

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 2021

## BACK TO WORK SAFETY GUIDANCE

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COVID-19 prevention measures  
to ensure healthy workplaces

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National Irish Safety Organisation

# Update!

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Editorial enquiries to: The Editor, NISO, A11 Calmount Park, Calmount Avenue, Ballymount, Dublin 12. Tel: 01 465 9760 Fax: 01 465 9765 Email: info@niso.ie

Design & Print: Print Bureau Tel: 01 4733 567 www.printbureau.ie

## President's Message

### Workers' Memorial Day 2021

Every year on April 28 we all pause for a few moments as we commemorate Workers' Memorial Day. This day has been set aside for us all to remember the workers who have lost their lives in workplace accident during the previous year and by extension those who lost their lives in prior years.

I find it disturbing to see that there has been an increase in workplace fatalities in 2020 with 51 people losing their lives in workplace accidents last year, compared with 47 deaths in 2019 and 37 in 2018.

Considering that for almost nine months in 2020 between 50% and 60% of workers were not attending their workplace due to COVID-19 restrictions, this increase in fatalities is alarming. With so many workplaces closed and people working from home one would have expected to see a reduction in workplace fatalities.

The majority of the fatalities occurred in the agriculture sector with 20 recorded deaths or 38% of the total deaths. The construction industry incurred the second highest number of fatalities with 14 deaths or 36% of the total deaths in 2020.

The precautions required to contain COVID-19 and efforts to restrict the spread of the virus has been high on everyone's agenda over the last year. While COVID-19 is a very serious concern and continues to receive a large amount of publicity, we must also continue to keep a focus on all other aspects of health and safety in the workplace.

Machinery, vehicles, slips, trips and falls, etc. continue to be the cause of most accidents, injuries and fatalities in the workplace.

### All Ireland Safety Awards 2021

As this Update edition is being circulated, we are receiving the early entries for the 2021 All Ireland Safety Awards. Over the coming months our team of independent adjudicators will review and mark all entries. Following our adjudication and quality assurance process all participating organisations will receive notification of whether an award was achieved and the category of award achieved if successful. We will be informing all entrants in either the last week of September or the first week in October of the above.

The formal announcement of the All Ireland Safety Award winners will be made on Thursday, 4 November 2021.



Harry Galvin, president, National Irish Safety Organisation

Government guidelines permitting, this announcement will be made at a Presentation dinner in the Great Southern Hotel, Killarney, following our Safety and Health Conference which will take place that same day. In the event that COVID restrictions prevent the above events taking place the All Ireland Safety Award winners will be announced in an online ceremony on the afternoon of 4 November. Now is the time to submit your entry in for consideration in this year's Awards.

Stay Safe and COVID free.

Harry Galvin,  
President, National Irish Safety Organisation





## Mandatory vaccination – a thorny issue for employers

As vaccination against COVID-19 continues throughout Ireland, employers, unions and lawyers are grappling with thorny issues around vaccination including what happens when an employee does not want to get vaccinated.

With the vaccination rollout central to government decisions to reopen, employers are beginning to ask what they should do about staff who refuse to be vaccinated without good cause.

A survey carried out last January by a human resources technology firm of 750 employers in the UK and Ireland revealed that 40 per cent of respondents would be prepared to dismiss an employee who refused to get vaccinated without a reasonable excuse.

Twenty-three per cent of organisations polled planned to mandate vaccination for their staff.

However, a mandatory vaccination policy would bring huge employment law, human rights and constitutional issues into play - and critics warn it could give rise to employee claims for discrimination, unfair dismissal or

adverse health reactions to the injection.

The Irish Council for Civil Liberties argues that it would be "very questionable" on legal grounds if employers tried to take unilateral action to force employees to take a medicine.

"We've written to the Government seeking a clear message that there will be no tolerance of discrimination on the basis of vaccines," confirmed the ICCL Chief Executive.

However, a prominent employment lawyer argued that the situation is far from hypothetical, and that jobs may be at risk for those refusing vaccination.

"The reality is that under the Health Safety and Welfare at Work Act employers have to take care of the health of staff," he notes, adding that issues may arise in getting unvaccinated people back into the office.

"From barbers to hairdressers to restaurants - how can they operate if people aren't vaccinated? It won't just be an issue of no job no job - it will be

no job no entry, as we've seen in other countries," he added.

The Department of Enterprise, Trade and Employment confirmed that employers cannot compel employees to be vaccinated.

However, it acknowledges that there may be situations where, following a risk assessment, it is deemed unsafe to allow a unvaccinated person to carry out their duties.

It recommends in such instances that the employer should consider redeployment, with the consent of the employee.

However, it does not address what happens if there is no alternative role available within the company.

Mandatory vaccination would be fraught with legal and human rights problems - and is undoubtedly a nettle that no one wants to grasp.

But as the vaccine rollout progresses, many employers will be awaiting guidance from the Government on how to handle this potentially controversial issue.

*Source: rte.ie*

## New guidelines on personal injury awards

The Minister for Justice, Helen McEntee, has said that new Personal Injuries Guidelines came into effect on 24 April and sets out the level of damages that may be awarded or assessed in terms of personal injuries.

She said this should reduce costs and in time boost competition in the Irish insurance market.

### Key points:

- guidelines set out the level of damages that may be awarded or assessed in respect of personal injuries
- reduction in award levels for most categories of personal injury
- guidelines will be reviewed within three years of being adopted and every three years thereafter

### Personal Injuries Assessment Board

The chief executive of the Personal Injuries Assessment Board (PIAB), Rosalind Carroll, has said that the new set of guidelines should see the level of damages awarded in personal injury cases reduce by 40% to 50%.

Ms Carroll said the new guidelines will impact personal injury awards made through both the PIAB and the courts and it is hoped people will avoid litigation and access compensation through PIAB.

She added that it is intended the new system will lower the cost of insurance premiums by removing the additional costs that are incurred when a litigant takes a case to court. She added that the new awards will set out the level of award for soft injuries, fractures and other injuries, replacing the previous Book of Quantum.

Ms Carroll said people coming to PIAB have a choice of accepting an award or entering into litigation and many think they will get a higher award in the courts but the new guidelines should change that.

Source: [www.gov.ie](http://www.gov.ie) and [rte.ie](http://rte.ie)

## Proposed bill to make COVID-19 a notifiable workplace illness

A proposed bill to make COVID-19 a notifiable workplace illness, the Safety, Health and Welfare at Work (Amendment) Bill 2020, underwent pre-legislative scrutiny by the Oireachtas Joint Committee on Enterprise, Trade and Employment.

Officials from the Health Service Executive (HSE), the Health and Safety Authority (HSA) and the Irish Congress of Trade Unions (ICTU) also attended the meeting.

Workplace outbreaks of COVID-19 are currently not a notifiable occupational illness to the HSA due to gap in the Safety, Health and Welfare at Work Act.

Deputy Louise O'Reilly published her bill to make workplace outbreaks notifiable to the HSA in June 2020.

"At the time of launching the bill, I outlined that many, many workers were being put in danger because of the rapid development of clusters of the virus in workplaces. It is with great regret that this became a constant reality over the past year," the deputy said.

Speaking at the meeting, the deputy said that "there is a reason some workplaces have been singled out for special attention during this pandemic – with meat factories, nursing homes and hospitals being the top three." Deputy O'Reilly went on to say that "the reason these workplaces have been single out for specific and special attention is they have become sites of transmission" and that infections have been acquired in the workplace "should be treated as an occupational illness purely and simply because it is an illness a person acquired in the conduct of his or her work."

Sick pay and worker's rights also arose during the meeting, with the issue of lack of sick pay for meat plant workers deterring workers from reporting symptoms or getting tested for fear of having to go without their salary and not being able to make ends meet.

Source: [agriland.ie](http://agriland.ie)

## Vehicles involved in nearly half of workplace deaths

A new report has revealed there were 217 work-related vehicle deaths in Ireland over a 10-year period.

The report, which examined work-related vehicle deaths from 2010 to 2019, indicated that of the 490 work-related deaths in Ireland, 44pc involved vehicles. In 2020 alone, 30 people died in vehicle-related incidents at work.

Of the 217 work-related deaths involving vehicles, 82pc occurred in four economic sectors, with the agriculture sector alone accounting for over half (110).

Other sectors with 20 or more deaths included transportation and storage (25), construction (24) and wholesale and retail trade and repair of vehicles (20).

According to the report, the most common type of fatal incident involved vehicles striking people on foot – some of which occurred during slow-speed manoeuvres and reversing, falls from vehicles, and parked vehicles rolling out

of control.

Deirdre Sinnott, senior inspector with the HSA, said risks can be reduced by focusing on key areas.

"Employers should recognise vehicle incidents as a real threat to their business," she said.

"They should put in place a vehicle risk-management policy that covers all vehicle-related activities in the workplace.

"This includes not only vehicles operated by employees but also vehicles visiting their premises such as routine deliveries and collections."

She said it was vital that procedures are developed and put in place to eliminate and control known risks.

"These procedures should be communicated clearly to employees, contractors and visiting drivers in the workplace."

HSA Inspectors will provide information and make employers aware of resources available to help them



reduce the likelihood of adverse incidents involving vehicles in their workplaces.

The HSA encourage employers to avail of the free short on-line courses

available on the HSA e-learning portal [hsalearning.ie](https://hsalearning.ie). The courses aim to help employers manage work related vehicle safety. Also, freely available guidance and resources on managing priority

vehicle risks can be found at [www.vehiclesatwork.ie](https://www.vehiclesatwork.ie) and [www.loadsafe.ie](https://www.loadsafe.ie).

*Source: independent.ie and hsa.ie*

## Tánaiste Signs Code of Practice on Right to Disconnect

All employees officially have the Right to Disconnect from work and have a better work-life balance, after Tánaiste and Minister for Enterprise, Trade & Employment Leo Varadkar TD brought in a new Code of Practice, effective immediately.

The Tánaiste is also inviting views on his plans to put the right to request remote working into law.

Both are part of the Tánaiste's commitment to create more flexible family-friendly working arrangements, including working from home and working more flexible hours. They also build on the Our Rural Future plan published this week, the Government's blueprint to transform rural Ireland, by facilitating more people to work remotely and flexibly.

### Right to Disconnect

The Right to Disconnect gives employees the right to switch off from work outside of normal working hours, including the right to not respond immediately to emails, telephone calls or other messages. There are three rights enshrined in the Code which comes into effect today:

- The right of an employee to not have to routinely perform work outside their normal working hours.
- The right not to be penalised for refusing to attend to work matters outside of normal working hours.
- The duty to respect another person's right to disconnect (e.g., by not routinely emailing or calling outside normal working hours).

### Work-life balance

"The Code of Practice comes into effect immediately and applies to all types of employment, whether you are working remotely or not. It will help employees, no matter what their job is, to strike a better work-life balance and switch off from work outside of their normal working hours."

The Code of Practice needs employers and employees to work together to

determine the appropriate working arrangements and policies. Because the Code is flexible, employees will have more options to work outside of traditional hours, which many people have availed of during the pandemic. And it reflects the fact that many Irish employees are part of a global network, requiring contact with colleagues around the world.

While placing the onus of management of working time on the employer is appropriate, individual responsibility on the part of employees is also required (e.g., being mindful of other colleagues' right to disconnect or cooperating with any employer mechanism to keep a record of hours worked).

If problems or issues arise, employees have the right to raise the matter with the Workplace Relations Commission.

The Code was developed by the Workplace Relations Commission, following a request by the Tánaiste in November 2020, underpinning the commitment made in the Programme for Government to facilitate and support remote working.

Minister of State for Business, Employment and Retail, Damien

English, TD, said:

"The right to disconnect has never been more important following a seismic shift in work practices this time last year, as Government asked people who could work from home to do so in the interest of suppressing the virus. The publication of the Code of Practice is a positive step in providing practical guidance on the right to disconnect. It will ensure that both employers and employees are aware of their requirements and entitlements and understand how they apply, especially when it is time to unplug and recharge the batteries by switching off properly from work, especially in a remote working scenario."

### Right to Request Remote Working

The Tánaiste is also inviting views on his plans to put the right to ask for remote working into law.

Further information on how to make a submission can be found at <https://enterprise.gov.ie/en/Consultations/Public-Consultation-Right-to-Request-Remote-Work.html>

The closing date for submissions is Friday 7th May.

*Source: workplacerelations.ie*



## NISO Welcomes New Members

National Irish Safety Organisation welcomes 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 9750 or email [info@niso.ie](mailto: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:

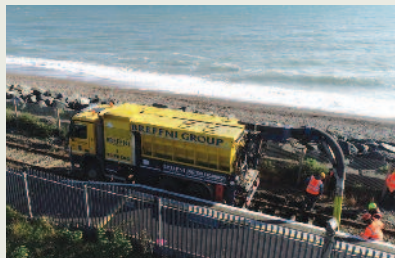
- Breffni Group
- CJK
- DGF @ intel Ireland

- Falcon Green
- Farrell Brothers (Ardee) Ltd.
- Lynoslife
- Modubuild
- Parvati Consulting LLC
- PBC Ltd.
- Seamus Byrne Electrical Ltd.



### Breffni Group

comprises 4 main divisions under the Breffni Group umbrella: Plant Hire, Rail, Demolition, and Building & Civil Engineering. Plant Hire remains a core part of our offering and we have an extensive fleet of modern plant, chief among which are our Vacuum Excavators. Our Rail Division comprises an extensive array of industry leading railway adapted plant. We are at an advanced stage in acquiring ISO Accreditation and Certification of our HSEQ management systems to complement our existing Safe-T-Cert accreditation which we feel will be a fitting way to mark 50 years in business.



CJK is a leading electrical engineering contractor in Ireland that directly employs 200 highly-skilled people. CJK provides full electrical contracting services as well as design and maintenance services to clients across a number of different sectors including Commercial, Industrial, Data Centres, Pharmaceuticals, Health, Education, Residential and Aviation.



### Modubuild is an

international specialist contractor providing fast track High Tech Modular Construction services to blue chip clients throughout Ireland, UK and Mainland Europe. We operate in sectors such as Data Centres, Biotech, Pharmaceutical, Food/Beverage and Infrastructure. We are a dynamic and energetic team of Engineering and Construction professionals who are leading the way on some of Europe's most exciting High Tech projects. We are a diverse and inclusive team with a culture of honesty, mutual respect, global ambition and continuous improvement. This allows us to build smarter, safer and faster than those who have gone before us.



Seamus Byrne Electrical Ltd provide an extensive range of services to our client base including design, installation and maintenance of electrical installations and systems to commercial, industrial, institutional and government organisations. Seamus Byrne Electrical Ltd has a large highly skilled workforce and places great emphasis on the training of our staff. SBE maintain the internationally recognised Quality Management Systems ISO 9001 (Quality), ISO 14001 (Environmental) and ISO 18001 (Health & Safety) which are the world's leading quality management standards.

CELEBRATING  
30 YEARS  
ANNUAL Occupational  
Health and Safety  
**Awards**  
2021

*Increasing Safety Performance*



# 30th NISO/NISG All Ireland Occupational Safety Awards 2021

## Upcoming entry deadlines

### Early Bird Deadline:

28 May 2021  
at 17.00hrs

### Standard Entry Deadline:

2 July 2021  
at 17.00hrs

### Late Entry Deadline:

30 July 2021 at 17.00hrs  
(additional fee applies)

## All Ireland Occupational Health & Safety Awards Presentation Ceremony

**4 November 2021, Killarney**

The Occupational Health & Safety Awards Presentation Ceremony will take place on Thursday, 4 November 2021 in the Great Southern, Killarney, Co. Kerry [Subject to Government guidelines].

## Entry Deadlines & Fees

### [Entry form, submission & Payment]

**Early Bird:** The Early Bird Deadline for entry to the 30th All Ireland Safety Awards is **Friday, 28 May 2021** at 17.00hrs. The early bird entry fee is €380 (Republic of Ireland); £300 + VAT@20% (Northern Ireland)

**Standard:** The Standard Entries Deadline is **Friday, 2 July 2021** at 17.00hrs. The standard entry fee is €640 (Republic of Ireland); £500 + VAT@20% (Northern Ireland)

**Late Entries:** The Late Entry Deadline is 30 July 2021 at 17.00hrs. [Subject to approval and an additional fee of €150 (Republic of Ireland); £125 + VAT@20% (Northern Ireland)]

### Entries to:

National Irish Safety Organisation, A11 Calmount Park, Ballymount, Dublin 12.  
Tel: +353 1 465 9760 Fax: +353 1 465 9765 Email: awards@niso.ie Web: www.niso.ie  
OR

Northern Ireland Safety Group, 13 De Courcy Avenue, Carrickfergus, BT38 7LJ.  
Tel: (028) 9336 8928 Fax: (028) 9336 8928 E Mail: info@niscg.org.uk  
Web: www.niscg.org.uk

Payments can be made by cheque, credit card or EFT to the respective organisation.

### Dedicated awards website

Visit the dedicated awards website, [safetyawards.ie](http://safetyawards.ie), to access all the information and resources that you need to enter the NISO/NISG safety awards.





# Healthy Workplaces Lighten the Load



**Gavin Lonergan, Head of Communications with the Health and Safety Authority, writes about the European Good Practice Awards, a key element of the current EU-OSHA "Healthy Workplaces Lighten the Load" campaign.**

The theme of the current 2020-22 European Agency for Safety and Health at Work (EU-OSHA) 'Healthy Workplaces' campaign is Healthy Workplaces Lighten the Load, with the overall aim of raising awareness and promoting good practice in relation to preventing and managing work-related musculoskeletal disorders (MSDs).

Millions of workers across Europe suffer from work-related MSDs. Approximately three in every five workers in the EU report MSD complaints, based on data from the sixth European Working Conditions Survey.

Given the high prevalence of work-related MSDs, it makes good business sense to invest in preventing their onset or occurrence. MSDs are manageable and preventable, so workers can be protected and costs related to MSDs can be reduced. A prevention approach and early intervention measures can protect workers, reduce absenteeism, increase productivity and lead to real savings for businesses.

To successfully prevent work-related MSDs, it is essential that everyone works together to address the issue in the workplace. Close collaboration between employers, managers and workers creates a common understanding of the issue and leads to lasting improvements.

## 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 MSD hazards in the workplace
- Take part in the Good Practice Awards

## Good Practice Awards

As part of the Healthy Workplaces campaign, EU-OSHA 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 are a key element in demonstrating 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 prevention and management of MSD injuries that ensure safe and healthy working conditions. The jury will also be looking for interventions that are both sustainable and transferable.

Entries are now being taken for the Irish leg with a closing date of June 4th. Two national nominees will be selected from the Irish entries and both will go forward to the European leg of the competition where they will be judged against other national

nominees. If successful at the European stage, winners will receive their award at a ceremony at the EU-OSHA headquarters in Bilbao, Spain. Any real-life examples of innovative and effective OSH management approaches for MSD prevention can be entered. Entries should clearly describe how good management practices have been implemented in the workplace and what has been achieved, including aspects such as:

- How risk assessment was organised in a comprehensive and effective way, covering all relevant risks for all groups of workers.
- The way in which the hierarchy of prevention was followed.
- How MSD-related risks were eliminated by design solutions ('ergonomic design'); examples of workplace design, the design of work equipment, processes, etc., are particularly encouraged.
- The ways in which awareness was increased and a prevention culture encouraged.
- How supportive measures, such as workplace adaptations/improvements, were implemented to ensure that a worker already suffering from an MSD could continue working or was able to return to work.

## More Information

Follow the campaign on social media using #EUhealthyworkplaces or visit the EU-OSHA campaign website at [www.healthy-workplaces.eu](http://www.healthy-workplaces.eu). Further information on the Good Practice Awards is available at [www.hsa.ie/goodpracticeawards](http://www.hsa.ie/goodpracticeawards) or email [pressoffice@hsa.ie](mailto:pressoffice@hsa.ie).



niso.ie

# NISO CERTIFICATE IN SAFETY, HEALTH AND WELFARE AT WORK COURSE

13 weeks; 1 evening per week



**Commencing**

**Athlone IT**

Online 20 September 2021

**Limerick IT**

Online 21 September 2021

**Castlebar**

September 2021

**Cork**

September 2021

**Dublin**

Online 14 September 2021

**Wexford**

September 2021

## DETAILS AND CONTACTS:

**National Irish Safety Organisation**  
**A11 Calmount Park, Ballymount, Dublin 12**

**T** 1850 SAFETY **F** 01 4659765

**E** [info@niso.ie](mailto:info@niso.ie) **W** [niso.ie](http://niso.ie)

Course Price: €425 (NISO members); €525 (Non members)

## Contact Details

**T** 01 465 9760 **E** [info@niso.ie](mailto:info@niso.ie)

# Back to work safety guidance

With COVID-19 restrictions gradually being lifted, more businesses are now preparing to reopen and more employees are returning to the workplace. It is crucial to keep health and safety measures and COVID-19 prevention measures to the forefront at this time and ensure the safety of staff and customers alike.

Key points to consider:

- **COVID-19 Response Plan**

All organisations must continue to keep their COVID-19 Response Plan up to date and ensure they're in line with the latest government guidance. Implement and maintain policies and procedures for prompt identification and isolations of workers who may have symptoms of COVID-19.

- **Review your COVID-19 safety measures**

All organisations must have COVID-19 safety measures in place and ensure that everyone is following them. Safety measures include good hand hygiene, physical distancing, frequent cleaning and ventilation. Employers should provide their staff with COVID-19 safety information, and consider the safety of at-risk workers who are particularly vulnerable to COVID-19 and put controls in place to reduce that risk. Follow the guidance provided in the Department of Enterprise, Trade and Employment's **"Work Safely Protocol: COVID-19 National Protocol for Employers and Workers"** in conjunction with the HSA's **Work Safely Templates, Checklists and Posters** and **Work Safely Online Courses**, all available from the COVID-19 Resource Page on [niso.ie](https://niso.ie).

- **Mental health and wellbeing**  
Some employees may find returning to the workplace difficult and experience increased work-related stress as a result. Employers should ensure workers are made aware of and have access to any business provided Employee Assistance Programme or Occupational Health Service. The HSA has number of supports, resources and advice available on the [hsa.ie](https://hsa.ie) website including its "Workplace Stress" webpage and the **WorkPositive** tool, a free online risk assessment service for addressing work-related stress.



- **As infection rates drop, organisations should not become complacent**

All organisations must remain vigilant and prioritise COVID-19 safety measures as the number of cases decreases to continue to ensure the safety of staff, visitors and customers.

**Safety measure for reopening**

With many organisations having been closed for a long period of time, there are several health and safety factors to be taken into consideration to ensure for a safe reopening, including:

- **Legionella**

If your building has been closed or had reduced occupancy due to COVID-19 restrictions, water system stagnation can occur due to lack of use, increasing the risks of Legionnaires' disease.

There is information and guidance on managing Legionella risks from [hsa.ie](https://hsa.ie) including the info sheet, "Control of Legionella Bacteria During and After the COVID-19 Pandemic".

- **Out of practice/Use**

If employees have been away from the workplace and from work activities for a long period, they may have experienced a decline in their ability or proficiency. Therefore, workers may need additional time and support to get back to where they were pre-pandemic. Similarly, equipment stored, unused for long periods of time should be checked for damage or deterioration.

- **Resources**

The Department of Enterprise, Trade and Employment, in conjunction with the HSA, has developed a range of resources entitled "Staying safe at work" which provides advice and reminders on staying COVID-19 safe in the workplace. The resources include posters for displaying in the workplace and short videos for sharing on social media on different themes including physical, distancing, cleaning and hand hygiene. All resources are available at [niso.ie/resources/covid-19/](https://niso.ie/resources/covid-19/)

For further COVID-19 safety advice please visit [hsa.ie](https://hsa.ie), [www.gov.ie](https://www.gov.ie) and [hse.ie](https://hse.ie).



## New Publications

### Work-Related Deaths Involving Vehicles in Ireland 2010-19

In the ten-year period 2010-2019, there were 490 work-related deaths in the Republic of Ireland. Of these, 217 (44%) involved vehicles. This HSA report focuses on the characteristics of those 217 work-related deaths. Available from [hsa.ie](https://hsa.ie).



### Working with chronic MSDs

This info sheet provides a simple explanation of chronic rheumatic and musculoskeletal disorders (RMDs) and highlights the importance of ensuring that people with such conditions are supported to remain in work or return to work through workplace accommodations — particularly as RMDs become more common as the workforce ages. It also describes how employers can overcome the challenges posed by RMDs, emphasising the need for preventive actions,



effective risk assessment, open dialogue and early intervention. It gives practical examples of simple workplace adjustments, some of which can benefit the entire workforce. Available from [osha.europa.eu](https://osha.europa.eu).

### Participatory ergonomics and preventing MSDs in the workplace

This discussion paper from EU-OSHA provides an introduction to participatory approaches to ergonomics and looks at their effectiveness in preventing work-related musculoskeletal disorders. Participatory ergonomics interventions involve the people who actually do the work in designing solutions to reduce associated ergonomic risks. The paper explains how it works, looks at some of the advantages of these approaches, and explains why it can be difficult to evaluate their success. It also presents practical resources, further reading and a number of case studies on using participatory ergonomics to reduce musculoskeletal disorder risks in the workplace. Available from [osha.europa.eu](https://osha.europa.eu).



### Safe Motor Vehicle Repair and Maintenance

This info sheet is aimed at anyone involved in motor vehicle repair and maintenance (MVRM). It covers the main causes of injuries and ill health and explains some of the precautions you can take to prevent them. Available from [hsa.ie](https://hsa.ie).



## Legislation

### S.I. No. 159/2021 - Workplace Relations Act 2015 (Workplace Relations Commission Code of Practice on the Right to Disconnect) Order 2021

The effect of this Order is to declare that the draft code of practice set out in the Schedule to this Order is a code of practice for the purposes of the Workplace Relations Act 2015. The purpose of this Code is to provide practical guidance and best practice to employers, employees and their representatives in relation to the Right to Disconnect.

## Fatal Workplace Injuries by Economic Sector 2009-2020 (NACE Revision 2)

	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010
<b>A</b> - Agriculture + forestry and fishing	2+0+0	20+0+3	19+0+3	15+1+4	25+0+2	21+5	18+6	32+1	16+5	20+8	22+5	21+7
<b>B</b> - Mining and quarrying	0	0	0	0	1	2	0	2	1	1	1	2
<b>C</b> - Manufacturing	3	4	4	2	0	2	3	3	1	0	2	2
<b>D</b> - Electricity; gas, steam and air conditioning supply	0	0	0	0	0	0	0	1	1	0	0	0
<b>E</b> - Water supply, sewerage, waste management and remediation activities	1	1	2	2	1	1	3	0	1	4	3	2
<b>F</b> - Construction	2	14	11	5	6	10	11	6	11	8	6	6
<b>G</b> - Wholesale and retail trade; repair of motor vehicles and personal goods	1	5	1	2	3	2	3	5	3	3	2	4
<b>H</b> - Transportation and storage	0	3	6	8	5	1	3	3	4	1	7	3
<b>I</b> - Accommodation and food service activities	0	0	0	0	1	0	0	0	0	0	1	0
<b>J</b> - Information and communication	0	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	0
<b>L</b> - Real estate activities	0	0	0	0	0	0	0	0	0	0	0	0
<b>M</b> - Professional, scientific and technical activities	0	0	0	0	0	0	0	1	1	1	2	0
<b>N</b> - Administrative and support service activities	0	0	1	0	0	2	0	2	0	1	0	0
<b>O</b> - Public administration and defence; compulsory social security	0	1	0	0	5	0	4	1	0	0	1	0
<b>P</b> - Education	0	0	0	0	0	0	0	0	1	0	0	0
<b>Q</b> - Human health and social work activities	0	0	0	0	0	1	2	0	0	1	1	1
<b>R</b> - Arts, entertainment and recreation	0	2	0	2	0	1	1	1	0	0	1	1
<b>S</b> - Other service activities	0	0	0	0	0	0	0	0	1	0	0	0
<b>Total</b>	<b>9</b>	<b>53</b>	<b>47</b>	<b>39</b>	<b>48</b>	<b>48</b>	<b>56</b>	<b>55</b>	<b>47</b>	<b>48</b>	<b>54</b>	<b>48</b>

(Source: HSA, correct at 21 April 2021. Note that some accidents may be under investigation and may not have been recorded yet.)



# Upcoming Training and Events

Classroom-based training subject to current Government guidelines.

## 1. Courses held at the NISO Training Centre, Ballymount, Dublin 12 / Online

### DSE/VDU Risk Assessor Training [Online]

NISO Certificate  
(1 day)  
11 May; 8 June

### Mobile and Home Working Assessor Course [Online]

NISO Certificate  
(1 day)  
11 May; 9 June

### Safety Representation [Online]

NISO Certificate  
(2 day)  
25-26 May; 29-30 June

### Manual Handling Basic

NISO Certificate  
(half day)  
14 May, 11 June



## 2. NISO Certificate in Safety, Health and Welfare at Work

Course length: 13 wks /  
2 evenings p/wk

### NATIONAL

[Online]

Commencing: 14 September 2021  
Contact: info@niso.ie

### MIDLAND REGION

Venue: Athlone Institute of  
Technology [Online]  
Commencing: 20 Sept 2021  
Contact: sreidy@ait.ie

### MIDWEST REGION

Venue: Limerick Institute of  
Technology, Moylish Campus  
[Online]  
Commencing: 21 Sept 2021  
Contact: FLLimerick@lit.ie

### SOUTHERN REGION

Venue: CSN College of Further  
Education, Cork  
Commencing: September 2021  
Contact: info@niso.ie

### SOUTH EAST REGION

Venue: Renewables Academy,  
Wexford  
Commencing: September 2021  
Contact: info@niso.ie

### WESTERN REGION

Venue: Campus  
Commencing: September 2021  
Contact: info@niso.ie

## 3. National / All Ireland Events

(Subject to Government Guidance)

### NISO National Annual General Meeting

22 July 2021

### NISO Annual Conference and Trade Exhibition

4 November 2021

### NISO/NISG All Ireland Safety Awards Gala Dinner

4 November 2021



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

