

# Update!



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

WINTER 2023 VOL. 66



## Safety Awards Winners 2023



NATIONAL IRISH SAFETY ORGANISATION

# Update!

## IN THIS ISSUE

Editorial .....	2
News.....	3-4
News/New members .....	5
News/Quiz ad .....	6
NISO Certificate in Safety, Health & Welfare at Work.....	8
Awards feature.....	10-13
Thank you to our sponsors.....	14
Conference Feature.....	15-17
New publications/statistics.....	19
Events.....	20



Members visit **niso.ie** to download previous copies of the NISO Update!

NISO Update! is issued by the National Irish Safety Organisation (NISO).



Material printed in NISO Update! is not necessarily endorsed by the National Irish Safety Organisation.

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## President's Message

We recently held our 59th annual conference which was followed by the 32nd All Ireland Safety Awards presentation dinner. Next year we will see us hold the 48th All Ireland Safety Quiz.

These events took place as NISO celebrated 60 years of promoting safety, health and welfare in the workplace. As the year comes to an end we are delighted with the success over the past year with Conference seeing the highest number of attendees since before COVID and the Awards dinner selling out weeks ahead of the event.

In addition to our workshops and training courses, 2023 also saw NISO link up with Technological University Dublin (TU Dublin) for the Safety Management at Work programme. Members can now get safety certificates both from NISO and TU Dublin and build up their qualifications to CPD Diploma level.

### Safety Quiz

Our Regional Safety Quizzes will take place in the early months of 2024. This is a great opportunity to get your shop floor workers involved in a fun learning exercise with the opportunity for them and your organisation to become All Ireland Champions.

The All Ireland Safety Quiz Finals are taking place in Limerick on 27 April 2024. So, get your staff involved, increase their knowledge of health and safety and help improve your overall inhouse safety performance. This quiz

is open to employees who are not safety professionals.

### Golf Classic for Charity

On 23 June we hosted a Golf Classic at the Seve Ballesteros Golf Course in the Heritage Resort, Co. Laois, with all the proceeds going to the Irish Branch of the Lighthouse Club Construction Industry Charity. This golf day raised €6,200 for the charity. The "golfers" taking part enjoyed a fun day and made contacts which will benefit them going forward. In response to feedback we received following the event we have decided to host the Golf Classic again in June next year. Look out for our notices early next year seeking golfers and sponsors. Again, the proceeds will be donated to a charity which we will announce at a future date.

### NISO's 60th Anniversary

Education, awareness and prevention became the mantra from the outset of NISO in 1963 and as the years passed, this mantra is as valid today as it was then.

Great credit must go to all our volunteers, all our regional committees and executive committee members over the past six decades who all freely gave and continue to give their time and expertise to promote accident prevention in all workplaces.

I also want to express my appreciation to our current staff and indeed all those who have worked for NISO over the last 60 years. All our staff have given great commitment to NISO and continue to assist



Harry Galvin, President,  
National Irish Safety Organisation

NISO in pursuing the highest standards of service to all our members.

We continue to work closely with the Health and Safety Authority (HSA), Ibec, ICTU and Insurance Ireland with each having a seat on our executive committee.

As we embark on the next decade of promoting accident prevention we will have to continue as we have in the last 60 years to adapt to the new and emerging challenges in the workplace.

NISO is your Organisation and we as current committee members, be it at regional or national level, have a duty to continue the work started 60 years ago. We are only today's mentors so we need new, younger members to come forward and steer NISO forward with fresh ideas.

To all past and current members, thank you for your support.

Harry Galvin, President,  
National Irish Safety Organisation





## Guidance published for workers exposed to sensitive content

**The Health and Safety Authority (HSA) and the State Claims Agency (SCA) have published guidance on occupational exposure to sensitive content.**

The guide is designed to assist organisations employing people in roles which expose them to sensitive content as part of their assigned duties or other employees who are unexpectedly exposed to sensitive content in their role. Content moderators, employed by social media companies, are frequently exposed to such material.

Sensitive content refers to text, pictures, graphs, illustrations, photographs, video clips, or any other type of material of a particularly sensitive nature, for example, content relating to child or adult abuse/pornography or graphic pictures of a violent death.

The issues relating to exposure to sensitive content at work have been brought to the attention of the HSA as there are a growing number of related jobs located in Ireland. The SCA also receives incident reports and claims in the area of exposure to sensitive content across the State sector.

In developing this guidance, the HSA and SCA have drawn on different areas of Occupational Health and Psychological Health. Within the Safety, Health and Welfare at Work Act 2005, duties of employers “to manage and conduct work activities to ensure the health and safety of employees” is outlined. The health of employees includes mental health and as exposure to such material can affect mental health, this guide outlines employers’ duties to carry out hazard identification and risk assessments for all known hazards including exposure to graphic material.

The new guidance is available at [hsa.ie](https://hsa.ie).

Source: [hsa.ie](https://hsa.ie)

## Healthy Workplaces Good Practice Awards

**The European Agency for Safety and Health at Work (EU-OSHA), together with the EU Member States, organises the Healthy Workplaces Good Practice Awards alongside its Healthy Workplaces Campaigns.**

The awards serve as a platform for sharing and promoting good practice in safety and health in workplaces across Europe.

The specific aim of the 2023–2025 Healthy Workplaces Good Practice Awards is to highlight outstanding examples of organisations that actively prevent OSH risks related to the introduction of digital systems in the workplace. EU-OSHA is looking for examples that demonstrate a holistic approach to OSH management, with both employers and employees committed to working together.

The jury will also be seeking interventions that are both sustainable and transferable.

The winners will be announced in April 2025. An awards ceremony will be organised to celebrate the achievements of all participating organisations.

Information on how to enter the awards is available at [osha.europa.eu](https://osha.europa.eu)



## Menopause in the Workplace Policy Framework for Civil Service Launched

**Minister Paschal Donohoe and Minister Hildegard Naughton published a Menopause in the Workplace Policy Framework for the Civil Service on World Menopause Day (18 October).**

The publication of the policy framework commits all Civil Service employers to recognise the impact of menopause and actively support all employees who are affected.

The Framework was developed in partnership with the Women's Health Taskforce in the Department of Health and under the guidance of clinical leads in women's health and occupational health in the HSE and Civil Service. The framework gives an overarching structure to guide Civil Service organisations when developing Menopause policies and identifies ways in which they can support employees such as offering workplace adjustments.

On the publication of this Policy Framework Minister Donohoe said:

*"Over 26,000 women are employed in the Civil Service and they account for over 50% of our workforce. By recognising the impact that menopause can have, and creating an open culture of discussion and understanding around menopause, we can ensure those women feel comfortable in the workplace and can progress in their careers in the Civil Service"*



Minister Naughton said:

*"It is important that we do not talk around peri-menopause and menopause but become familiar with the reality of what women experience. It is vital that we provide support for employees as they navigate working life while experiencing multiple and sometimes complex symptoms of peri-menopause and menopause."*

*Department of Health research indicates that 82% of adults agreed that menopause is not well understood in the workplace. This Framework sets out a pathway for Government Departments to improve this experience and is an example of our collective responsibility to ensure menopause awareness and support is embedded into our daily lives."*

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



## Safe and healthy work in the digital age 2023–2025

**The EU-OSHA has launched its 2023–2025 Healthy Workplaces campaign on safe and healthy work in the digital age.**

The campaign aims to increase knowledge about the importance of occupational safety and health in the digital

era and to ensure that a human-centred approach to digitalisation in the workplace is implemented.

For workers and employers in many workplaces and in all sectors, digital technology offers increased opportunities but also presents greater challenges and risks in terms of safety and health.

Despite the increasing use of robots, laptops, smartphones or wearable devices, according to EU-OSHA's 2019 ESENER survey, less than one in four workplaces (24%) in the EU are having discussions about the potential impact of such technologies on the safety and health of workers.

Aimed to raise awareness, provide practical resources and bring stakeholders together, the 2023–2025 Healthy Workplaces campaign is in line with the European Commission's Vision Zero approach to promote a prevention culture.

Further information, flyers and resources are available from [healthy-workplaces.osha.europa.eu/en](http://healthy-workplaces.osha.europa.eu/en)

Source: [healthy-workplaces.osha.europa.eu/en](http://healthy-workplaces.osha.europa.eu/en)

## Managing Indoor Air Quality in Workplaces as Winter Approaches

**As winter approaches, employers must pay special attention to the indoor air quality (IAQ) in their workplaces.**

Indoor air quality is a year-round concern but its significance is amplified during the winter. As temperatures drop, more people gather indoors and workplaces tend to be sealed to conserve heat. However, this can lead to a build-up of indoor air pollutants, potentially causing health issues for employees.



Common IAQ problems during winter include poor ventilation, high humidity, inadequate heating and an increased concentration of indoor pollutants. These issues can contribute to respiratory problems, allergies, and reduced productivity among employees.

The Health and Safety Authority (HSA) has issued a Code of Practice for Indoor Air Quality to guide employers in managing IAQ effectively. This comprehensive Code provides a structured approach to assessing and improving indoor air quality. The Code deals with key elements that affect the quality of indoor air such as ventilation, temperature, humidity, pollutant control and provision of employee information and training.

The HSA encourages employers to consult this code to assist them in evaluating and managing IAQ in their workplace. It can also be used alongside other sector-specific advice to ensure the adoption of best practices for IAQ. By adhering to the guidelines outlined in the code, workplaces can create safer and healthier environments, with additional benefits around improved productivity, reduced absenteeism, and enhanced overall employee satisfaction.

Available at [hsa.ie](http://hsa.ie)

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

## NEW MEMBERS

**Apex Facilities Services  
Barrow Training & Consultancy  
Bunnacurry Facilities Management  
John Higgins Building Contractor Ltd.  
Solaris Green Energy  
Uvex Safety (UK) Ltd.**



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Apex Facilities Services is dedicated to raising the standards of work at height safety in Ireland. We specialise in the inspection, maintenance and certification of various work at height equipment. With over 17 years of experience in work at height safety, our approach is simple - follow the hierarchy of controls and relevant standards and give impartial advice to our customers.

Contact: [contactus@apexfs.ie](mailto:contactus@apexfs.ie) | Tel 085 1170899

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Barrow Training, a leading QQI-accredited blended learning provider in Ireland, delivers industry-specific programs via various methods including distance, eLearning, and attendance learning, all at competitive rates. Our QQI Accredited workshops and courses range from introductory to advanced levels, catering to both industry professionals and individuals transitioning into health & safety careers.

[www.barrowtraining.ie](http://www.barrowtraining.ie)



## All Ireland Safety Quiz 2024

To qualify for the All Ireland Safety Quiz Finals you need to participate and win the relevant category in one of the eight regional or Northern Ireland quizzes.

### NISO North East Region

[covering counties Cavan, Louth, Meath, Monaghan]  
21 February 2024; Errigal County House Hotel,  
Cootehill, Co. Cavan

### NISO Mid West Region

[covering counties Clare, Limerick, Tipperary North]  
14 March 2024; Greenhills Hotel, Ennis Road, Limerick

### NISO North West Region

[covering counties Donegal, Leitrim, Sligo]  
14 March 2024; Clayton Hotel, Clarion Road, Co. Sligo

### NISO Southern Region

[covering counties Cork, Kerry]  
4 April 2024; Radisson Blu Hotel, Little Island, Cork

### NISO Eastern Region

[covering counties Dublin, Kildare, Wicklow]  
Date & Venue TBC

### NISG Northern Ireland

[covering counties Antrim, Armagh, Derry, Down,  
Fermanagh, Tyrone]  
Date & Venue TBC

### NISO Midland Region

[covering counties Laois, Longford, Offaly, Westmeath]  
Date & Venue TBC



### NISO/NISG All Ireland Safety Quiz Final

Saturday, 27 April 2024 | 14.30hrs  
Castletroy Park Hotel | Limerick

### NISO South East Region

[covering counties Carlow, Kilkenny, Tipperary South,  
Waterford, Wexford]  
Date & Venue TBC

### NISO Western Region

[covering counties Galway, Mayo, Roscommon]  
Date & Venue TBC

### How to book:

Visit [niso.ie/shop/](https://niso.ie/shop/)  
[Booking page  
available soon]



## OCCUPATIONAL SAFETY QUIZ

## New requirements for ATV operators come into effect in November 2023

**All operators of Quad Bikes (ATVs), in all workplaces must have successfully completed a Quad Bike Training Course provided by a registered training provider to a QQI Standard or equivalent.**

From 20 November 2023 all such operators must wear appropriate head protection while operating a Quad Bike (ATV). The HSA advises quad bike (ATV) operators to seek out and successfully complete the level 5 QQI or equivalent required training in advance of the legal deadline. All operators of Quad Bikes (ATVs) are encouraged to undertake training as soon as possible and to wear appropriate personal protective equipment, particularly a Quad Bike (ATV) helmet as recommended by the manufacturer or identified through risk assessment. The HSA advises all concerned to contact your local training providers to plan their training requirements.

Examples of workplaces and activities include:

- Farms
- Construction sites
- Road maintenance
- Forestry & other land based industries

Source: [hsa.ie](https://hsa.ie)





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Web : [www.safetydirect.ie](http://www.safetydirect.ie)



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



## Commencing

**Technological University of the  
Shannon - Midlands Midwest (TUS - Athlone)**  
**12 February 2024**

(Online / class attendance required  
on 2 evenings)

**Online/Dublin**

**20 February 2024**

(Online & Classroom Hybrid  
Exam in classroom only)

**ATU Castlebar Campus**

**20 February 2024**

(Classroom only)

**National Irish Safety Organisation**

**A11 Calmount Park, Ballymount, Dublin 12**

**T 01 465 9760 F 01 465 9765**

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

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





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# SAFETY AWARD WINNERS 2023

The National Irish Safety Organisation (NISO) and Northern Ireland Safety Group (NISG) congratulate all organisations who received a Safety Awards this year for their achievements in the area of health and safety.



## Jones Engineering Group

Presented with the highest honour - the Supreme Safety Award

The Supreme Safety Award, sponsored by Irving Oil Whitegate Refinery, is presented to the organisation that has shown consistently good or continuously improving health and safety performance over a number of years and an outstanding contribution to occupational safety, health and welfare during the previous year.

(L to R) Harry Galvin, President, National Irish Safety Organisation; Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Declan Grady, Group EHS Manager, Jones Engineering Group; Wendy Beatty, Chair, Northern Ireland Safety Group; Austin Broderick, HSE Lead, Irving Oil Whitegate Refinery



## Actavo Ireland

Winner of the Gold Award

(L to R) Harry Galvin, President, National Irish Safety Organisation; Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Willie Ryan, EHS Director, Actavo Ireland; Wendy Beatty, Chair, Northern Ireland Safety Group; Austin Broderick, HSE Lead, Irving Oil Whitegate Refinery



## Winthrop Technologies Ltd.

Winner of the Silver Award

(L to R) Harry Galvin, President, National Irish Safety Organisation; Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Ivan Conway, EHS Director, Winthrop Technologies Ltd.; Wendy Beatty, Chair, Northern Ireland Safety Group; Austin Broderick, HSE Lead, Irving Oil Whitegate Refinery



## Weltec Engineering Ltd.

Winner of the Bronze Award

(L to R) Harry Galvin, President, National Irish Safety Organisation; Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Vivienne Walsh, Senior Administrator, Weltec Engineering Ltd.; Wendy Beatty, Chair, Northern Ireland Safety Group; Austin Broderick, HSE Lead, Irving Oil Whitegate Refinery



## Mairead Connolly, Baxter Healthcare

Winner of the NISO Safety Representative of the Year Award 2023 in association with The Cpl Institute



(L to R) Harry Galvin, President, National Irish Safety Organisation; Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Willie Ryan, EHS Director, Actavo Ireland; Wendy Beatty, Chair, Northern Ireland Safety Group; Austin Broderick, HSE Lead, Irving Oil Whitegate Refinery

## John Graham Construction Ltd.

Winner of the Healthy Workplace Award sponsored by Healthy Ireland



(L to R) Harry Galvin, President, National Irish Safety Organisation; Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Jimmy Fenton; Wendy Beatty, Chair, Northern Ireland Safety Group

## O'Connor Sutton Cronin

Winner of the President's Award: Construction, sponsored by the Construction Industry Federation (CIF)



(L to R) Harry Galvin, President, National Irish Safety Organisation; Dermot Carey, Director Safety & Training / Safe-T-Cert Scheme Manager (ROI); Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Eimear Goggin, Safety Officer, O'Connor Sutton Cronin; Wendy Beatty, Chair, Northern Ireland Safety Group

## Bon Secours Hospital Dublin and Jones Engineering Group

Joint winners of the Occupational Health Award sponsored by the HSA and the HSENI



(L to R) Harry Galvin, President, National Irish Safety Organisation; Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Sharon Morrow, CEO, Bon Secours Hospital Dublin; Declan Grady, Group EHS Manager, Jones Engineering Group; Wendy Beatty, Chair, Northern Ireland Safety Group

## Adman Civil Projects Ltd.

Winner of the Driving for Work Award



(L to R) Harry Galvin, President, National Irish Safety Organisation; Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Tom Stephenson; Wendy Beatty, Chair, Northern Ireland Safety Group

## Designer Group


































Winner of the President's Award: Overall Regional / Northern Ireland



(L to R) Harry Galvin, President, National Irish Safety Organisation; Neale Richmond TD, Minister of State at the Department of Enterprise, Trade and Employment; Derek Murphy, Head of Environmental Health & Safety, Designer Group; Wendy Beatty, Chair, Northern Ireland Safety Group





## SAFETY AWARDS WINNERS 2023

WINNING ORGANISATIONS	AWARD	ACHIEVER
Jones Engineering Group	Supreme Award	
Actavo Ireland	Gold Award	
Winthrop Technologies Ltd.	Silver Award	
Weltec Engineering Ltd.	Bronze Award	
Designer Group	President's Award: Overall Regional/Northern Ireland	
O'Connor Sutton Cronin	President's Award: Construction	
DB Schenker @ Intel	President's Award: Large Size Organisation	
MDE Installations	President's Award: Medium Size Organisation	
Ecolab	President's Award: Small Size Organisation	
SK Biotek Ireland Limited	President's Award: Chemical/Pharmaceutical	
PM Group	Construction: Consulting Engineers Award	
Colas Bitumen Emulsions (West) & Colas Contracting Ltd.	Construction Road Surfacing Award	
Bon Secours Hospital Dublin	Healthcare Provider Award	
Merit Medical Ireland Ltd.	Medical Devices Award	
Longford County Council	Local Authority / Council Award	
Baxter Healthcare Irish Manufacturing Operations	Manufacturing Award	
Intel Ireland Ltd.	Electronic / Electrical Manufacturing / Assembly Award	
Compass Catering Ireland	Facilities Management and Services Award	
AirNav Ireland	Public Service Award	
DB Schenker Cork Branch	Transport / Distribution / Storage Award	
Kerrygold Butter Packing Ireland Ltd.	Food / Drink Award	
Ryobi Aluminium Casting (UK) Ltd.	Mechanical Engineering / Manufacturing / Assembly Award	
John Sisk and Son (Holdings) Ltd.	Construction, Industrial / Commercial Award	
W & H Alexander Ltd.	Construction, Civil Engineering Award	
GMC Utilities Group Ltd.	Construction, Utility Services Award	
John Paul Construction	Regional Award (East)	
Cork City Council	Regional Award (South)	
Fingal County Council	Higher Distinction	
TLI Group Ltd.	Higher Distinction	
BAM Ireland	Higher Distinction	
P&D Lydon Ltd.	Higher Distinction	
Walls Construction Limited	Higher Distinction	

WINNING ORGANISATIONS	AWARD	ACHIEVER
Leo Lynch	Higher Distinction	
Mainline Group	Higher Distinction	
Aura Holohan Group	Distinction	
MSL Engineering Ltd.	Construction - Building Services Award	
Gilead Sciences Ireland UC	Chemical/Pharmaceutical - Pharmaceuticals [Fill Finish] Award	
Alexion Pharma International Operations Limited Company	Biopharmaceuticals Award	
Mivan Ltd.	Construction - Specialist Contractor Award	
Glenveagh Properties Plc	Construction - House Building Award	
AG Paving & Building Products	Construction - Mineral Extraction / Quarrying / Concrete Product, Manufacturing Award	
Adman Civil Projects Ltd.	Northern Ireland Award	
Specialist Technical Services - STS Group	Regional Award (South East)	
Elliott Group	Regional Award (North East)	
H&MV Engineering Ltd.	Regional Award (Mid West)	
King & Moffatt Building Services	Regional Award (North West)	
Inland and Coastal Marina Systems Ltd.	Regional Award (Midlands)	
Electric Skyline Ltd.	Regional Award (West)	
John Graham Construction Ltd.	Higher Distinction	
Collen Construction Ltd.	Higher Distinction	
Flynn	Higher Distinction	
Cork County Council	Higher Distinction	
PJ Hegarty	Higher Distinction	
Bon Secours Hospital Cork	Higher Distinction	
Dornan Engineering Ltd.	Higher Distinction	
Coffey	Higher Distinction	
Vision Contracting Ltd.	Higher Distinction	
Suir Engineering Ltd.	Higher Distinction	
ISS Facility Services	Higher Distinction	
Kiernan Steel	Higher Distinction	
GEA Process Technologies Ireland Ltd.	Higher Distinction	
Conack Construction	Higher Distinction	
John Cradock Ltd.	Higher Distinction	
Cagney Contract Cleaning	Higher Distinction	
Cumnor Construction Limited	Higher Distinction	



## SAFETY AWARDS WINNERS 2023

WINNING ORGANISATIONS	AWARD	ACHIEVER
Altrad Services Ireland	Higher Distinction	
Tritech Engineering	Higher Distinction	
Circet Ireland	Higher Distinction	
Siemens Healthcare Diagnostics Manufacturing Limited	Higher Distinction	
Mercury	Higher Distinction	
Shareridge Group	Higher Distinction	
Global Rail Services Ltd.	Higher Distinction	
Alkermes Pharma Ireland Limited	Higher Distinction	
Jones Lang LaSalle (Based on the Intel Account)	Higher Distinction	
Boston Scientific Galway	Higher Distinction	
Secto Services Ltd.	Higher Distinction	
Aramark Ireland	Higher Distinction	
Sysco Ireland	Higher Distinction	
Surecom Network Solutions	Distinction	
LMC FM	Distinction	
MJM Marine Ltd.	Best New Entry Large Size Organisation Award	
Campion Pumps	Best New Entry Medium Size Organisation Award	
Sammon Builders	Best New Entry Small Sized Organisation Award	
Duggan Brothers (Contractors) Ltd.	Distinction	
DGF @ Intel	Distinction	
Bunzl Ireland	Distinction	
Energoinvest Reach Active Ltd.	Distinction	
Extraspace T/A ESS Modular	Distinction	
Murphy Geospatial	Distinction	
J. Vaughan Electrical Contractors Ltd.	Distinction	
Galway and Mayo Hospices	Distinction	
Adston Limited	Distinction	
Dominic O'Connor Ltd.	Distinction	
McAleer and Rushe	Distinction	
Controlled Environments Company (CEC)	Distinction	
Moston Construction Ltd.	Distinction	
Barretstown	Distinction	
Viatrix Dublin Respiratory	Distinction	
Bulgari Ireland Ltd.	Distinction	
Linde TMM	Distinction	
Clonmel Enterprises Ltd.	Distinction	
Carey Building Contractors	Distinction	
Fajon Construction	Distinction	
Sensori FM	Distinction	
Entegro	Distinction	
Priority Construction Limited	Distinction	
Gray Integrated Services of Europe Ltd.	Distinction	

WINNING ORGANISATIONS	AWARD	ACHIEVER
Northern Group	Distinction	
Clancy Construction	Distinction	
Monami Construction	Distinction	
Veolia Intel Ireland Operations Team	Highly Commended	
Dídean Dóchas Eireann Teoranta Ltd.	Highly Commended	
New Childrens Hospital Project - BAM Building	Highly Commended	
Energia Group	Highly Commended	
Road Safety Operations Ireland T/A GoSafe	Highly Commended	
Stewart Construction	Highly Commended	



Excellence in Safety Award (>15 years)



Exceptional High Achiever Award (10 years)



Consistent High Achiever Award (5 years)



The 59th All Ireland Safety Awards photos are available to view at [safetyawards.ie/winners/2023-winners/2023-photographs/](https://safetyawards.ie/winners/2023-winners/2023-photographs/)

## Additional Awards

### Driving for Work Award Winner

Adman Civil Projects Ltd.

### Occupational Health Award Joint Winners

*Sponsored by the Health and Safety Authority and the Health and Safety Executive for Northern Ireland*

Bon Secours Hospital Dublin

Jones Engineering Group

### Healthy Workplace Award Winner

*Sponsored by Healthy Ireland*

John Graham Construction Ltd.

### Safety Representative of the Year Award Winner

*Sponsored by The Cpl Institute*

Maired Connolly, Baxter Healthcare

### Safety Representative of the Year Award Runner Up

Keith O'Connor, Bulgari Ireland Ltd.

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## Safety Awards in association with:





# NISO 60 YEARS PURSUING EXCELLENCE

Herbert Mulligan and Margaret Kirby

**The contribution NISO has made in raising awareness of safety and driving improved health and safety standards over the past 60 years was recognised by the two opening speakers at last month's NISO Annual Conference, the theme of which was Sixty Years – Pursuing Excellence.**

Opening the conference the Health and Safety Authority's (HSA) Assistant Chief Executive Mark Cullen told delegates NISO has "contributed significantly to raising safety standards", a message which was reinforced by Michael Gillen, Ibec's Head of OSH Policy who said "NISO has been an influencer for the past 60 years," adding "You were the original influencer".

The scene for the conference was set by NISO President, Harry Galvin, who recalled what work was like 60 years ago when the National Irish Safety Organisation was founded as he told delegates that back then "people were paid danger money to carry out risky tasks".

Taking his cue from Mr Galvin's remark, Mark Cullen, who delivered the opening address and speaking to theme for the event – Sixty Years – Pursuing Excellence – told delegates the health and safety story is a good story.

In a wide ranging address harking back to the Barrington Report, he backed up that statement with statistical facts and the impact of legislative change. The health and safety community has, Mr Cullen said, "come a long way", adding that "NISO has contributed significantly". He made the point that OSH is now "a profession".

Then he raised the challenging question: what does excellence look like? Answering that question, he took delegates on a statistical journey over the past 30 years, since shortly after the HSA was established.

In Ireland fatal accidents have fallen from around 70 per year in the early 1990s to 28 in 2022. Putting the figures in human terms, he pointed out that behind every statistic the question is: what went wrong that my loved one did not come home? The non-fatal accident rate is also trending down, from a high of 4.86 per 100,00 in 2000 to 3.56 in 2022. Speaking about enforcement figures, Mark Cullen highlighted a reduction



that can also be seen in enforcement notices served by inspectors, including improvement and prohibition notices. This, he said tells a positive story.

However, he said there is more work to be done. He highlighted the fact that self-employed and small contractors feature significantly when looking at fatalities in the agriculture and construction sectors in particular.

The drivers for change were, he said, the Safety, Health and Welfare at Work Act 1989 which broadened the number of workplaces covered by health and safety legislation, enshrined the rights of employees to a safe workplace and employers' duty to ensure employees health and safety. The Act brought the tripartite approach (Government, employers and unions), safety representation and consultation.

The Safety, Health and Welfare Act 2005 brought section 80 setting out the liabilities of directors and senior managers and allowed for fines of up to €3m. The courts have, he said, imposed a significant number of suspended custodial sentences and this year an actual custodial sentence. Turning to the role of the HSA, which he described as a risk based responsive regulator, as an influencer and promoter

of health and safety he said the Authority works with and relies on the support of stakeholders such as NISO and IOSH and the social partners.

Looking to the future he mentioned the changing nature of workplaces and emerging risks and hazards: blended working, wind farms, psychosocial risks, new health risks, green energies and AI (artificial intelligence).

Saying the journey continues, Mr Cullen floated a thought provoking assessment of what is excellence, when he said that "Today's standards are perhaps the excellence that was our vision years ago". He said OSH is here to stay and that we must all work towards vision zero.

Speaking after Mark Cullen, Michael Gillen, Senior Executive and Head of OSH policy at Ibec, told us to "always remember where we came from" and looked back at the late 1950s and early 1960s. There was the Whitaker Report in 1958, when Ireland was still a largely an agrarian country.

There was, he said, a horrendous increase in fatalities in the early 1960s. The Government created the Safety Advisory Committee and a voluntary organisation, NISO was born.

CONTINUED...



Recalling wider events of that time he reminded us that 1963 was also the year American President John F Kennedy was assassinated. Looking at where we have come from since then, he said, in 1973 Ireland joined the then European Economic Community (now the EU). In 1989 there was the SHWW Act and in 1993 the General Application Regulations were adopted.

Turning to the theme of the conference, pursuing excellence, Michael Gillen said, "We have made great strides. We have made great progress". Moving to recent events, he said the COVID pandemic revealed how little we considered mental health which "will be the biggest challenge of the next ten years".

Speaking about NISO's role in the journey to excellence, Michael Gillen said "NISO has been an influencer for the past 60 years", adding "You were the original influencer".

### Artificial intelligence

Speaking next, Karl Simons, former Chief Health and Safety Advisor at Thames Water in the UK and Chief Futurologist with FYLD, a digital platform designed to help fieldworkers and businesses make real time health and safety decisions, he spoke about the role of artificial

intelligence (AI) and digital solutions in health and safety.

"We are," he said, "moving to data-led health and safety. In ten years' time nobody will use pen and paper when making risk assessments. AI will help you do your job." Showing a video clip, he illustrated how AI photos can identify actual site conditions at the time of an incident.

Ed Paxton, an Aerospace Account Manager with Du Pont Kalrez encouraged delegates to drive more safely by thinking like a pilot. Highlighting the airline industry's approach to safety, which involves always investigating incidents, he made the point that "mistakes can be friends".

### Victims of violent aggression by the public

Three trade union officials spoke about the violent aggression by some members of the public experienced by their members.

Thomas O'Connor, National Bus and Rail Union (NBRU) Assistant General Secretary spoke of the violent attacks on bus and rail drivers. He recalled that parts of Dublin were without bus services in recent times because of violent attacks. He mentioned a case of an assault at 2am when a passenger smashed a window and another when 30 people surrounded a vehicle. Other examples of aggression were spitting and missiles being thrown at buses.

Mr O'Connor called for an increase in the maximum sentence for such offences to ten years. The NBRU are, he said, looking for a Gardaí role on trains and buses. Mandate divisional organiser, Michael

Meegan, said retail workers are the forgotten front line. Citing a survey by the service station company, Circle K, which showed 85% of retail workers had experienced some form of abuse from customers and 28% said they had experienced harassment based on gender and 34% reporting such harassment based on race, he said the figures are not surprising to those representing retail and bar workers. He called for legislation to protect retail workers and a zero tolerance approach to such crimes.

Joe Hoolan, Professional and Regulatory Services Officer with the Irish Nurses and Midwives Organisation (INMO) said that between January 2021 and April 2022, over 6,500 assaults were reported. He said the INMO have frequently written to the HSA asking them to investigate incidents and carry out more inspection. While calling for a focus on safety in the healthcare sector like that in construction, he said the HSA is under resourced. The union is now, he said, going to focus on the rights conferred on workers by the SHWW Act 2005.

### The Lighthouse Club

The afternoon session of the conference commenced with an awareness raising talk by the Lighthouse Club Construction Industry Charity, Regional Ambassador for Ireland, Natalie Ryan. She emphasised the charity is 100% dedicated to the emotional, physical and financial wellbeing of construction workers and their families. Stress, depression or anxiety account for up to 27% of all work-related illnesses in construction, and every single working day in the UK and Ireland, two construction workers take their own lives.

Outlining some of the services provided by the charity, she said it offers a free and confidential 24/7 Construction Industry Helpline and text HARDHAT service which provides a range of information, guidance and support on a huge variety of wellbeing issues. These services are complemented by their free Self-Support App which offers another route to support.

### The value of the OSH profession

Moving onto the topic of the value of OSH professionals' community, the European Network of Safety and Health Professionals Organisations (ENSPHO)





President, Mireya Rifa Fabregat, gave an overview of their organisation and the challenges ahead in the OSH field. ENSPHO, she explained, was founded in 2001 under the umbrella of EU-OSHA and offers membership to European safety and health professional organisations.

Referring to new challenges facing the OSH community, she noted that digitalisation, whilst presenting great opportunities, also posed a risk which had to be managed. "Digital monitoring, loss of autonomy, work intensification and pressure to perform at a certain standard", all need to be considered, she advised.

### Error is nothing to be ashamed of

Niall Downey, Pilot/Doctor/Author and owner of frameworkhealth, an error management training company, opened the final session of the conference. Summarising his own background he said he had worked in two safety critical industries, healthcare and aviation, where he gained an invaluable insight into how differently errors were managed by the two sectors. "In aviation, it's hands up if you make a genuine mistake, nobody is disciplined or fired whilst in healthcare it's name, blame, shame and retrain".

During his talk he outlined numerous everyday life examples where mistakes have been made in sport, entertainment and politics, and he emphasised his key message, "that error is nothing to be ashamed of".

Focusing on Irish hospital errors, he pointed to ground-breaking research completed by the Royal College of Surgeons of Ireland (RCSI) published in 2016 and repeated in 2021, stating that one in eight patients admitted to hospital experience adverse events. This equates to 5,000 hospital-related deaths, or 100 people dying each week due to mistakes, he said.

Tracing back through the history of accidents in the aviation industry, he showed there has been a 97% improvement in accident statistics in the last 50 years. He also said the key difference between the healthcare and aviation sector was culture.

"In aviation we accept error as normal. We focus on what went wrong, not who went wrong. We then replace tripwires with safety nets. We train staff to

manage error. We always ask 'where can this go wrong, and what's plan B?'".

His recently published book *Oops! Why Things Go Wrong* demonstrates that there is an overwhelming interest in this issue across many other sectors also.

### Covid lessons

The final speaker of this daylong conference was Professor of Experimental Immunology, Trinity College Dublin and Director, Trinity Biomedical Sciences Institute, Dr Kingston Mills. Bringing the delegates back to the time of COVID-19, he chronologised the key events which led to the transmission of the SARS-CoV-2 virus which killed over 6.9 million people worldwide.

"There were no guidelines on how to deal with this new virus initially", said Dr Mills, "and when the first case occurred in Trinity College, we responded quickly to put in containment measures to prevent it spreading," he said. On a national level, he noted that the cancellation of major crowd gathering events such as the St. Patrick's Day parade and the Ireland v Italy rugby match were landmark decisions which set the tone for how serious the potential for human-to-human transmission was being taken.

Talking about the source of the virus, he said evidence showed it was most likely to have come from animal origin which had transferred to humans through zoonotic transmission. Focusing on the variation in symptoms experienced by infected people, he remarked that >50% of infected people were asymptomatic,

but they could still pass it to other people who were at risk of suffering the full range of symptoms, and even death. Commenting on the biggest risk factors for morbidity, he highlighted older age, but also obesity as significant risk factors.

Summarising Ireland's response to the pandemic, he praised the speed at which vaccines were implemented saying it took less than one year from when it started, which was "a staggering achievement". Mask wearing was key to preventing airborne transmission, he noted, and "is only effective when everyone wears a mask", he said. Lockdowns, whilst very disruptive to people's lives were an important intervention to slow the spread of COVID-19.

Reflecting on the roll out of antigen testing v PCR (Polymerase Chain Reaction) testing, Dr Mills suggested that the longer time frame required in PCR testing was a drawback in the early stage of testing, as it was initially the only test which was approved for use, but when antigen tests were made available and recommended for use, it accelerated the quick diagnosis of the virus. The lack of availability of Personal Protective Equipment (PPE) was another issue at the start of the pandemic, he noted, which had been a significant problem for hospitals and nursing homes. Planning for future pandemics, he concluded is important, as it is predicted that "the next pandemic is coming".

*Photos from the 59th NISO Annual Conference are available at [safetyawards.ie/winners/2023-winners/2023-photographs/](https://safetyawards.ie/winners/2023-winners/2023-photographs/)*





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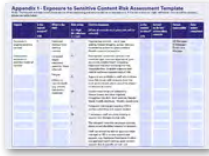


Creating  
Homes  
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## New Publications

### Psychosocial Risk Assessment: Guidance for Exposure to Sensitive Content



This guidance was jointly developed by the Health and Safety Authority (HSA) and the State Claims Agency (SCA), in order to assist organisations employing people in roles which expose them to sensitive content as part of their assigned duties or other employees who are unexpectedly exposed in their role.

Available at [hsa.ie](https://hsa.ie)

### Psychosocial Risk Assessment: Guidance for Exposure to Sensitive Content



Guidance jointly developed by the Health and Safety Authority (HSA) and the State Claims Agency (SCA). The purpose of the guidance document is to provide evidence-based insights for employers, employees and their representatives on good practice and procedures for assessing, addressing and recording psychosocial risks related to exposure to sensitive content in workplaces operating in the Republic of Ireland. Managing these risks appropriately helps manage employee safety while also helping to mitigate future incidents and claims arising.

Available at [hsa.ie](https://hsa.ie)

### Good Practice Awards flyer



The 16th Healthy Workplaces Good Practice Awards in occupational safety and health aims to recognise organisations making outstanding and innovative contributions to safety and health by preventing risks associated with digital transformation in the workplace.

Available at [healthy-workplaces.osha.europa.eu](https://healthy-workplaces.osha.europa.eu)

### Campaign Flyer - Safe and healthy work in the digital age



The 2023–2025 EU-OSHA Healthy Workplaces campaign aims to increase knowledge about the importance of occupational safety and health in the digital era and to ensure that a human-centred approach to digitalisation in the workplace is implemented.

Available at [healthy-workplaces.osha.europa.eu](https://healthy-workplaces.osha.europa.eu)

### The impact of drones on OSH



The EU-OSHA has published a new discussion paper on unmanned aerial vehicles (or drones) in workplaces and the implications for safety, health, privacy and liability and tackling emerging risks. The paper explores OSH concerns when working with drones, pinpoints research gaps and offers actionable recommendations for stakeholders to resolve workplace issues and promote continued progress in this field.

Available at [osha.europa.eu](https://osha.europa.eu)

## FATAL WORKPLACE INJURIES BY ECONOMIC SECTOR 2012–2023 (NACE REVISION 2)

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
<b>A</b> Agriculture + forestry and fishing	10+1+1	12+0+0	9+2+0	20+0+3	19+0+3	15+1+4	25+0+2	21+5	18+6	32+1	16+5	20+8
<b>B</b> Mining and quarrying	0	0	0	0	0	0	1	2	0	2	1	1
<b>C</b> Manufacturing	1	0	5	4	4	2	0	2	3	3	1	0
<b>D</b> Electricity; gas, steam and air conditioning supply	0	0	0	0	0	0	0	0	0	1	1	0
<b>E</b> Water supply, sewerage, waste management and remediation activities	2	1	2	1	2	2	1	1	3	0	1	4
<b>F</b> Construction	6	5	10	14	11	5	6	10	11	6	11	8
<b>G</b> Wholesale and retail trade; repair of motor vehicles and personal goods	0	1	2	5	1	2	3	2	3	5	3	3
<b>H</b> Transportation and storage	2	1	6	3	6	8	5	1	3	3	4	1
<b>I</b> Accommodation and food service activities	0	0	0	0	0	0	1	0	0	0	0	0
<b>J</b> Information and communication	1	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	0	0	1	1	1
<b>N</b> Administrative and support service activities	2	0	0	0	1	0	0	2	0	2	0	1
<b>O</b> Public administration and defence; compulsory social security	0	2	0	1	0	0	5	0	4	1	0	0
<b>P</b> Education	0	1	1	0	0	0	0	0	0	0	1	0
<b>Q</b> Human health and social work activities	0	0	0	0	0	0	0	1	2	0	0	1
<b>R</b> Arts, entertainment and recreation	0	0	1	2	0	2	0	1	1	1	0	0
<b>S</b> Other service activities	0	0	0	0	0	0	0	0	0	0	1	0
<b>Totals</b>	<b>26</b>	<b>23</b>	<b>38</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>

Source: HSA, correct at 10 October 2023. Note that some accidents may be under investigation and may not have been recorded yet.

# NISO TRAINING AND EVENTS

For further details and to book visit <https://niso.ie/shop/>

## TRAINING SCHEDULED AT NISO TRAINING CENTRE, DUBLIN 12 AND/OR ONLINE

### SOLAS Safe Pass (1 day)

Kilkenny - 11 November  
Waterford - 25 November  
Clonmel - 9 December

### Safety Representation (Online)

NISO Certificate (2 day)  
14 - 15 November  
19 - 20 December

### DSE-VDU Risk Assessor Course (Online)

NISO Certificate (1 day)  
22 November; 14 December

### Manual Handling Basic

NISO Certificate (half day)  
15 December

## CPD CERTIFICATES IN SAFETY MANAGEMENT AT WORK (CERTIFIED BY TECHNOLOGICAL UNIVERSITY DUBLIN)

(5 days plus exam)

**Hybrid** - NISO Training Centre, Dublin 12 and/or Online

**Behavioural Safety Management**  
27 November to 1 December 2023

**Workplace Ergonomics**  
27 November to 1 December 2023

## SEMINAR: NEW SUPPORTS AVAILABLE FROM THE HSA

Sligo: 8 November 2023  
Dublin: 16 November 2023

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

13 weeks / 2 hours per week (evenings)

### Midland Region

Venue: TUS Athlone  
Commencing: 12 February 2024

### Dublin / Online

Venue: NISO Training Centre, Dublin 12 and/or online  
Commencing 20 February 2024

### Western Region

Venue: Castlebar  
Commencing: 20 February 2024

## EVENTS IN THE REGIONS

### East Region

#### NISO East AGM

Date & Venue TBC

#### Safety Quiz Heat

Date & Venue TBC

### Midland Region

#### NISO Midland AGM

Date & Venue TBC

#### Safety Quiz Heat

Date & Venue TBC

### Mid West Region

#### NISO Mid West AGM

Greenhills Hotel, Ennis Road, Limerick  
18 January 2024

#### Safety Quiz Heat

Greenhills Hotel, Ennis Road, Limerick  
14 March 2024

### North East Region

#### NISO North East AGM

Errigal Country House Hotel, Cootehill, Co. Cavan  
21 February 2024

#### Safety Quiz Heat

Errigal Country House Hotel, Cootehill, Co. Cavan  
21 February 2024

### North West Region

#### NISO North East AGM

Clanree Hotel, Letterkenny, Co. Donegal  
11 December 2023

#### Safety Quiz Heat

Clayton Hotel, Clarion Road, Sligo  
4 April 2024

### South Region

#### NISO South AGM

Radisson Blu Hotel, Little Island, Cork  
17 January 2024

#### Safety Quiz Heat

Radisson Blu Hotel, Little Island, Cork  
4 April 2024

### South East Region

#### NISO South East AGM

Date & Venue TBC

#### Safety Quiz Heat

Date & Venue TBC

### West Region

#### NISO West AGM

Oranmore Lodge Hotel, Co. Galway  
16 January 2023

#### Safety Quiz Heat

Oranmore Lodge Hotel, Co. Galway  
9 February 2023

## NATIONAL EVENTS

### NISO National Annual General Meeting

Castletroy Park Hotel, Limerick  
27 April 2024

### NISO/NISG All Ireland Safety Quiz Final

Castletroy Park Hotel, Limerick  
27 April 2024

### NISO Annual Safety Conference and Trade Exhibition

Killarney, Co. Kerry  
11 October 2024

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

Killarney, Co. Kerry  
11 October 2024

