for Mild Steel Welding Fume



This safety alert, issued by the UK's Health and Safety Executive, is aimed at all workers, employers, self-employed, contractors' and any others who undertake welding activities, including mild steel, in any industry.

Key Issues:

- There is new scientific evidence that exposure to all welding fume, including mild steel welding fume, can cause lung cancer.
- There is also limited evidence linked to kidney cancer.
- There is a change in HSE enforcement expectations in relation to the control of exposure of welding fume, including that from mild steel welding.

- All businesses undertaking welding activities should ensure effective engineering controls are provided and correctly used to control fume arising from those welding activities.
- Where engineering controls are not adequate to control all fume exposure, adequate and suitable respiratory protective equipment (RPE) is also required to control risk from the residual fume.

Visit www.hse.gov.uk/safetybulletins/ to read this safety alert in full.

Platform Lifts – Risks of falls from height

The HSE UK has issued the following alert:

Platform Lifts (Vertical lifting platforms or lifts for people with impaired mobility) – Risk of falls from height to employees/workers and members of the public. This alert is aimed at platform lift maintenance companies, owners and operators of platform lifts in a range of sectors (e.g. health and social care, hospitals, public buildings, schools etc.).

The potential dangers are as follows:

- inadequate maintenance of door components;
- inappropriate adjustment of door locks;
- interference with zone bypass switches at doors;
- unauthorised access to lift well (shaft) when the lifting platform (lift car) is at a different level.

Visit www.hse.gov.uk/safetybulletins/ to read this safety alert in full.

Personal Injuries Assessment Board (Amendment) Act 2019 – Commenced

Key points:

- Legislation to ensure greater compliance with the PIAB process, which delivers compensation more quickly and less expensively than litigation.
- Encouraging more claimants to finalise their cases through the PIAB process should lead to cost savings in the claims environment.
- Where a claimant fails to cooperate with the PIAB process and proceedings are brought forward, the Court may, in its discretion, take this into account.

The Minister for Business, Enterprise and Innovation, Heather Humphreys T.D., announced that the Personal Injuries Assessment Board (Amendment) Act 2019 will come into operation in April 2019. Minister

Humphreys has signed the Personal Injuries Assessment Board (Amendment) Act 2019 (Commencement) Order 2019.

Minister Humphreys said “This is an important piece of legislation because enhancing the role of the PIAB will not only benefit users of the service but also society more generally.

“Many commentators have suggested that the cost of personal injury claims is a contributing factor to the high cost of insurance premiums and, as Minister for Business, Enterprise and Innovation, I am acutely aware of the serious impacts of this on businesses.

The Act provides a deterrent in any subsequent legal proceedings in relation to cases of non-cooperation with PIAB, such as non-attendance at medicals and failure to provide details

of special damages or loss of earnings. The Act also facilitates the greater use of technology as it provides for the service of documents electronically, thereby modernizing and expediting the administrative process.

Conor O’Brien, CEO of the Personal Injuries Assessment Board (PIAB), said: “PIAB strongly welcomes the passing into law of the Personal Injuries Assessment Board (Amendment) Act 2019. The Act strengthens existing legislation and will increase the efficiency and effectiveness of the PIAB operating model. The provisions contained in the new Act should ultimately lead to benefits for business and consumers.”

Source: www.dbei.gov.ie

Construction Regulations Amendment

A new amendment to the Construction Regulations, the Safety, Health and Welfare at Work (Construction) (Amendment) Regulations 2019 (S.I. No. 129 of 2019), was signed into effect by Minister Pat Breen on 2 April 2019 and immediately effective.

The purpose of these Regulations is to amend the Safety, Health and Welfare at Work (Construction) Regulations 2013 (S.I. No. 291 of 2013) to facilitate the recognition by SOLAS of equivalent registration cards to Safe Pass and construction skills certification schemes from states other than Member States as compliant with the provisions of these Regulations.

The Regulations also change any references to FÁS to SOLAS and similarly change references to FETAC to QQI following the establishment of the Quality and Qualifications Ireland and make specific provision in respect of the period of validity of a Safe Pass card for the purpose of these Regulations.

Source: www.hsa.ie

Proposed Restriction of the Intentional Use of Octamethylcyclotetrasiloxane (D4), Decamethylcyclopentasiloxane (D5), and Dodecamethylcyclohexasiloxane (D6)

Do you manufacture, import or use D4, D5 and D6 as substances on their own or in other substances and mixtures?

If so the Chemical Helpdesk of the Health and Safety Authority is bringing the following information to user's attention. There is currently a proposal being considered by the European Chemicals Agency (ECHA) to restrict the placing on the market of D4, D5 and D6.

If you are unsure, please ask your suppliers as this may have implications for your business in the future.

The proposed restriction will prohibit the intentional placing on the market of D4, D5 and D6 as substances on their own, or in substances and mixtures at a concentration greater than 0.1% by weight. Derogations are proposed for some uses.

D4, D5 and D6 were identified as Substances of Very High Concern (SVHCs) with Persistent Bioaccumulative and Toxic (PBT)/very Persistent very Bioaccumulative (vPvB) properties. PBT/vPvB substances give rise to specific concerns based on their potential to accumulate in the environment and cause effects that are unpredictable in the long-term and are difficult to reverse even when releases cease. They are manufactured and used in a variety of sectors in the European Economic Area and are mainly used as monomers for the production of silicone polymers but are also used as substance on their own or in the formulation of various mixtures that are subsequently used by consumers and professionals.

Submissions can be made to the ECHA before 20 September 2019.

Visit echa.europa.eu for more details.

Contact the HSA at chemicals@hsa.ie with any queries.

HSA Launches its "Strategy Statement 2019-21"

The Health and Safety Authority (HSA) has published its Strategy Statement 2019-21 and Programme of Work 2019

The HSA has outlined five strategic priorities which will direct their activity for the period 2019-21:

- Increase focus on compliance through risk based inspection and enforcement (Regulate)
- Support, educate and raise awareness to prevent accidents, injuries and ill health (Promote)
- Grow the national accreditation service to enable and support enterprises and public services (Accredit)
- Partner and collaborate in support of healthy, safe and productive lives and enterprises (Influence)
- Improve the way we work through people, processes and technology (How we work)

Key elements

Some of the key elements of the HSA's Programme of Work 2019 include:

- **Health and social care:** Priority sectors for 2019 will be agriculture, construction and health and social care. The HSA have noted that while agriculture and construction have always been at the forefront of the annual programmes of work, health and social care is being given a higher priority this year. This is because the health and social care sector has very high rates of nonfatal injury and absence related to hazards such as work related violence and aggression, stress and manual handling.
- **Inspections:** The HSA has proposed its intention to conduct return inspections to businesses that were inspected in the past three years where prohibition notices and/or improvement notices were given.
- **Brexit:** The HSA intends to continue to provide a full range of supports and advice to Irish companies in the run up the UK exit from the EU.
- **Accreditation:** The value of independent accreditation will be promoted to enterprises in both the public and private sector, and the range of services provided by INAB will be expanded.

Speaking at the launch of the new strategy, Minister Pat Breen commented on the HSA's preparations ahead of Brexit stating, "I am pleased to see that much work has already been undertaken by the HSA to help Irish businesses prepare for Brexit, particularly small and medium sized enterprises. The accreditation function of the Authority will be particularly important in helping industry deal with the possible impacts of Brexit. Working in close partnership with other state agencies, the work of the Authority will continue to feed into broader government activity in helping get Ireland Brexit ready."

Commenting on the HSA's focus on long term occupational health risks, Dr. Sharon McGuinness, Chief Executive Officer of the HSA said "Occupational health can be a challenge for many organisations where the long-term or hidden nature of some health issues, for example in relation to stress or exposure to carcinogens, can be difficult to identify and manage. The Authority will focus resources in this area in an effort to ensure that employers and employees are aware of the issues and have the information and knowledge to meet their responsibilities."

Tom Coughlan, Chairperson of the HSA, commented on the strategy's focus on accreditation, saying "This strategy ensures that the Authority and the Irish National Accreditation Service are fit for purpose and will continue to play a pivotal role in the performance of successful enterprises."

The expected outcomes of this strategy are:

- Reduced rates of work-related deaths, injuries and ill health
- Employers actively engaged in managing occupational health, safety and welfare
- Workers actively engaged in protecting themselves and their colleagues at work. Increased public awareness of how to avoid and manage the risks to health arising from applicable products and chemicals

- Increased awareness and use of INAB accreditation services to promote business excellence and sustainability and to support regulation in essential areas
- People and organisations proactively engaged and satisfied with Authority programmes, tools and services
- National interests represented during proposals for and transposition of EU directives and regulations
- The Authority to be a high-performing organisation evidenced by high levels of staff engagement and motivation, an ability to adapt to the changing environment, the optimal use of state resources and positive stakeholder relationships
- Active engagement by other organisations in supporting the work of the Authority through memoranda of understanding and service-level agreements
- Effective holding to account of those who fail in their duties under legislation enforced by the Authority

Visit www.hsa.ie to download the HSA's Strategy Statement 2019-21 and Programme of Work 2019.



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 or email info@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:

AB Access Scaffolding Ltd.

Alexion Pharma International Operations UC

ALS Minerals

Brian King Engineering Limited

CField Construction

Dealgan Fireplaces

DS Ventilation Ltd.

Fosite Health and Safety Consultancy

Ferm Engineering Ltd.

Kiernan Structural Steel Ltd.

LotusWorks

Mullafarry Quarry Ltd.

O'Kelly Brothers Civil Engineering Company Ltd.

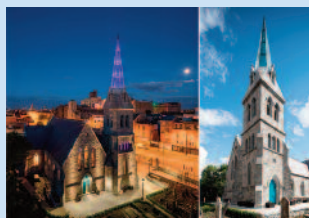
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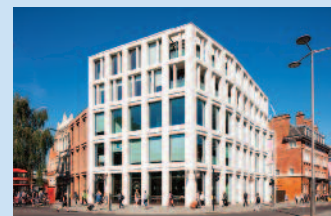
Alexion has two operations based in Ireland – the College Park facility is based in Blanchardstown, Dublin with approximately 400 employees. We are also based in Monksland, Athlone with approximately 200 employees.

For more information please visit:
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After 25 years Brian continues to head up the business along with his wife Doreen and son Ralph, who are also directors, senior partner Paul Kilduff, junior partners Tony Johnson, Brian Kelly, and their highly experienced teams. www.bke.ie



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Success for Dublin and Cork teams at the 46th All Ireland Safety Quiz Final

At the All Ireland Safety Quiz Finals held in Dundalk, Co. Louth on Saturday 6 April 2019, AIB, Dublin, and BioMarin International Limited, Cork, were the overall winners in the Previous Entrants and Novice Categories respectively.



The All Ireland Occupational Safety Quiz Finals, supported by Insurance Ireland, is run jointly by the National Irish Safety Organisation (NISO) and the Northern Ireland Safety Group (NISG). A total of 14 teams competed from all parts of the island of Ireland.

There was a great turnout at the event, held at the Crowne Plaza Dundalk, Dundalk, Co. Louth, with great support for the participating teams from their co-workers.

In the Previous Entrants final, it was AIB, Dublin, with 110 points [out of a maximum of 128 marks] who topped the category, ahead of runners-up, BioMarin, Cork, who finished a close second place with 107 points. Following very close behind in third place, with a total of 106 points, was Rosderra Irish Meats Group, Co. Offaly. The other four teams in this

category performed strongly.

The results in the Novice Category finals were very close with the two top scoring teams battling it out for first place in a tie-break round. Abbott Ireland Nutritional Division, Cootehill and BioMarin International Limited, Cork, both finished with 87 points each [out of a maximum of 96 points]. BioMarin won the tie-break to claim the title of All Ireland Safety Quiz Champions in the Novice Category. GE Energy (Ireland) Ltd. followed closely behind with a final score of 85 points. The other four teams in the category also performed well.

Harry Galvin, president, National Irish Safety Organisation and John Thompson, chairperson, Northern Ireland Safety Group, presented the awards and trophies at a special prize-giving dinner that evening and

congratulated all participating teams.

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.

Mr Thompson congratulated the participants and commended all the work put in by the teams for the All Ireland Safety Quiz finals.

Yvonne Mullooly, assistant chief executive, Health and Safety Authority (HSA), 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.

Previous Entrants Category Winners

1st Place: AIB
(representing the East Region*)

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

3rd Place: Rosderra Irish Meats Group
(representing the Midland Region*)

Novice Category Winners

1st Place: BioMarin International Ltd.
(representing the South Region*)

2nd Place: Abbott Ireland, Nutritional Division, Cootehill
(representing the North East Region*)

3rd Place: GE Energy (Ireland) Ltd.
(represent the West Region*)

Other Finalists

[in alphabetical order]:

Abbott Ireland, Nutritional Division, Cootehill (representing the North East Region*) Previous Entrants Category

Abbie Ballytivnan (representing the North West Region*) Novice Category

Abbie Ballytivnan (representing the North West Region*) Previous Entrants Category

AIB (representing the East Region*) Novice Category

Haffey Sports Grounds (representing Northern Ireland*) Novice Category

Hurson Engineering (representing the Mid West Region*) Novice Category

Thermo King, Galway (representing the Western Region*) Previous Entrants Category

Ulster University (representing Northern Ireland*) Previous Entrants 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).



AIB, Previous Entrants category winner



Abbott Ireland Nutritional Division, Novice category runner up



BioMarin International Ltd., Novice category winner



BioMarin International Ltd., Previous Entrants category runner up

Line managers not being given enough support to protect workers' mental health and wellbeing

Line managers are not being given enough support and training to protect the mental health and wellbeing of staff at work, a survey conducted by IOSH and Management Today has revealed.

The survey of more than 400 employees from a variety of businesses across the UK was designed to get a clearer picture of what is being done in the workplace to support those with mental health problems.

They found 62% of line managers are not receiving enough help from their organisation to support the mental wellbeing of their staff. Only 31% of respondents said they feel they have been sufficiently trained to recognise the signs of poor mental health in their direct reports.

Organisations can take a better preventative approach to building and maintaining positive, supportive

workplace cultures – early action can make a vast difference in helping avert any issues or nip them in the bud before they escalate.

The survey results indicate businesses are not being proactive enough when it comes to tackling poor mental health in the workplace.

The survey also found that most workers in the UK are reluctant to discuss their mental health with their line managers, with a staggering 80% fearing stigmatisation and being seen as incapable in their role.

Duncan Spencer, Head of Advice and Practice at IOSH, said: "Line managers

are vital in creating workplaces that are positive for people's mental health and wellbeing. We know work is only one factor in someone's mental health but working for an organisation that's serious about creating a work culture that doesn't cause issues such as stress and anxiety can make such a difference.

"What the survey findings tell us is that there's still much to be done in convincing businesses they need a 'prevention first' approach to managing mental health and wellbeing. The good news is that there's affordable advice and training out

there to help them do so."

IOSH has produced a white paper informed by the survey findings to provide guidance on the role of line managers in promoting positive mental health.

The white paper argues it is vital line managers understand how to manage fluctuations in workers' mental health, what the causes of ill-health can be, how to recognise when employees may be unwell, and how to advise on where to access further support if they are to be effective in promoting positive mental health in the workplace.

New research to nudge construction workers towards safer behaviour

A new study funded by IOSH and led by researchers from Heriot-Watt University and the Institute of Occupational Medicine in Edinburgh has for the first time measured UV exposure amongst construction workers in the UK, who during summer are at risk of excessive exposure due to the nature of their work.

There is currently limited research to understand the barriers to workers adopting sun-safe behaviours and the association this may have with vitamin D production.

The research investigated whether an intervention in the form of a combination of short messages delivered to the smartphones of construction workers, along with appropriate organisational support, can keep workers safe and healthy. The messages attempted to influence workers to reduce exposure to UV radiation in summer and to increase intake of vitamin D in winter when sun exposure cannot maintain a healthy amount.

The research examined the concentration of vitamin D in blood samples



and measured UV radiation exposure of individual workers with wearable electronic sensors.

The study found almost

half of outdoor workers on construction sites had insufficient vitamin D during the winter.

However, during the

summer the desire to get a sun tan remained high among workers, with many exposing themselves to UV radiation deliberately, increasing their risk of developing non-melanoma skin cancer.

Professor John Cherrie, Principal Investigator on the research from Heriot-Watt University, said: “In Britain we love the sun and having a sun tan, but unprotected

exposure to the summer sun can cause irreversible damage to our skin and ultimately may lead to a diagnosis of skin cancer.

“Every year there are more than 3,000 cases of skin cancer caused by outdoor work in construction and other industries. Our desire for a tan is stopping us from taking proper care to protect our skin from the

damaging effects of the UV radiation in sunlight.”

Mary Ogungbeje, OSH research manager at IOSH, said: “We have known that behaviour change strategies specifically targeting health risk factors can be effective. What we didn’t know is how effective the use of everyday technology can be in encouraging safe, healthy attitudes and behaviour among outdoor workers.

The findings are promising but highlight that there’s some work to do as both workers and employers have a part to play in reducing the risks of excessive UV exposure.

“We encourage workers and employers to be more aware of occupational cancer and take positive steps to reduce the risks.

UK waste collection systems could be causing significant musculoskeletal issues for workers

Waste collection systems used throughout the UK could be causing significant long-term musculoskeletal issues for workers, research published in IOSH’s Policy and Practice in Health and Safety journal has shown.

Research by the University of Greenwich and Glasgow Caledonian University has investigated musculoskeletal disorders (MSDs) among workers arising out of different recycling and waste collection systems.

MSDs cover any injury, damage or disorder of the joints or other tissues in the upper or lower limbs or the back and can be made worse by workplace conditions.

The research shows that wheeled bin-based services are associated with fewer MSD outcomes than services including boxes, baskets and sacks and suggests Local Authorities should discontinue ‘box type’ collections on MSD grounds as a matter of urgency.

The team observed workers’ experiences of MSDs through body mapping, with workers identifying where they collectively felt pain or

discomfort during their work activities and recording the results via a chart or questionnaire. The study is the first time body mapping has been applied as a risk assessment tool for MSDs in waste collection.

The study identified a relationship between pain quantity and distribution experienced by the workforce undertaking different collection systems.

Dr David Thomas from

the University of Greenwich and a Member of IOSH’s Environmental and Waste Management Group Committee said: “The findings of this research present a timely opportunity for organisations to consider how they protect their workforces. Rather than organisations focusing on generic ‘capability’ for a ‘fit youngster’ they need to consider how they

accommodate an ever-increasing ageing workforce when developing systems of work.

“It is also an opportunity for organisations to accept that their current methods of managing work can create ill-health problems and consider ways to make workforces more sustainable in the future including changing systems of work.”



NISO National AGM 2019

NISO held its 2019 AGM in the Crowne Plaza Dundalk, Co. Louth, on 6 April 2019.

At the 2019 AGM of the National Irish Safety Organisation, NISO President, Harry Galvin, reported that NISO is in a very stable financial position and thanked the NISO secretariat, Executive Committees and Regional Committees for their continuous support, hard work and dedication throughout the year.

Mr Galvin acknowledged the continuing cooperation with IOSH and he thanked the Department of Jobs, Enterprise and Innovation for their continued support, giving special thanks to Minister Pat Breen TD for his engagement at the 2018 All Ireland Safety Awards in Killarney. Mr Galvin also acknowledged the continued support from Ibex, ICTU and the HSA.

Support from Insurance Ireland, including their sponsorship of the 46th All Ireland Safety Quiz Finals, and their commitment to continue that support in the future was also acknowledged.

Special mention was given by Mr Galvin to some of NISO's highlights over the previous year including:

- The NISO Certificate in Safety, Health and Welfare at Work certificate course which is now running twice every year in five regions with an additional region commencing this course in September 2019;
- the 45th All Ireland Occupational Safety Quiz finals which was held in Clonmel in April 2018;
- the Midland Region's Young Persons' Occupational Safety Quiz, now in its third year under the guidance of John Flanagan and with the support of Chris McCormack;
- and the 27th Annual All Ireland Safety Awards, hosted by the southern region, in which the Supreme Safety Award, sponsored by Irving Oil Whitegate Refinery, was won by Tipperary Fire and Rescue Service.

Mr Galvin raised the issue of drink driving stating that, while he welcomes the fact that all drivers convicted of drink driving now receive a driving

ban, he believes that a mandatory education course for all drink drivers should take place in addition to the driving ban.

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

Management Committee

The management committee of the National Irish Safety Organisation has been increased from four members to six members. The two new members are Pauric Corrigan (West Region) and Mary Keane (South Region).

Executive Committee

Catherine Hession and Edel Niland were reelected for another two-year term on the executive committee by private ballot.

Management Committee 2019/20

Harry Galvin, president
Michael O'Neill, vice president
Pauric Corrigan, secretary
Des Brandon, treasurer
Fergal McKeivitt
Mary Keane

Executive Committee 2019/20

David Connolly (members' representative)
Pat Donnelly (North East region)
John Flanagan (Midland region)
Catherine Hession (members' representative)
John McCarthy (ICTU representative)
Anne Murphy (Ibex representative)
Edel Niland (members' representative)
Lilian 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)



The Management Committee of the National Irish Safety Organisation 2019-20: (l to r) Pauric Corrigan, secretary; Fergal McKeivitt; Mary Keane; Harry Galvin, president; Des Brandon, treasurer; Michael O'Neill, vice president.



The NISO 2019 AGM: (l to r) Michael O'Neill, vice president; Fergal McKeivitt, secretary; Harry Galvin, president; Des Brandon, treasurer.

Modified Duties



Dr Deirdre Gleeson, Specialist in Occupational Medicine, Medwise Occupational Health Services

What are modified duties?

The occupational health department commonly recommend modified duties as an intervention to facilitate employees with injury or illness returning to or remaining at work. Modifications should be appropriate to the health issue and relevant to the workplace and include options such as working reduced hours, alternative shift patterns or restricted duties. A period of temporary modified duties forms part of an occupational rehabilitation program with the end goal of the employee returning to their full normal duties. Providing modified duties on a long term or permanent basis is a different matter and applies to employees who acquire a disability while in service.

Workplace policy:

Providing modified duties on health grounds requires careful planning and good management. Otherwise, one employee may end up being assigned to “light duties” for an indefinite period, causing much frustration to line managers



and resentment among colleagues. If one employee is always assigned to the easy tasks in a workplace the opportunity for job rotation and rehabilitation for other employees is compromised. Therefore it is good practice to have a clear written workplace policy setting out the parameters to the provision of modified duties; i.e. what duties can be modified, in what circumstance and for how long?

The policy requires buy in from all stakeholders including employees, line managers, HR, health & safety and the occupational health department. Job modifications are provided on an individual basis and in each case the adjustment to working hours, weight restrictions, changes to duties, expected outcomes and timelines are set out in writing and agreed beforehand by all parties.

Why provide modified duties?

Even a short period of ill-health leads to physical deconditioning and loss of confidence creating a barrier to returning to the workforce. The longer an employee is absent the more difficult it is to successfully return to work. Employees struggle to re-engage with work following prolonged illness due to reduced stamina, fear avoidance and loss of skills. A period of modified duties helps rebuild confidence and work tolerance in addition to allowing retraining to bring work skills to the required performance standard. Allowing time for work hardening increases the likelihood of a successful return to work in addition to reducing absenteeism and improving productivity.

Occupational rehabilitation:

Rehabilitation is a process whereby those disadvantaged by illness or injury are enabled to access, maintain or return to employment or other useful occupation.⁽¹⁾ A six week period is usually sufficient for most employees to rehabilitate back to normal work after illness or injury. Although some employees will require a longer period of adjusted duties depending on the nature of the illness / injury and treatment path. During the occupational rehabilitation program the manager and occupational healthcare provider will meet the employee regularly to monitor progress and proactively manage health or work issues that may arise. If at the end of the agreed occupational rehabilitation program the employee has not

successfully returned to full duties he or she will return to sick leave and another attempt at returning to work can be considered at a later date.

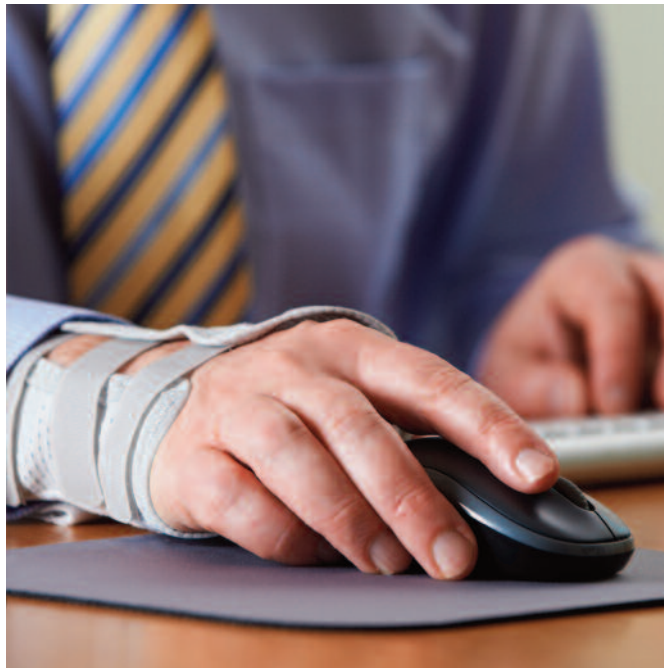
Employees who acquire a disability:

There are situations where the employee will never be fit for their normal work duties. The occupational healthcare provider will advise on the long term work restrictions that apply and it is a matter for the employer to determine if such restricted duties can be reasonably accommodated on a permanent basis. The National Disability Authority (NDA) outlines the employer's obligations and practical steps to take to retain employees who acquire a disability.⁽²⁾

The NDA recognises that in some cases, providing modified duties on a permanent basis may not be reasonable and depends on the nature of the work and the needs of the organisation. However, early retirement on medical grounds is the last resort and should only be considered when all other workplace options have been exhausted, since the employee may never return to work or enjoy the health benefits of gainful employment.

Is work good for your health?

The late great Gordon Waddell worked with Kim Burton and others to study the effect of work on health and health on work. He concluded that going to work is good for mental and physical health and wellbeing and people at work enjoy better health than those out of work for whatever reason. Long term worklessness negatively affects health and the longer



a person is out of work the more their health declines. The corollary is that work is therapeutic for many common health conditions and assists recovery.⁽³⁾

Many people will not recover fully until they are back at work and expecting an employee to stay off work until they are 100% better is not realistic and impairs return to gainful employment. Getting back to work is a milestone in the recovery pathway for many serious health conditions and employers who provide a period of modified duties on medical grounds will help their employees recover and move forward from the ordeal of major illness or injury.

Fit, unfit or fit for modified duties?

In summary, modified duties are a useful intervention to assist employees' return to work following illness or injury and are provided on a temporary basis as part of an occupational rehabilitation program. Long term modified duties can only be provided if reasonable and are

considered on a case by case basis in the event that an employee acquires a disability. Every employer would benefit from a comprehensive policy on the provision of modified duties on the understanding that this intervention will promote the health and welfare of the employer's most important resource; the worker.

References:

1. The British Society of Rehabilitation Medicine
2. The National Disability Authority: retaining employees who acquire a disability; a guide for employers 2015
3. Gordon Waddell, Kim Burton. Is work good for your health and wellbeing; an independent review of the evidence on the relationship between work, health and wellbeing. UK Department for work and pensions. January 2006.

Dr Deirdre Gleeson is a specialist in occupational medicine and works in Medwise, Naas, Dublin and Limerick. www.medwise.ie

Why provide modified duties?

- ✓ Facilitates recovery and return to work
- ✓ Allows employees remain at work despite illness or injury.
- ✓ Keeps employee engaged with the workplace.
- ✓ Reduce reportable incidents
- ✓ Reduce lost accident time
- ✓ Reduce costs of accident pay
- ✓ Reduce absenteeism
- ✓ Promote inclusive work culture
- ✓ Disincentive to exaggerate illness/injury for secondary gain
- ✓ Demonstrates a reasonable employer
- ✓ Demonstrates a reasonable employee
- ✓ Remove barriers to returning to gainful work
- ✓ Assist genuine people recover and return to work.

Why not provide modified duties?

- ✗ Co-workers take the extra work load
- ✗ Not practical in many workplaces
- ✗ May encourage sick role behaviour
- ✗ Issues with pay
- ✗ Training issues and flexibility
- ✗ When does it end?
- ✗ Impairs job rotation for other workers
- ✗ Impairs rehabilitation opportunities for other workers

New Publications

Brexit Overview Information Sheet

For products placed on the Irish market post-Brexit, EU legislation will apply and Irish companies may have new or additional obligations arising from the UK departure



Chemical Safety in Hairdressing Information Sheet

This information leaflet has been developed to provide practical advice for employers and employees exposed to chemical products in the hairdressing industry.



Review of Construction-Related Fatal Accidents in Ireland 89-16

Between 1989 and 2016, a total of 1,616 work-related fatal accidents were reported to the HSA. Over a quarter of all these involved construction businesses or other businesses engaged in construction activity.



Plain English Construction-Related Fatal Accidents in Ireland '89-'16

This report is a summary of



the longer document named in the title above. It examines fatal accidents in construction between 1989 and 2016.

Managing Ergonomic Risk in the Workplace to Improve Musculoskeletal Health

This guide gives direction on the actions that need to be taken in order to manage ergonomic risks at workplace level. It explains the main ergonomic risk factors that may affect a person's health when carrying out work activities, outlines the risk assessment process involved in managing ergonomic risks, and gives guidance on useful risk assessment tools that can be used to quantify ergonomic risk factors.



Safe Quarry – A Guide for Quarry Workers

This guidance document has been developed by the tripartite Quarry Safety Partnership and provides essential information for both new and experienced quarry workers on all aspects of quarrying. It also introduces the SLAM technique, which when employed correctly allows on-the-job risk assessments to be made.



What to Expect when the Health and Safety Inspector Calls

This leaflet tells you what can happen when one of the Health and Safety Authority's inspectors visits your workplace to carry out an inspection or an investigation. It also explains what the HSA does with the personal data it is required to collect during its workplace inspections and accident investigations.



Job Stress and Working Conditions – Plain English Version

This analysis of the European Working Conditions Survey is a summary of the main ESRI report.



Code of Practice for Avoiding Danger from Overhead Electricity Lines

This Code of Practice is aimed at those involved in carrying out work where they are at risk from overhead electricity lines. It revokes and replaces the previous Code in accordance with the Safety, Health and Welfare at Work Act 2005.



Fatal Workplace Injuries by Economic Sector 2009-2019 (NACE Revision 2)

Economic sector	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
A Agriculture + forestry and fishing	5+0+1	15+1+4	25+0+2	22+0+4	18+6	30+1	16+5	20+8	22+5	22+7	10+3
B Mining and quarrying	0	0	0	1	2	0	2	1	1	0	2
C Manufacturing	3	2	2	2	3	3	1	0	2	2	1
D Electricity; gas, steam and air conditioning supply	0	0	0	0	0	1	1	0	0	0	0
E Water supply, sewerage, waste management and remediation activities	0	2	0	1	3	0	1	4	3	2	0
F Construction	0	5	0	10	11	8	11	8	6	6	10
G Wholesale and retail trade; repair of motor vehicles and personal goods	1	1	1	2	2	4	3	3	2	4	2
H Transportation and storage	0	5	6	1	4	4	4	1	7	3	6
I Accommodation and food service activities	0	0	2	0	0	0	0	0	1	0	1
J Information and communication	0	0	6	0	0	0	0	0	0	0	0
K Financial and insurance activities	0	0	1	0	0	0	0	0	0	0	0
L Real estate activities	0	0	0	0	0	0	0	0	0	0	0
M Professional, scientific and technical activities	0	0	0	0	0	1	1	1	2	0	1
N Administrative and support service activities	0	0	0	2	0	2	0	1	0	0	1
O Public administration and defence; compulsory social security	0	0	5	1	4	0	0	0	1	0	2
P Education	0	0	0	0	0	0	1	0	0	0	2
Q Human health and social work activities	0	0	0	1	2	0	0	1	1	1	1
R Arts, entertainment and recreation	0	2	0	1	1	1	0	0	1	1	0
S Other service activities	0	0	0	0	0	0	1	0	0	0	1
Total	10	37	48	48	56	55	47	48	54	48	43

(Source: HSA, correct at 17 April 2019. Note that some accidents may be investigation and may not have been recorded yet.)

Upcoming Events



Please keep an eye on our website niso.ie for forthcoming courses in 2019.

1. SOLAS Safe Pass Training:

Mid West: Radisson Blu Hotel & Spa, Ennis Road, Limerick

Date: 19 April

West: Clayton Hotel, Ballybrit, Galway

Dates: 24 April

East: NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12

Dates: 26 April; 13 May

South East: Clonmel Park Hotel, Poppyfields, Clonmel, Co. Tipperary

Date: 26 April

South: Oriel House Hotel, Ballincollig, Co. Cork

Dates: 3 May; 17 May

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

Manual Handling Basic

(NISO Certificate)

Duration: half day

25 April; 16 May

Manual Handling Instruction
(QQI L6)

Duration: 5 days (3 days week 1/2 days week 2)

7, 8, 9 & 13, 14 May

VDU/DSE Assessor Training
(NISO Certificate)

Duration: 1 day

15 May

Risk Assessment – Basic Concepts
(NISO Certificate)

Duration: 2 days

21-22 May

Safety Representation
(NISO certificate)

Duration: 2 days

10-11 June

Health and Safety Representation
(QQI L5)

Duration: 4 days

24-27 June

Introduction to Health and Safety for the Non Safety Specialist
(NISO Certificate)

Duration: 2 days

31 July-1 August

3. Courses and events in the regions

EAST REGION

Safety Representation Seminar

NISO Training Centre, A11

Calmount Park, Ballymount,

Dublin 12

23 May

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 2019

Contact: 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 2019

Contact: sreidy@ait.ie

Promoting Health and Wellbeing in the Workplace – Workshop

Radisson Blu Hotel, Northgate

St., Athlone, Co. Westmeath

9 May

Safety Representation Seminar

Radisson Blu Hotel, Northgate

St., Athlone, Co. Westmeath

16 May

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 2019

Contact: FLLimerick@lit.ie

Promoting Health and Wellbeing in the Workplace – Workshop

Radisson Blu Hotel & Spa, Ennis

Road, Limerick

23 May

Safety Representation Seminar

Radisson Blu Hotel & Spa, Ennis

Road, Limerick

30 May

NORTH EAST REGION

Promoting Health and Wellbeing in the Workplace – Workshop

Crowne Plaza Dundalk, Inner

Relief Road, Dundalk, Co. Louth

20 May

Safety Representation Seminar

Crowne Plaza Dundalk, Inner

Relief Road, Dundalk, Co. Louth

12 June

NORTH WEST REGION

Safety Representation Seminar

Station House Hotel,

Letterkenny,

Co. Donegal

18 June

Promoting Health and Wellbeing in the Workplace – Workshop

Radisson Blu Hotel & Spa,

Ballincarr,

Co. Sligo

26 June

SOUTH REGION

Safety Representation Seminar

Oriel House Hotel, Ballincollig,

Co. Cork

20 June

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

Venue: Cork (TBC)

Course length: 13 weeks/2 hrs

p/wk

Commencing: September 2019

SOUTH EAST REGION

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

Venue: Waterford Institute of Technology

Course length: 13 weeks/2 hrs p/wk

Commencing: September 2019

Contact: info@niso.ie

Safety Representation Seminar

Springhill Court Hotel,

Waterford Road, Kilkenny

13 June

Promoting Health and Wellbeing in the Workplace – Workshop

Viking Hotel Waterford, Cork

Road, Waterford

26 June

WEST REGION

Promoting Health and Wellbeing in the Workplace – Workshop
Oranmore Lodge Hotel,
Oranmore, Co. Galway
24 April

Safety Representation Seminar
GMIT Castlebar, Westport Road,
Castlebar, Co. Mayo
14 May

Safety Representation Seminar
Oranmore Lodge Hotel,
Oranmore, Co. Galway
10 July

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

Venue: GMIT Castlebar Campus
Course length: 13 weeks/2 hrs p/wk
Commencing: September 2019
Contact: info@niso.ie

4. National/All Ireland Events

Annual NISO Safety Conference and Exhibition of Health and Safety Products and Services
The Galmont Hotel, Galway
11 October 2019

NISO/NISG All Ireland Safety Awards Gala Dinner
The Galmont Hotel, Galway
11 October 2019



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