



National Irish Safety Organisation

UPDATE!

WINTER
'07



Protecting
your Assets
and your
People



Editorial pg 2
News pg 3-5
Conference Report pg 6-7
Feature pg 8-12
Case Study pg 13-14
Interview pg 15
Events diary pg 16



President George Brett

With conference numbers up 10%, awards entrants up 20%, exhibitor numbers up 10%, a huge national interest in the pilot scheme of the NISO Gold Standard, a shorter and snappier style to conference presentations, a broader range of speakers and topics with sharper strategic focus and a new format to the awards presentation - this year saw new ground being broken all round by NISO.

With over 1,000 delegates participating in all the aspects of conference and Awards events, its tempo was fast-paced and stimulating while at the same time offering ample opportunity to network, reflect and debate. Surveyed feedback from delegates was very positive, with the events receiving the highest rating in five years.

The new NISO Gold Standard Award also attracted great interest and its strong endorsement, both by Minister Kelleher and the Irish Insurance Federation, is set to increase its take-up in 2008. We'll be keeping member companies posted on developments in coming issues.

One commonly recurring theme running through this year's conference debate was the importance to company directors and owner managers of taking a lead in prioritising safety and health management. This has taken on added impetus with the recent publication by the Health and Safety Authority of its new 'Guidance for Directors and Senior Managers on their Responsibilities for Workplace Safety and Health'.

The 2005 Safety, Health and Welfare at Work Act brought about significant new

NISO Conference and Awards Break New Ground

responsibilities on company directors and owner managers, in that they can now be held personally responsible for organisational breaches of health and safety law. And the consequences are equally serious, with anyone convicted of a serious breach of the legislation facing a fine of up to €3m, or two years imprisonment.

The new guidance is written in a reader-friendly and informative style and it reinforces the strong business case for investing adequate time and resources in health and safety risk management. It balances this with a clear legal responsibility on directors and owner managers to put the health and safety of their employees high on their business agenda.

For all of us intimately involved in health and safety as practitioners, we know the value of establishing good health and safety habits and behaviours early. We therefore warmly welcome the Health and Safety Authority's recent research into existing and future opportunities within primary and secondary education, for teaching and learning related to health and safety. This is a hugely proactive initiative on behalf of the Authority, whose aim is to support front-line teachers delivering tailored safety knowledge to students, helping to change attitudes and behaviour.

I believe that there is an important support role that companies of all sizes and across all sectors of industry and services can play in bringing about these changed health and safety habits and behaviours in our young people. NISO, for its part, will be working to facilitate this co-operation among its members with the HSA and educationists during 2008.

Disappointingly, after a good turnaround in health and safety performance last year, the number of fatalities in the construction sector this year to date is 16, an increase of 25% on 2006. Statistics also show that the construction sector accounts for significantly more work-related injuries and ill-health than other sectors.

This is despite a huge investment by the industry in raising health and safety standards and despite a greater understanding today within the industry of the significant benefits that good practices and behaviours in occupational safety and health deliver on every front.

With the challenges that the sector is facing into, arising from the recent downturn in activity, no let-up in the vigilance required in maintaining health and safety standards and compliance can be accepted. Lowering standards or levels of compliance of health and safety should never be used to win a contract. Such conduct by the few is unfair to the vast majority, who are investing in health and safety. It is the responsibility of every director and contracting principal to ensure this.

Other sectors that have performed poorly this year to date are fishing, with nine fatalities (two in 2006), transport, storage and communication with nine fatalities (four in 2006), and public administration and defence with four fatalities (one in 2006). We must redouble our efforts. It is our duty.

Finally may I wish all members, volunteers, supporters and their families and colleagues a safe and healthy Christmas period and ask that you take this good resolution into the New Year.

Enjoy this issue and let us know your views ■



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.

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

Production & Design: IRN Publishing, 121-123 Ranelagh, Dublin 6. Tel: 497 2711

Printing: Orchard Print Ltd. Rathfarnham, Dublin 16. Tel: 493 6336

Directors and managers responsibilities

The HSA, which is currently running a national publicity campaign, advising directors and senior managers of their responsibilities under health and safety legislation, has published guidance about those responsibilities.

Guidance for Directors and Senior Managers on their Responsibilities for Workplace Safety and Health is, in the opening words of the guide, "aimed at executive and non-executive directors of all types of workplace in both the private and public sectors, at officers of undertakings, at board chairmen and board members, at senior managers and at any other managers who are responsible for directing workers while they work and work activities".

The guidance booklet advises that directors and managers must understand their legal

responsibilities and their role in governing health and safety, have a clear understanding of the key health and safety issues for the business and keep themselves continually informed of the risks that are likely to arise.

As board directors, they should integrate health and safety into the main corporate governance structures, set health and safety management objectives and targets, ensure that health and safety risks are managed and controlled adequately and receive the necessary health and safety training to be comfortable with their responsibilities.

Speaking at the launch of the guidance booklet, the chief executive of the HSA, Martin O'Halloran, said the publication is part of the Authority's response to the Safety, Health and Welfare at Work Act 2005.

In particular, it is a response to section 80, which provides that where an offence has

been committed and the acts that constituted the offence were authorised, consented to, or are attributable to, the connivance or neglect of a person, being a director, manager or similar officer of an undertaking, that person shall, as well as the undertaking, be guilty of an offence and liable to prosecution. A person who is prosecuted under section 80 could be fined up to €3m and/or sent to prison for up to two years.

Welcoming the publication of the guidelines, NISO chief executive Pierce Martin said the new guidelines reinforce the primary responsibility that directors and owner managers of companies have for ensuring that health and safety risks arising in their business activities and operations do not cause ill-health or injury to their employees, to others working for their business, or to customers or members of the public who come into contact with their places of work. The guidelines are available to download from the HSA's website, www.hsa.ie ■

Driving deaths: NISO concerned

NISO is concerned at the growing risk to employees of driving and vehicle accidents, as shown by recent fatal accidents - in which two fishermen were killed while driving on a pier and a waste management plant operative was killed by a vehicle.

Speaking about the fatalities, NISO chief executive Pierce Martin said recent research undertaken by Dr Anne Drummond of UCD – *An investigation into the official data sources and collection methods used to capture selected work-related death statistics in the Republic of Ireland* – indicates that the number of work-related fatal road traffic accidents is considerably higher than the number of workplace fatalities reported to the HSA each year. Business needs to pay

more attention to the risks of work-related driving deaths, he says.

In response to the growing evidence of this serious risk for Irish businesses, NISO will in the New Year be launching a series of online resources, including a new Safe Driving Discussion Forum, in an effort to assist small and medium sized businesses develop good practices and habits in relation to driving undertaken by employees as part of their work ■

Minister urges CIF members to support NISO

Speaking at the presentation of certificates to companies accredited to the Construction Industry Federation's Safe-T-Cert management standard, the Minister for Labour Affairs, Billy Kelleher, T.D., urged CIF members to support NISO.

NISO is, Minister Kelleher said, "a voluntary organisation whose only objective is to promote health and safety in the workplace". The Minister was speaking at the presentation of certificates to five companies who have recently joined the 26 companies already accredited to the standard. The companies accredited were: Ashcoin Group, P Elliott & Co. Ltd, Maveric Contractors, ABM Construction Ltd. and Houghton & Young Ltd



Mental health in the workplace

In a report on a survey on mental health in the workplace, the National Economic and Social Forum says that only 20% of Irish workplaces have mental health policies in place.

The report – *Mental Health and Social Inclusion* – recommends major changes in the way mental health is dealt with by a number of socially influential groups, including employers. The report calls for all companies to have mental health policies, occupational health services and training to be developed further; safety statements to include policies and procedures to tackle workplace stress, bullying and ill-health; and for the HSA to produce a Code of Practice on mental health, similar to the recent Code on Bullying Prevention.

Apart from the finding that only 20% of Irish workplaces have mental health policies in place, the report also states that 16% of

employees said they had experienced mental health problems in the previous two years. More women (19%) and young workers in the 25-34 age group (23%) suffered mental health problems than the national average. Sixty-three percent of employees reported that workplace stress interfered with their family life to some extent.

The report shows figures which suggest that the attitude of employers to employees with mental health problems was negative. While 35% of employers said they would consider somebody with mental health problems for promotion, 27% said they would be unlikely to do so.

Welcoming the report, the chief executive of NISO, Pierce Martin, said the Organisation would welcome the opportunity of working with other voluntary groups to raise the awareness of good practices that companies can use, in promoting a positive attitude towards mental health across work activities and in identifying and managing risks in their workplaces that could adversely affect employees' mental health ■

HSA sponsoring Primary Science Fair

The Health and Safety Authority is to sponsor the Primary Science Fair at the BT Young Scientist and Technology Exhibition in January 2008.

The Primary Science Fair encourages primary school children to think about science in both a practical and fun way.

A spokesperson from the HSA said: "We are delighted to be sponsoring the Primary Science Fair. We believe that educating the workforce of tomorrow in good safety practices is an investment that will pay dividends in the future."

Pupils from 4th, 5th and 6th classes all over Ireland are invited to participate in the Fair, which takes place in the RDS on the 10th, 11th and 12th of January 2008. Entrants in the Primary Science Fair 2008 are invited to work within the following categories

- Living Things

- Energy and Forces
- Materials and Environmental Awareness

Students will be required to demonstrate a 'safety element' to their project.

"This is just one of a number of initiatives that the Authority is undertaking to get the 'work safely' message across to young people. If we can build a culture of safety from primary school upwards, then working safely will be second nature to new generations of workers", said Joanne Harmon, education strategy manager for the HSA.

NISO chief executive, Pierce Martin, says the organisation welcomes the HSA sponsorship, adding that it sees the development and reinforcement of good habits in safe working practices, within the learning environment of the school, as being an important way of raising students' understanding and awareness of health and safety issues they can face later when they enter the workplace. This is particularly important today, with so many students undertaking both part-time work and holiday work while at school ■

1,800 jobs lost because of fire



Last year 1,800 jobs in Ireland were lost as a result of workplace fires, delegates attending the recent NISO Eastern Region Fire Safety Seminar were told.

Fire prevention safety expert James McConnell, director and senior safety consultant with the National Safety Centre, gave a wide-ranging presentation, which dealt with legal obligations and practical management issues of fire safety. He told delegates that UK figures show that 80% of work-related fires are never reported to a fire brigade. And in Ireland last year, he said, 1,800 jobs were lost as a result of workplace fires.

McConnell advised that companies' fire safety policies and procedures should take account of special fire hazards in specific areas of the workplace. Management are, he said, responsible for ensuring compliance with fire safety and prevention codes, for inspecting and testing fire equipment and for drawing up safety practices and procedures.

Dealing with the practical issue of when to fight a fire and when to evacuate a workplace, McConnell said extinguishers only stop "very small fires". They are there "to stop small fires becoming big fires".

One of the features of the seminar was that delegates were presented with a detailed information-packed written paper, which will be of continuing use in the workplace, rather than the now common power point presentation, which has a more limited value ■

Managing stress amongst prison employees

A new report by the World Health Organisation deals with the topical issues of promoting health and managing stress amongst employees in prison services throughout Europe

The issues are topical in Ireland following the publication of a survey by the Irish Prison Officers Association (POA) which found a strong sense of feeling unsafe at work, high rates of stress-related illnesses, low pride, a perception of not being supported or valued and an increasing workload (see *NISO UPDATE, Autumn*).

Now the World Health Organisation (WHO) has published a report *Health in Prisons - a guide to the essentials in prison health in Europe*. This was compiled by asking 16 experts in both prison and public health areas from across Europe, including Ireland, to input a chapter each covering the most important areas of prison health. One of these chapters dealt with promoting health and managing stress among prison employees.

The guide mirrors many of the issues raised in the POA survey. The WHO guide offers very practical proposals to deal with the issues and also refers to pilot studies in European prisons, where the proposals are being implemented with great success ■

Northern Ireland CDM Regulations: competence is the key

The new Construction (Design and Management) Regulations (Northern Ireland) 2007 go far beyond the scope of the 1999 Regulations, which they replace.

This was the message speakers at a recent Northern Ireland Safety Group seminar delivered to the 190 attending delegates. The speakers, addressing the theme of the seminar that 'competence is the key', stressed the importance of client responsibility, which is now central to the management of all construction/ maintenance programmes and highlighted the role of the co-ordinator. The speakers presented listeners with numerous examples of how the Regulations will work in practice.

Ken Logan from Health and Safety Executive Northern Ireland, in a very thorough presentation on the key features of the Regs, detailed the aims, the main changes, how they are structured and what differences Health and Safety Executive Northern Ireland would like to see. He then went on to outline the various roles of the key players during any programme. He finished by looking at any

arrangements needed in this transition phase.

Pat Hannaway from Northern Ireland Water then looked at the Regulations from the client's perspective, summarising the duties, what had changed by way of competency checks and information exchange. He also went on briefly to look at changes for his organisation through the five duty holders.

George Coulter from Gilligan and Partners then took a designer's viewpoint and looked at this situation with risk, backed up with some excellent case studies and photographs.

The CDM Co-ordinator's role and responsibilities were outlined in some detail by Charlie Hutchinson from Charlie Hutchinson Consulting and once again, he stressed what was new in the Regulations and what the co-ordinator had to be proactive in doing.

Neil MacKenzie from Lagan Construction outlined the principal contractor's point of view, using photographs to demonstrate his points. The last speaker was Giles Hill from the Litton Group, who spoke about the very practical issues from the contractor standpoint ■

Copies of the presentations are available by emailing info@niso.org.uk.

Helpline column

As some readers will know, NISO associate, Mary Darlington, recently underwent a major operation, from which thankfully she is now recuperating. Owing to her illness, the Helpline column does not appear in this issue. All Mary's colleagues and friends in NISO wish her a speedy recovery and we look forward to reading her column again in the next issue.



NISO would like to wish all our members a safe, healthy and happy Christmas and New Year.



NISO conference focuses on strategic risk

NISO's annual conference, which has long been the premier event on the safety calendar, this year surpassed all expectations, with numbers attending the conference up by 10%, while the overall attendance at the conference and awards ceremony topped 1,000.

The delegates attending the conference were rewarded with a series of fast moving, shorter, snappier-style and thought-provoking presentations by a broad range of speakers, who delivered messages with sharp strategic focus.

Setting the scene for the annual NISO conference, on the theme, *Is your business at risk – protecting your people and your assets*, the chairman of the HSENI, Professor Peter McKie, told delegates that leadership is what holds organisations' safety management systems together.

Speaking at an eve of conference seminar, Professor McKie, addressing the question of the role leadership plays in ensuring safe and healthy workplaces, said there are four aspects of safety management - equipment, systems, people and leadership - and leadership is what holds the four together.

Calling for what he termed "visible felt leadership", Professor McKie told delegates that "managing safety is just another part of the job we have to do as line managers". Safety professionals are employed to provide guidance.

Leaders of organisations must, he said, "make their interest in health and safety properly felt". They must be challenged to do so and urged to go out and talk about their personal interest in health and safety. Saying that time is what leaders give to their priorities, Professor McKie said they should set clear standards.

McKie, who is a former managing director of Du Pont UK and a bank director (amongst other board appointments) urged his listeners "not to walk past any unsafe act or situation without taking positive action".

Recounting his own experiences with Du Pont, and now as a safety advisor to senior management, McKie said that he will stop to chat to someone who is working unsafely and explain to them "I am here to talk about safety". McKie advises introducing yourself and talking first about what is being done correctly. Then, he says, bring up the work practice that concerns you and express "concern for the individual's safety". Do not act aggressively or you will get an aggressive reaction.

The objective of discussing unsafe acts with workers is to "ensure a lasting change of

behaviour". And when the discussion of the unsafe act is over, do not rush off: "remain and discuss other aspects of the job". Also, he advised, keep a record of the conversation, but do not make notes at the time. Make notes when you return to your office.

HSA ENFORCEMENT POLICY ATTACKED

Stating that there is a negligible risk of work-related road fatalities, Martin Lavelle, senior engineer with Galway County Council, said that local authorities have developed road works systems that work. Mr Lavelle said Irish roads are seven times safer than UK roads.

In an analysis of the risks facing local authorities, Lavelle highlighted the issues of footpaths and roads. He told delegates that Galway County Council spends €1m a year on repairing footpaths in order to prevent slips,



trips and falls. Turning to road safety, quoting the Road Safety Authority's Road Collision Facts report, he said road factors only account for 1.2% of road traffic accidents.

Recalling that the local authorities had been advised some years ago that road traffic accidents were not covered by health and safety legislation, he wondered what had changed since to lead the HSA to take enforcement action in respect of roadworks. Expressing concern about the HSA's current enforcement policy, which he said will "stop people reporting dangerous occurrences", Lavelle called on the Authority to "engage in meaningful discussions".

During the question and answer session that followed, Lavelle's comments drew a response from Michael Henry, the HSA's assistant chief executive with responsibility for compliance and advice. Refuting Lavelle's comments, he said that the Authority has been involved in discussions with the Local Government Management Services Board for a long time. There is, he claimed, "a lot of good work going on".

Pointing out that local authorities are duty holders, Michael Henry stated that the Authority is interested "in projects, not road traffic". There are, he said, "problems with temporary speed limits on roads". Turning to the issue of road surfaces, he said road surfaces are "not monitored by the Garda"

HSA POLICY 2008

Referring to the HSA's policy, announced at the launch of the Authority's annual report, to focus on inspecting organisations which may be under-reporting accidents, the Authority's chief executive Martin O'Halloran said that performance in the public service sector is, regrettably, "not what we think it should be".

O'Halloran said the Authority will be supportive of industry that is complying with health and safety legislation, but where that does not happen, the Authority will "use the compliance tools available, from advice to High Court intervention".

Looking ahead to 2008, HSA chief executive Martin O'Halloran said that, subject to Ministerial approval of its work programme, the Authority will carry out 17,500



inspections, of which 1,500 will be chemical inspections. When carrying out inspections, inspectors will be probing to ensure that "CEOs are taking health and safety seriously".

The Authority's inspections will be focused on the less compliant and also on those "organisations that are showing paradoxically good performance". The latter policy is based on the principle that if an organisation is reporting relatively few accidents, compared to comparable organisations, this merits investigation. It may be that the performance is very good. If so the Authority will welcome such findings. But it may also be, and this is the Authority's concern, that the organisation is under-reporting accidents.

As well as inspections, the Authority will during 2008 carry out research into the causes of accidents to non-Irish workers.

PRACTICAL INSIGHTS: POLICY AND RISK

Speakers from 14 organisations, operating in sectors ranging from banking to fishing, gave delegates an insight into the risks facing their organisations and the policies driving risk prevention.

Senior management buy-in and shareholder support is essential to achieving good health and safety performance, Pdraig Somers, general manager of Helsinn's Irish manufacturing operations, told delegates. Helsinn's two operations in Ireland - Helsinn Chemicals and Helsinn Birex - have both won the NISO Supreme award. Linking into the leadership theme of the conference, Somers told delegates that responsibility for health and safety cannot be delegated to a health and safety executive. "Each manager has responsibility".

Discussing the risks facing the hotel and catering industry, Jury Doyle Group risk manager, Bill Enright, told delegates that based on an analysis of data from the Jury Doyle Group, waiting and kitchen staff suffer 45% of accidents, trips/slips/falls are the cause of 31% of accidents and 32% of accidents occur in the kitchen. When it comes to providing training, one of the challenges facing the industry is ensuring that training is provided in a language and form that is understood, he said, given that the "majority of people on courses are from outside the jurisdiction",.

Dealing with the risks facing the construction industry, safety practitioner Daniel O'Connell, business safety leader with Laing O'Rourke Ireland, gave as an example the move from ladders to proprietary stairs. Explaining the Laing O'Rourke approach to preventing risk – equipment/engineering, systems and an incident/injury free programme, he quoted figures from the company's international operations to show that accident rates have fallen from 0.45 to 0.29.

INFRASTRUCTURE BUSINESSES

In a similar vein, Ger Buckley, health and safety manager ESB Networks, speaking about the risks facing large infrastructural businesses, said the ESB's lost time accidents had fallen from 240 in 1998 to 29 last year. The challenge now for the ESB, whose safety policy is built around the concept of continuous improvement, is to move to zero accidents.

The issue of providing information to non-English speakers was again highlighted by Paul Ablitt, health and safety manager with Sierra Communications, who said "our biggest challenge was around the language barrier". He added that "translation was only the tip of the iceberg. Sierra, which has a Polish partner, "makes sure that one person in a team of four can speak English". We have also, he said, taken a "fulltime translator on to my safety team". The other big issue facing Sierra is road traffic accidents.

Looking at the issues facing the financial services sector, the Bank of Ireland Group's safety manager for Ireland and the UK, Sean Corrigan, highlighted outsourcing, stress, staff turnover, geographical spread and compliance with legislation ■

Health and safety responsibilities: guidance for directors and senior managers

Aisling Butler, solicitor, who heads up the health and safety unit at William Fry, solicitors, reviews and comments on the Health and Safety Authority's recently published booklet, *Guidance for Directors and Senior Managers on their Responsibilities for Workplace Safety and Health*.

The Health and Safety Authority (HSA) recently published a Guidance Note for directors and senior managers, on their responsibilities for ensuring the health and safety of persons in the workplace. The Guidance Note reiterates the obligations of directors and managers under health and safety legislation and also describes what steps they can take in order to comply with these requirements.

Directors and managers' duties can be found under the provisions of the Safety, Health and Welfare at Work Act, 2005 (the "2005 Act") and the liabilities that can be imposed for breaches of these provisions can be seen in Section 80. In effect, Section 80 states that directors and managers (and any persons purporting to act in that capacity) can be held personally liable for health and safety offences, where the acts giving rise to the offence were "authorised or consented to, or were attributable to connivance or neglect" on the part of such persons.

In addition to the general duties that directors and managers are obliged to comply with under health and safety legislation, there are also a number of specific requirements to be undertaken. For example, the first step in effectively implementing health and safety procedures is to carry out a risk assessment and to prepare, or cause to be prepared, a safety statement.

RISK ASSESSMENT

A risk assessment must be carried out to identify any hazards in the workplace, assess

the risks presented by those hazards and involves making a written assessment of the risks as they apply to the employees, whether a single employee or group. The safety statement is based on the hazards identified in the risk assessment and should specify how all risks will be reduced, minimised, managed and controlled. The safety statement should also specify employees' duties regarding health and safety in the workplace, and therefore, directors and

managers must ensure that this document is brought to their attention in the manner prescribed in the 2005 Act.

It is interesting to note that there is also an extended duty, not just to carry out a risk assessment and create a safety statement, but it must also be fully implemented and reviewed as appropriate. As with all health and safety legislation, the aim of the 2005 Act is the prevention of accidents and incidents.





It seeks to achieve this through an increased emphasis on deterrents, by strengthening the enforcement provisions.

The HSA Guidance Note aims to provide assistance to directors and managers as to how they can fully comply with all of their obligations under health and safety legislation. In particular, the Guidance Note recommends that directors and managers create a positive health and safety culture, which is clearly visible from the top of the organisation. This can be done through active support and strong leadership and should lead to all employees believing that the undertaking is fully committed to following proper health and safety practices in the workplace.

DUTY TO CONSULT WITH EMPLOYEES

The Guidance Note reinforces the duty of directors and managers to consult with employees, and in so doing, employees should be made aware of what is expected from them in relation to health and safety and how they can achieve this. Directors and managers are obliged to ensure the health and safety of their workers as part of their role in implementing sound corporate governance policies and procedures.

In order to do this, they are advised to set clear health and safety values and standards, to ensure that health and safety is an integral part of the management process, to set strategic objectives and targets in relation to health and safety and to ensure that sufficient resources are made available

to achieve all health and safety plans. They should assess health and safety implications when making business decisions and should be mindful of safety critical processes. They should also ensure that they receive regular reports on the progress, performance and implementation of health and safety systems.

Responsibility for the implementation of health and safety practices should be delegated to management, who should be held accountable for their role in carrying out such tasks. Management should also ensure that the Board of Directors fully understand the key health and safety issues within the organisation and should continue to keep them apprised of any further issues that are likely to arise in the future.

Health and safety obligations may be delegated by nominating a safety director. However, the obligations imposed under health and safety legislation ultimately rest with the directors and senior managers. Breaches under the legislation attract criminal liability and if directors and/or senior managers are found guilty of either summary or indictable offences, they can incur fines of up to €3 million and/or imprisonment of up to 2 years, in the worst case scenario.

In light of this, directors and managers - and anyone purporting to act in such capacity - should be fully aware of their duties and obligations under the 2005 Act. They should also consult the HSA Guidance Note to enable them to fully and effectively comply with these duties.

The HSA has also published a number of additional guidelines which can be found on the HSA website at www.hsa.ie; for example:

- Guide to Safety, Health and Welfare at Work Act, 2005;
- HSA Guidance on Workplace Safety and Health Management;
- HSA Guidance on Safety Statements and Risk Assessments; and
- HSA Guidance on Safety Representatives and Safety Consultation.

AMENDMENTS TO THE 2007 GENERAL APPLICATION REGULATIONS

One aspect of health and safety laws that will be of particular concern to directors and senior managers are the Safety, Health and Welfare at Work (General Application) Regulations, 2007 (the "2007 Regulations"), which were considered at the NISO conference in October. Since the 2007 Regulations came into force on 1 November 2007, further Regulations were signed into law on 5 November. They amend 11 of the 2007 Regulations and these amendments became effective from 12 November 2007 ■

Readers who require further information are invited to contact Aisling Butler at the Health and Safety Unit, William Fry, solicitors, email aisling.butler@williamfry.ie



NISO Gold: building a world class standard

The NISO Gold Awards, which have a long and honourable history, this year took on a whole new meaning. NISO, in partnership with the National Standards Authority of Ireland and the Irish Insurance Federation, transformed the Awards into a benchmark standard against which organisations can measure their health and safety performance and compare how they rate against their peers.

NSAI's Michael O'Neill, manager of the standards advisory service and Tom Costelloe, standards officer write about the process and below, NISO chief executive Pierce Martin explains how the new Gold Award will raise health and safety standards in Irish businesses.

DEVELOPING THE GOLD STANDARD

The NSAI (National Standards Authority of Ireland) is very pleased to be involved with NISO in the development of a new world class Occupational Health and Safety benchmark process.

This new approach was piloted in 2007, in conjunction with the NISO annual safety awards. Thirty companies were involved in the pilot, representing a cross-section of companies and sectors. This new NISO Gold Standard is expected to set a new benchmark for health and safety in Irish businesses.

The NSAI's Standards Advisory Services Department specialises in providing in-company training across a broad range of areas, such as ISO 9001 Quality Management Systems, ISO 14001 Environment Management Systems and OHSAS 18001 Occupational Health and Safety Management Systems.

ESB MODEL

In recent times, the NSAI's Standards Advisory Services Department worked with the ESB in

developing a Safe Business Management Benchmarking Assessment Process, which has been implemented across all ESB's business lines. This approach has had a significant impact in improving health and safety performance within the ESB.

The benchmark assessment process identifies best practices, strengths and opportunities for improvement, which can then be addressed by the management team. Each site assessed is awarded a benchmark score in key areas – including, for example, leadership and risk management.

The NISO gold standard benchmark is very similar to the model used by the ESB. The NISO model fulfils all the criteria of international standards and best practice in occupational health and safety management systems, such as OHSAS 18001, ILO (International Labour Organisation) and the VPP (Voluntary Protection Protocol).

This year, 30 companies were visited to validate their awards submissions, using the NISO benchmark assessment process. Feedback from participants in the on-site validation was very positive. Many stated that it was a good learning exercise and that the assessment was very thorough. They felt that the questions asked were detailed and searching and that the process has a strong potential to improve health and safety performance.

NSAI believes that the NISO Gold Standard will be instrumental in driving continual improvement in health and safety performance and best practice throughout Ireland. NSAI looks forward to continuing its involvement and providing support for NISO in this excellent scheme.

RISING TO THE GOLD STANDARD

The new Gold Standard is not, Pierce Martin explains, "intended to replace what NISO has done heretofore, but rather to complement it". Taking his cue from the presentation by the keynote speaker at this year's NISO



conference, Professor Peter McKie, who spoke about safety leadership, Martin says: "Through the Gold Standard, we are looking for leadership, a strong culture of health and safety and the ability to influence other companies".

NISO sees the Gold Standard as a motivating factor, which will encourage businesses to raise standards. The Gold Standard is intended to help organisations to understand the requirements inherent in creating safer workplaces.

Organisations who achieve the Gold Standard can benefit their businesses financially. Not only has the Gold Standard the potential to help organisations reduce insurance premiums, but - as Pierce Martin points out - while doing safety well may initially cost money, in the long term the payback is higher productivity and a better-focused workforce.

The NSAI is an independent government agency, which works closely with clients, nationally and internationally. It works with other standards organisations in developing and producing national and international standards ■



*Tom Costelloe
and
Michael O'Neill,
NSAI*



NISO Certificate in OSH – a worthwhile investment

Liz Doyle Fleming, BSc., OSHM, CMIOSH, training & development executive at NISO, writes about the development of the NISO Certificate in Occupational Safety and Health.

Preventable accidents, lost time and errors cost businesses both time and money, not to mention the personal pain and suffering that many accidents at work bring to those affected.

It makes sense that businesses have an occupational safety and health (OHS) plan, to lower injury and illness rates and enhance productivity and employee morale. Currently, OHS is being widely taught in a variety of formats to enable a transfer of knowledge.

Effective training and awareness-raising are probably the most cost-effective safety measures available to any company. Analysis and research indicate that a lack of awareness and human error account for the vast majority of accidents in industry.

Most workers and managers will be aware of and take action in the obvious areas, mostly in a reactive capacity. However, training sharpens the mind and increases the opportunity for a proactive systematic approach to managing workplace safety and health.

PROGRAMME OVERVIEW

NISO's Certificate in OSH is a multidisciplinary programme, developed in collaboration with national stakeholders involved in occupational safety and health and continually updated and developed since its inception in 1990.

Lectures are delivered by persons suitably qualified and proficient in their areas of expertise, who have been approved by NISO's quality assurance procedures and come from third level colleges, universities, public and private industry sectors.

NISO's aim is to strengthen our proven record of success in promoting the highest standards of OSH, through excellence in the teaching and facilitation of high quality programmes, using multidisciplinary expertise and flexible, innovative delivery methods.

PROGRAMME VALIDATION

Students who successfully complete the requirements of all twelve modules and assessments will be awarded the NISO Certificate in Occupational Safety and Health. The NISO Certificate in OSH is currently being assessed for HETAC Level 6 accreditation. This will allow successful participants to be awarded a recognised HETAC Certificate at level 6 in the national framework and the ability to plan progression to a higher level within the 10-point scale.

The NISO Certificate in OSH complies with the academic requirements for the Tech IOSH grade of membership. Applicants for membership will also need to be able to demonstrate five years' experience at an appropriate level in safety and health practice.

COURSE SCHEDULE

The NISO Certificate in OSH is a part-time multidisciplinary programme, suitable for managers, supervisors, safety representatives and others, who have some responsibility for safety and health at work, or those persons wishing to obtain a formal certified introduction to safety and health in the workplace, or persons wishing to expand and update their OSH knowledge.

The programme is delivered at NISO's central office in Dublin and throughout NISO's eight Regions, including NUIG, Institutes of Technology, VECs, in-company and at other suitable centres throughout Ireland.

It provides an introduction to all aspects of safety and health at work and complies with the competency requirements set out in the Safety, Health & Welfare at Work Act 2005.

The course comprises of a series of twelve, two-hour modules, illustrated with examples

and case studies. The presentations are based on the core theme of hazard identification, risk assessment and identification and evaluation of control measures. Innovative teaching methods are used for the delivery of this programme. A presentation on the topic is delivered and a facilitated relevant exercise supports the application of the theory to practical workplace encounters.

Comprehensive learning materials are supplied. These include: a NISO eResource CD containing extensive up to date OSH Legislation; OSH Guidance; Codes of Practice; Standards; NISO-designed Risk Assessment Templates; and NISO publications. This 'electronic library' is a valuable resource to the participant and OSH professional.

The course may be delivered in either single or multiple modular formats on a part-time or full-time basis.

The course assessment includes an assignment based on carrying out a Risk Assessment in the workplace, to be submitted during the course, and a written final examination comprising of multiple choice questions and essay questions.

Participants who successfully complete the NISO Certificate in OSH will be able to apply their knowledge to communicate health and safety information to peers and supervisors and to advise management on a range of OSH issues in their workplace.

PROGRAMME CONTENT

Initially, participants are introduced to the regulatory requirements. Risk assessment concepts and techniques are discussed and developed. Risk management, as an integral part of good safety management, is a recurring theme in each and every module. The management of specific hazards is explored and the ensuing control measures are evaluated and discussed. Occupational health and accident causation and investigation are introduced.

*Liz Doyle Fleming
Training & Development
Executive, NISO*



COURSE TOPICS

FUNDAMENTALS OF HEALTH AND SAFETY

Legislation (OHS)

Modules 1 and 2 provide an introduction and overview of how the law works in Ireland. Civil and Criminal Liability is explored. The duties of the employer and employee and associated requirements of the Safety, Health and Welfare at Work Act 2005 and other OSH legislation are explored. The roles of the Safety Officer and Safety Representative are outlined. The significance of the Safety Statement as a valuable management tool is discussed.

Risk and Safety Management

Module 3 introduces the concepts of Hazard Identification and Risk Assessment, with a view to managing risk as part of a safety management system. Sample risk assessment templates and techniques are demonstrated through a series of case studies. These are supported by tailored risk assessment templates, devised to reflect the specific hazards addressed.

HAZARDS AND RISKS

Fire, Emergency and First Aid Procedures

Fire risk management is introduced in this module. The statutory requirements are outlined and the identification of fire hazards and the assessment of their risks are outlined. Fire prevention and protection is explored: means of escape, emergency evacuation procedures, fire evacuation drills and fire fighting equipment, fire register and record keeping.

The role of emergency planning in fire risk management serves to introduce emergency planning and first aid requirements. This topic is illustrated with a relevant case study.

Chemical Safety

The management of the risks associated with chemical hazards is explored in the context of compliance with the relevant statutory requirements. Protection and prevention controls are explored and the relevant emergency planning relating to chemical hazards is outlined, within the requirements of the relevant regulation. A risk assessment template for chemical risk assessment is provided and illustrated with a relevant case study.

Physical Hazards: Electricity, Machinery, Noise, Vibration and Radiation

The management of the risks associated with physical hazards is explored, in the context of compliance with the relevant statutory requirements for each of the hazards. Protection and prevention controls are explored and the relevant emergency planning for each of the hazards is outlined, within the requirements of the relevant regulation. This topic is illustrated with a relevant case study.

Ergonomics

The management of the risks associated with ergonomic hazards is explored, in the context of compliance with the relevant statutory requirements and guidance. The principles of safe lifting are explored. A risk assessment template for a manual handling risk assessment is provided and illustrated with a relevant case study.



Psycho-Social Hazards

Deals with the major psycho-social stressors at work - stress and bullying - that recent research has highlighted as impacting negatively on the well-being and behaviour of workers and ultimately on performance at work. Identifying what stress is and recognising the main workplace stressors are explored.

Recognition and management of stress at both organisational and individual level is key to developing effective policies to deal with this hazard. Organisational measures to prevent bullying in the workplace are explored and effective policies are evaluated. Violence or the threat of violence in the workplace is also explored.

CHECKS ON COMPLIANCE

Occupational Health

Students are introduced to occupational health promotion and the maintenance of the physical, mental and social well-being of workers. The prevention of risks resulting from factors adverse to health is dealt with. The role of occupational health, as a monitor of the effectiveness of occupational health risk controls in an organisation, is explored.

Accident Causation and Investigation

The many causes of accidents in the workplace are identified and explored. The accident process is outlined, as well as the impact that safety culture has at individual and organisational level. Methodology for carrying out and recording accident investigations is presented and is supported with a NISO-designed template.

Safety in Agriculture

The causes and methods of preventing farm accidents are explored: such as machinery, livestock, slurry and pesticides. The issues of safe manual handling of loads and avoidance of back injuries and working at height are covered. A risk assessment template for chemical risk assessment is provided and illustrated with a relevant case study.

Construction Safety

The identification of the main hazards which arise during construction work is undertaken in this module, as are the duties of the relevant persons throughout the various stages of design and construction of projects, compliance with the statutory requirements and working with contractors. Protection and preventative measures to be used to manage the risks associated with construction work are explained.

Course Review

A review of the key concepts developed throughout the programme and the integration of common themes across a variety of industry sectors is carried out and a tutorial on exam techniques is delivered.

Final Examination

In addition to the project submitted during the course, there is a two-hour written examination, comprising of multiple choice and essay questions.

Health and Safety in a Catering Environment

Bill Enright, group risk manager with Jury Doyle Hotels, who spoke at the NISO annual conference in October, writes about the health and safety challenges facing caterers.

When it comes to developing a health and safety culture in the catering sector, a very good place to start is in the kitchen. A recent survey conducted in the industry found that 45% of accidents involving employees were either waiting or kitchen staff and that over a third of all accidents took place in kitchens. Think about it: the kitchen is at the heart of any catering establishment. Food is transformed from raw ingredients into a pleasing dish within the confines of this environment. This process must take into consideration the important issues of health

and safety, including welfare, and the equally important topic of food safety.

There are also challenges in getting the safety message across to an increasingly diverse workforce.

So where does one commence? Not at the dining table, I would suggest, but rather at the design table. Good design plays a critical role in minimizing accidents and ill-health in the catering workplace, as well as ensuring an effective and efficient operation. A crucial factor is ensuring that there is a logical flow of work activities from receipt of raw materials to service.

Space is always an issue and maximum use must be made of what is available. For example, increasingly more food is prepared off-site and when it arrives in the catering establishment, it must generally be stored in fridges, freezers or dry good stores.

Sometimes not enough consideration is given to the capacity of these units at the design stage, which can lead to poor ergonomic conditions.

The kitchen floor is probably the most important factor to be taken into consideration from a design and maintenance perspective. People working in kitchens and food service (waiting staff) are more likely to be injured through slips and falls than by any other reason.

The pace of work in this environment can be intense compared to other occupations. This is when accidents are most likely to occur. Think of the consequences of a pregnant chef carrying a pot of boiling water across a poorly maintained floor, or a young and inexperienced employee slipping on a contaminated surface and consequently immersing his hand into a fryer unit full of hot oil.

A recent survey conducted in the industry found that 45% of accidents involving employees were either waiting or kitchen staff and that over a third of all accidents took place in kitchens.





Expert advice should be sought on the type of flooring to be installed, be it a traditional quarry tile, a resin or vinyl surface or, in some cases, a metal profile. Of course in many situations the floor is already in place. In any case, the objective should be to stop the floor from getting contaminated in the first place.

Therefore, it is important to maintain equipment to prevent any leaks of cooking oil, water and food particles. Nevertheless, the floor will be subject to contamination and policies must be in place to promptly report and clean up such spillages. Employees engaged in cleaning and maintenance operations should receive specific and detailed training in this area. Safety signage should be on hand at all times and it is strongly recommended that signs should be erected on either side of a spillage.

Kitchen extract/ventilation systems assist in circulating fresh air within the kitchen. To ensure that the system is operating effectively - and also to mitigate the risk of fire - it is important to have in place a preventative maintenance programme.

Fire is a serious risk in any catering establishment and all the ingredients of the fire triangle are present. Oil and fats provide the fuel, circulating air provides ample oxygen and cooking equipment provides a ready ignition source. All catering staff

should be trained in fire safety, including the use of extinguishers, fire suppression systems and the low tech, but highly effective, fire blanket.

Traditionally, when discussing plant and machinery in a catering environment, items such as meat slicers, band saws, ovens and grillers are listed. These are all very important, but in the recent past, machinery such as bailers, compactors and food maceration units have been introduced for environmental reasons. It is important to ensure that a correct risk assessment is carried out, along with training in the safe operation of such equipment. All electrical equipment should also be tested on a periodic basis.

Knives of course are used on a constant basis in the kitchen, but should never be taken for granted. Basic training in knife safety should be in place. Such training need not take place in a formal environment, but is probably best undertaken by an experienced and competent chef in the kitchen itself. However, a record of such training should be kept.

Manual handling training should also be in place, as all employees working in catering - and particularly in the kitchen - will be involved in some sort of manual handling activity. A typical manual handling task may involve moving loads to and from fridges and

freezers or cellars. These particular working environments may contain specific hazards, such as extreme temperatures and toxic gases, that must be taken into consideration when conducting risk assessments.

No matter how many risk mitigation measures are in place in a catering environment, there will still be a need for personal protective equipment (PPE). Footwear can play an important part in preventing slips, especially in situations where floors cannot be kept dry or clean all the time. Wearing flat shoes that have good grip, are kept clean and fit well can make a difference in a kitchen environment. Certain footwear should be avoided, such as open-toed shoes, runners, sandals, flip-flops and smooth soles.

Finally, if an accident does occur, it is important to have a trained first aider on hand, with access to a well-stocked first aid kit ■



Bill Enright has been group risk manager with Jury Doyle Hotels for over 12 years. Before joining the hotel group, he was an army officer. As well as holding the UCD Diploma in Safety Health and Welfare at Work, he holds an MSc in Risk, Crisis and Disaster Management from the University of Leicester.

A support network for Dangerous Goods Safety Advisors

Dr J.J. Tobin, incoming Chairman of the Dangerous Goods Advisors Association of Ireland, speaks to NISO UPDATE about the challenges and issues facing companies who transport dangerous goods and talks about the role of the Association.

The Dangerous Goods Safety Advisors Association of Ireland is one of the numerous specialist voluntary health and safety organisations that have been established by specialists in various fields, to provide professionals with information and support.

Formed in 2003, following the enactment of the Transport of Dangerous Goods by Road and Rail Regulations in 2001, the Association was, J. J. Tobin explains, founded by a group of dangerous goods safety advisors (DGSAs) to provide a focal point where they could meet, network and discuss issues of concern. Up to then, he says, "there was no support network for DGSAs".

As well as providing members with an opportunity to meet and discuss issues of concern, the Association, through its networking forum – the members section on the DGSA website – aims to raise awareness and understanding of the regulations governing the transport of dangerous goods. As Dr Tobin explains, DGSAs work with companies in businesses as diverse as oil distribution and the disposal of hazardous waste. DGSAs also work with the pharmaceutical and gas distribution industries.

Another of the Association's objectives is to promote improved standards of compliance. "Many companies out there are not aware of their obligations", Dr Tobin says. Often such companies might not, he says, need the services of a DGSA, but they might need advice. An example would be a co-operative, which might use silage additives.

One issue concerning DGSAs and companies who transport dangerous goods, Tobin says, is the "confusion" on the regulations governing the carriage of dangerous goods through the Dublin Port Tunnel. He explains there is a system of categorising tunnels from A to E. At the moment it looks as if the Dublin Port Tunnel will be listed as a category C tunnel. There are, he explains, issues regarding flashing lights on trucks and on the carriage of liquids in bulk and in packages.

As he talks about the Dublin Port Tunnel, Tobin mentions the ADR regulations. A constant challenge for companies transporting dangerous goods is keeping up with changes to the ADR regulations. ADR changes every two years. He mentions this in the context that by 2009, the Dublin Port Tunnel will have to be categorised.

DGSAAI MEMBERSHIP

While many DGSAs work as consultants advising client companies, others are employed in-house with a single company.

DGSAs from all the major industrial sectors concerned with the transport of dangerous goods are members of the Association.

Membership of the Association is open to all Irish residents who hold a current DGSA vocational training certificate. Associate membership of the Association is offered to other individuals who have an interest in the transport of dangerous goods.

Tobin says that "people from a wide variety of backgrounds" become DGSAs. Before Tobin sat the DGSA exams and qualified to be an advisor, he worked in a medical diagnostics company, managing hazard identification and writing safety data sheets. He now runs his own company, Chemhaz Solutions, from Feakle in County Clare.

For somebody like himself, he says that one of the great benefits of membership is that he can, through the members' email forum, discuss ideas and find answers to problems he needs to address for clients. A member who has a question can post it on the forum and other members may come up with answers.

The questions and answers are available to all members through the medium of the forum. Also, he can attend the Association's meetings, which are held three times a year, generally in a midlands venue.

For anyone who is thinking of becoming a DGSA, the Association is a gateway to information. DGSA exams, which are organised by the Chartered Institute of Logistics & Transport, under the authority of the HSA, are held three times a year, in March, June and October ■

(For further information on the Dangerous Goods Safety Advisors Association of Ireland, visit the association's website, www.dgsaai.ie or email the Association's secretary, secretary@dgsaai.ie)

Dr J.J. Tobin, incoming Chairman of the Dangerous Goods Advisors Association of Ireland



NATIONAL IRISH SAFETY ORGANISATION - UPCOMING EVENTS – www.niso.ie**Annual General Meeting****South East Region** 15th Jan '08**Venue:** Ramada Viking Hotel,
Cork Road, Waterford**Seminar New Code of Practice on Scaffolding / General Application Regulations****East Region** January 2008**Workshop Safety & Security****Southern Region** February 2008**Safety & General Knowledge Table Quiz****Midland Region** 31st Jan '08**West Region** 7th Feb '08**Northwest Region** 7th Feb '08**Northeast Region** 7th Feb '08**East Region** 28th Feb '08**Midwest Region** 29th Feb '08**Southern Region** 27th Mar '08**Seminar: Safety Health & Welfare at Work (General Application) Regulations 2007****Date:** 21st Jan '08**Time:** Registration 09:30am, 10am – 1pm**Venue:** Marino Institute of Education,
Griffith Avenue, Dublin 9**Fee:** NISO Member: €190.00;

NISO Non Member: €240.00

Annual First Aid Competition**Date:** 24th May 2008**VDU Workstation Assessors Course****Dates:** 13th & 14th Dec '07; 5th & 6th Feb '08**Time:** 9am - 4pm**Venue:** National Irish Safety Organisation,
A11 Calmount Park, Calmount Avenue,
Ballymount, Dublin 12. www.niso.ie**Fee:** NISO Member €600;

NISO Non Members €750

Manual Handling Instructor & Assessor Course**Dates:** 3rd, 4th, 5th, 10th & 11th Dec '07;
14th, 15th, 16th, 21st, & 22nd Jan '08; 18th,
19th, 20th, 25th & 26th Feb '08; 31st Mar,
1st, 2nd, 7th & 8th Apr '08**Time:** 9am - 5pm**Venue:** National Irish Safety Organisation,
A11 Calmount Park, Calmount Avenue,
Ballymount, Dublin 12.**Fee:** NISO Member: €1295.00;

NISO Non Members: €1375.00

Manual Handling Instructor Refresher Course**Dates:** 4th & 5th Dec '07; 15th & 16th Jan '08;
19th & 20th Feb '08; 1st & 2nd Apr '08**Time:** 9am - 5pm**Venue:** National Irish Safety Organisation,
A11 Calmount Park, Calmount Avenue,
Ballymount, Dublin 12.**Fee:** NISO Member: €455.00;

NISO Non Members: €485.00

Safe Pass Training Programme**Dates:** 28th, 30th Nov '07; 5th, 7th, 12th,
18th Dec '07

Every Wednesday & Friday from Jan 2008

Time: 8:15am - 5pm**Fee:** SPECIAL Rate until the end of Dec 2007:
€100.00 plus €23 (FAS Registration fee)
per person**Normal Rate:** NISO Members: €120.00 plus
€23.00 (FAS Registration fee) per person;
NISO Non Members: €130.00 plus €23.00
(FAS Registration fee) per person**Occupational First Aid Course (3 day)****Dates:** 10th, 11th & 12th Dec '07; 23rd, 24th
& 25th Jan '08; 26th, 27th & 28th Mar '08**Time:** 9am - 5pm**Venue:** National Irish Safety Organisation,
A11 Calmount Park, Calmount Avenue,
Ballymount, Dublin 12.**Fee:** NISO Member: €425.00;

NISO Non Members: €525.00

Occupational First Aid Refresher Course (1 day)**Dates:** 7th Dec '07, 21st Feb '08**Time:** 9am - 5pm**Venue:** National Irish Safety Organisation,
A11 Calmount Park, Calmount Avenue,
Ballymount, Dublin 12.**Fee:** NISO Member: €240.00;

NISO Non Member: €265.00

Basic Manual Handling Course**Dates:** 19th Dec '07, 17th Jan '08
21st Feb '08**Time:** 9am - 1pm**Venue:** National Irish Safety Organisation,
A11 Calmount Park, Calmount Avenue,
Ballymount, Dublin 12.**Fee:** NISO Member €90.00;

NISO Non Member: €95.00

NISO Certificate Occupational Safety & Health**Date:** 5 Feb '08 **Duration:** 8 Weeks**Time:** 2pm – 6pm**Venue:** National Irish Safety Organisation,
A11 Calmount Park, Calmount Avenue,
Ballymount, Dublin 12.**Fee:** NISO Member: €500.00;

NISO Non Member: €550.00

NISO Certificate in Occupational Safety & Health**Cork Institute of Technology – 17th Jan '08****Contact:** Email south@niso.ie or www.niso.ie**Limerick Institute of Technology – 24th Jan '08****Contact:** Email midwest@niso.ie or www.niso.ie**Institute of Technology, Tralee – 31st Jan '08****Contact:** Email south@niso.ie or www.niso.ie**Athlone Institute of Technology – End of Feb '08****Contact:** Email midland@niso.ie or www.niso.ie**Offaly VEC – End of Feb '08****Contact:** Email midland@niso.ie or www.niso.ie**Longford VEC – End of Feb '08****Contact:** Email midland@niso.ie or www.niso.ie

All NISO courses and services may be tailored to your specific organisation's requirements and delivered in company. Please email your requirements to [Nathalie Delmotte at ndelmotte@niso.ie](mailto:ndelmotte@niso.ie) or visit our website www.niso.ie to record your interest.

National Irish Safety Organisation,

A11 Calmount Park, Ballymount, Dublin

Tel: 01 465 9760 **Fax:** 01 465 9765**Email:** info@niso.ie **Web:** www.niso.ie

Further details and a brochure on most of the events above can be found on the
NISO Website www.niso.ie