



National Irish Safety Organisation

UPDATE

WINTER
'08



*Raising
Health & Safety
Standards*



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President Paucic Corrigan

When I took over the office of President of NISO in May this year, NISO faced many challenges. But working with my fellow officers and an active executive committee, confidence has been restored in NISO at both regional and national levels.

I believe also that confidence has been restored in official circles. The Health and Safety Authority, the Department of Enterprise, Trade and Employment and Minister for Labour Affairs, Billy Kelleher, have all been supportive of NISO.

Although it has been a challenge, it has also been a great experience dealing with the challenges and changes that the organisation is to face. Holding the office of president of NISO, a voluntary organisation founded in 1963 to promote occupational health and safety within the Irish workplace, is a singular honour.

The organisation has stood the test of time and will move forward united, to meet the changes and challenges ahead. In 2013, NISO will be celebrating its fiftieth anniversary. A task group will be put in place early in 2009 to oversee the arrangements for this anniversary.

20TH ANNIVERSARY OF 1989 ACT

2009 will also mark the twentieth anniversary of the 1989 Act and it is anticipated that this will be reflected on in our 2009 conference. Many improvements have taken place in health and safety in the workplace over the last twenty years, with the emphasis being on providing a safe and healthy environment for people to work in.

NISO president reflects on the highlights of 2008

The origins of the 1989 Act can be traced back to the Barrington Commission, which was founded in 1980 and reported in 1983, highlighting many weaknesses in our system of occupational health and safety. Barrington identified the need for a safe place of work, competent staff, proper equipment with a safe system of work and, for the first time, protection of the health, safety and welfare of all workers.

SUCCESSFUL CONFERENCE

Our annual conference in October was a huge success, with an excellent panel of speakers from various parts of the world, with an expertise in occupational health. This was evident from the analysis of the conference reviews completed by the attending delegates.

Likewise, our annual awards were at the same level of participation as in 2007, with the rating for events being on a par with the previous five years. The number of exhibitors was also up on 2007. After speaking to each individual exhibitor personally at the conference, they were happy with their arrangements and meeting with the safety professionals attending the annual NISO conference.

This year's conference (2008), like the Barrington Report, brought a focus on the protection of employees' health in the workplace.

CONSTRUCTIVE ENGAGEMENT

A task group has been set up under the chairmanship of Bill Kelly, Vice-President, to review the NISO Safety Awards Scheme, with the objective of reviewing and simplifying the

submissions of participating entries, thus in the future being able to provide positive feedback on entries adjudicated.

This was one of the initiatives that I undertook when elected as president. The task group has met twice since October and consists of members from both NISO and the Northern Ireland Safety Group. It is hoped that by 2010 the awards will be completely reviewed, simplifying the information and eliminating duplication of information submitted.

NISO has had constructive and positive engagements with officials from the Department of Enterprise, Trade and Employment, who have looked favourably on our submission and programme of work, as well as the interim report carried out by Pricewaterhouse Cooper (PWC) on the progress being made on the 2005 strategic review of NISO.

Plans are at an advanced stage for the All-Ireland Quiz, which will take place in the Brandon Hotel in Tralee on the 25th April 2009. This will be preceded by our Annual General Meeting, which will be held on the morning of Saturday 25th April.

County Mayo will extend a warm welcome to the delegates attending the 2009 Conference and participants in our Annual Safety Awards, to be held on the 24th and 25th September.

On behalf of NISO, as President, My Fellow Officers, Executive Members and Staff of Head Office, I would like to wish all our members a safe, healthy and happy Christmas and New Year.



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EU Chemicals Agency launches EU-wide enforcement campaign

Following the conclusion of the REACH pre-registration period, the European Chemicals Agency has launched an EU-wide campaign to enforce the REACH Regulation.

The campaign will, in the initial stages, focus on compliance with pre-registration provisions, registration and safety data sheets for phase-in substances. It will target manufacturers, importers and 'only representatives' appointed by non-EU manufacturers.

This campaign is being co-ordinated by the Agency's Forum for Exchange of Information on Enforcement. The Forum has noted that not all member states had finalised their REACH Regulation enforcement arrangements by the December 1st deadline. Ireland's enforcement measures were enacted in the Chemicals Act 2008.

The Chemical Act provides that the HSA may serve improvement notices and prohibition notices. It is also given power to serve a new type of notice, a contravention notice, on a person who contravenes statutory provisions or fails to comply with directions to submit an improvement plan. A contravention notice may be served on a person "who has or may

reasonably be presumed to have control of the activity concerned". The Authority may also apply to the High Court, where a prohibition notice is contravened or where it believes an activity involving serious risk should be restricted or prohibited.

Persons or organisations that the HSA believes have committed an offence may be prosecuted in either the Circuit Court or the District Court. A person or organisation found guilty of an offence by the Circuit Court can be fined up to €3m and/or be given a two-year jail sentence. If convicted by the District Court, an organisation may be fined up to €5,000 and a person may be fined and imprisoned for up to six months.

Minister Kelleher calls for greater focus on occupational illness

The level of occupational illness has been steadily increasing over the past number of years and is now a serious issue for Irish workplaces, according to the Minister for Labour Affairs, Mr. Billy Kelleher TD.

The Minister, who was speaking at the HSA-organised National Safety Representative Conference, said: "The focus for most employers up to now has been on the safety element of health and safety. However, the health and well-being of workers is just as important as their physical safety and I urge all employers to give this the attention it deserves."

Also speaking at the conference, HSA chief executive Martin O'Halloran said: "Illnesses related to work are becoming increasingly common in Irish workplaces. The prevention of accidents is important, of course, but I'm

calling today on all organisations to give equal focus to worker health and well-being."

An expert group, commissioned by the HSA, recently developed a new national strategy on workplace health and well-being, to address the growth of occupational illnesses. The strategy highlights a number of particular illness types that significantly impact individuals in the workplace, including musculoskeletal disorders (MSDs), mental health issues which may result from workplace bullying and stress, and health issues in relation to noise and vibration, dermatitis, asthma and cancers.

Most employers are aware of their obligations to protect workers from physical harm but are less aware of their duty to protect workers' health and well-being. According to O'Halloran: "Occupational health and well-being is an area which the HSA will step up on in the coming months and years. It's important that all organisations understand that illness as a result of work activity is just



as serious as having an accident and take the appropriate actions to ensure workers are adequately protected."

The conference heard from SIPTU's health and safety adviser, Sylvester Cronin, that 65% of SIPTU safety representatives whose workplaces were inspected by HSA inspectors believed their employer was aware of the HSA inspection in advance. Responding, HSA programme manager, Brian Higginson (since appointed assistant chief executive designate) said notice of inspection is only given in about 9% of cases, such as follow-up visits and inspections of workplaces with complex processes.

Overhead electricity lines Code of Practice

The new Code of Practice for Avoiding Danger from Overhead Electricity Lines, which was prepared by the ESB with the assistance of the HSA, has now been published.

As a Code of Practice adopted under the SHWW Act 2005, the Code has the legal status conferred on it by the Act. However it is far more than a legal document. In essence, the Code spells out for all those involved in construction work – from the

client to the builder – how to avoid danger to those who carry out construction work in the vicinity of overhead electricity lines.

The aim of the Code is to improve the level of safety of work near overhead electricity lines. If those for whom the Code is intended follow the guidance and recommendations set out in the document, that aim can be achieved.

The Code has been published on the HSA and ESB websites, www.hsa.ie and www.esb.ie.



Improvement notices must be precise

Delivering judgment in the case taken by Cork County Council against the HSA, over an Improvement Notice served in relation to roadworks, the High Court has held that an improvement notice must be precise and specific.

Mr Justice Hedigan also held that while the HSA has the power to serve an improvement notice in respect of “an activity”, it is a necessary condition that the activity is occurring or is likely to occur. The judge held that where there are roadworks in progress, they constitute a workplace, and the HSA may give directions within the scope of the SHWW Act 2005.

Conversely, the Authority cannot serve directions “where there are no roadworks in train and the site has been mobilised and opened up to the unimpeded flow of traffic”. The judge said “there must be some clear prospect of activity about to commence. The mere possibility of such activity is not enough.”

Reviewing the background to the case, Mr Justice Hedigan said it arose following correspondence between the HSA and Cork

County Council. The correspondence involved directions for an improvement plan, an interim proposal from the Council - which the HSA took to be an improvement plan which it deemed to be inadequate - and a direction from the HSA seeking a revised improvement plan. When the Council submitted its revised improvement plan, which took issue with some recommendations from the Authority, the HSA served an improvement notice.

The notice asserted that the County Council failed to comply with a direction for a revised improvement plan. The failings identified by the HSA were that the hazards had not been properly identified, the control measures were inadequate and the plan failed to adequately identify specific traffic management systems.

The Cork County Council countered that the SHWW Act 2005 did not apply and the roads were not a workplace because all works had ceased. The Council also argued that the HSA was limited by the Act “to the improvement in health and safety of workers at work and not to the safety and health of road users”.

The Council argued that it had submitted a revised improvement plan and hence the HSA had no power to issue an improvement notice.



Pointing out that a revised improvement plan could be so inadequate as not to constitute a revision at all, Mr Justice Hedigan said the Cork County Council’s revised improvement plan was a document of considerable weight and detail and did constitute compliance with the strict requirements of the Act.

The judge accepted the Council’s argument that the HSA should have specified what it should do to remedy the alleged contravention by failing to “particularise exactly what” should be done “to avoid incurring criminal liability”.

The judge also accepted the Council’s argument that the HSA’s dominant purpose in issuing the improvement notice was the protection of road users from a DBM surface, which it considered to be unsafe. This dominant purpose had, Mr Justice Hedigan ruled, “nothing to do with the safety and welfare of workers at work” and was not in his view “a purpose within the scope of the Act”.

HSA sponsors Primary Science Fair



**BT YOUNG SCIENTIST
& Technology Exhibition**
RDS Dublin - Ireland January 6th - 10th 2009



2009



The HSA, which is again sponsoring the Primary Science Fair at the BT Young Scientist and Technology Exhibition, has called on 4th, 5th and 6th class primary schools to apply to enter projects in the Fair.

The Primary Science Fair will be held in the RDS from Thursday 8th through to Saturday

10th January 2009. Prizes will be awarded each day to the classes and teachers and all classes whose projects are accepted for display at the Exhibition will receive an award.

Projects must be based broadly on the Primary Science Curriculum. They must further show that there is a safety element incorporated in the project or be able to demonstrate that the project was carried out safely.

Education Strategy Manager with the Authority, Joanne Harmon said: This is a great

opportunity for teachers and children to get involved in a really enjoyable project which is curriculum-related."

All children participating in the Primary Science Fair will receive a BT Young Scientist & Technology Exhibition certificate of participation and a keepsake.

Entertainment for children will be provided at the RDS each day of the Exhibition, and class awards will be given to all projects that make it to the RDS.

Quad bikes warning

Picking up on the warning from the Road Safety Authority about the danger of mini-quad bikes, NISO president Paucic Corrigan has strongly endorsed the warning.

They are, Corrigan says, "one of the most dangerous forms of motorised vehicles that one can drive". He said that the bikes, larger versions of which are also used for work purposes, are "potentially lethal in the hands of untrained operators".

The RSA issued its warning to parents who might be thinking of buying quad bikes, mini-motorbikes or scooters for children. It said they are powerful machines which can in fact kill or seriously injure the children who use them.

The RSA has also been active recently in issuing guidance on work-related road safety

issues. The Authority has published guides to:

- EU Rules on Drivers' Hours under Regulation (EC) 561/2006
- Medicines and Driving
- Digital Tachographs Regulations 3821/1985 and 561/2006.

The guide to drivers' hours sets out the periods drivers may drive each day and for how long they may drive before taking a break (the maximum period is 4.5 hours). It warns about the danger of fatigue and also includes guidance on tachographs. The guide on medicines is a very useful and thought-provoking document for those who drive for a living or for fleet managers.



Brian Higginson appointed ACE designate

Brian Higginson, who joined the HSA as an inspector in 1999, has been appointed assistant chief executive designate and will succeed Michael Henry as assistant chief executive, compliance and advice, next Spring.

Higginson, who holds both a BSc and an MSc in microbiology, worked in industry before joining the Authority. He was a microbiologist with the Irish Dairy Board and then product manager. During his career in industry he was company safety officer for 10 years.

Since joining the Authority, Higginson was first an inspector in the Southern region and then took on responsibility for the agricultural unit. He was chosen to head the newly established Special Investigations Unit in 2005 and he was appointed programme manager last year.

NISO honours members, as it plans for next year

As NISO president Pauric Corrigan outlined the Organisation's plans for next year, he told NISO UPDATE that the outstanding service of three long time members of the Organisation has been recognised.

Recalling the dedicated service of Pat Brangan from the North East Region, Sean Duffy from the Western Region and Michael

O'Neill from the Southern Region, he said each of the three men have been awarded honorary life membership.

Looking ahead to 2009, he said that the Organisation's annual general meeting will be held in Tralee next April. The AGM, which will be followed by one of the major events on NISO's annual calendar – the NISO/NISG All-Ireland Health and Safety Quiz – will be held in the Brandon Hotel, Tralee on April 25th.

Later in the year, the other major event on the Organisation's annual calendar, the annual conference, will be held slightly earlier

than usual, on September 24th and 25th in Castlebar.

Meanwhile, NISO Regions have been busy with regional AGMs. Already AGMs have been held in the Eastern, Midlands, Mid West, Southern, North East and Western Regions. Committees have been elected in each of the Regions. Harry Galvin has been elected chair of the Eastern Region, Jim Shaw of the Midlands Region, Matt Bane has been elected in the Mid West Region, Pat Goulding in the South, Fergal McKeivitt in the North East and Pauric Corrigan in the Western Region.

Swords Laboratories win NISO/NISG Supreme Award

Swords Laboratories emerged as the winners of the Supreme Award at the annual NISO/NISG Awards dinner held to coincide with the NISO annual conference.

Swords Laboratories emerged as winners of the Supreme Award from a large field of entrants. Well over 100 companies entered the awards. Organisations from the four corners of the country won awards. As the well as overall awards, there were a range of sectoral and regional awards.

Two safety representatives received awards. Liz McGrath of Henkel (Ireland) won the overall safety representative awards, while Gerard Smyth of H&G Scaffolding won the construction safety representatives award.

Former NISO president, John O'Shaughnessy, was awarded the Medal of Honour. The full list of award winners is available on the NISO website, www.niso.ie.

Hibernian and Sisk lead the way in EU health & safety awards

The HSA recently announced that Hibernian Insurance and John Sisk & Son have won the Irish leg of this year's EU-wide Good Practice Awards.

Congratulating the award winners Martin O'Halloran, Chief Executive of the Authority, said "I'm very pleased to announce Hibernian Insurance and John Sisk & Son as the two Irish winners for this prestigious European competition. Both organisations have displayed a proactive and innovative approach to reducing workplace accidents and have clearly demonstrated that employee safety, health and welfare is an integral part of their operations."

"This year's Good Practice Awards was particularly competitive. We received a wide variety of entries of very high quality and the selection process proved to be a difficult task. Both Hibernian and John Sisk & Son are worthy winners of the Irish leg and I wish them every success at the EU stage of the competition," added O'Halloran.

The Good Practice Awards is a major European competition aimed at encouraging best practice in relation to employee health and safety. The theme for this year's awards was risk assessment - the key to reducing workplace accidents and illnesses and the start of the risk management process. The campaign is organised by the European Agency for Safety and Health at Work in cooperation with the member states.

57 deaths up to mid-December

With three weeks left to go this year the latest figures from the HSA show that 57 people have died in workplace accidents up to December 11th. There has been a dramatic increase in the number of accidents in the agricultural sector. So far this year 20 people have been killed in the sector. This is nearly double the 11 killed last year and is the highest number killed since 2003 when 20 people died in accidents in the sector. Fifteen people have been killed in construction accidents so far this year, with six fatalities reported in manufacturing. Three fatalities have been reported in both the wholesale/retail and transport/storage sectors.

Improving first aid standards

The new Occupational First Aid FETAC Level 5 standard has done a good job on improving occupational first aid standards.

That is the view of James McConnell, who organises NISO's National Occupational First Aid competition and is a former chair of the NISO Eastern Region. Speaking to NISO UPDATE, McConnell identifies some major changes brought about by the new FETAC Level 5 standard:

- the duties of first aiders are set out
- AED is now incorporated into CPR in first aid training
- there are clear guidelines on the use of aspirin
- refresher training is now required every two years.

McConnell, who in his work with the National Safety Centre, and in a voluntary capacity with the Civil Defence, has been involved in first aid training for many years, says that great credit is due to HSA senior inspector Kieran Sludds, for his work in developing the new standard and ensuring its adoption.

FETAC LEVEL 5 STANDARD

Since November 1st, the only occupational first aider's qualification recognised by the HSA is the FETAC Level 5 standard. The First Aid Regulations 2007 (General Application Regulations 2007, Part 7, Chapter 2) define an occupational first aider as a person trained and qualified in occupational first aid.

The HSA's Guidelines on First Aid at Places of Work make it clear that occupational first aid training can only be provided by organisations or individuals on the Register of Occupational First Aid Training Providers, which is maintained on behalf of the Authority by the Occupational First Aid Assessment Agent.

The introduction of CPR and AED training into occupational first aid is based on the 'Chain of Survival Concept', which contains what the



HSA calls "FOUR VITAL LINKS":

- early access
- early cardiopulmonary resuscitation (CPR)
- early defibrillation
- and early advance warning.

An aspect of the course highlighted by McConnell is the emphasis placed on counselling and debriefing of occupational first aiders, who may have to deal with traumatic situations. Counselling used to be available in the voluntary and auxiliary services. Now it is part of the PHECC CPR guidelines.

Welcoming this innovation, he says "first aiders could be left scarred" if they do not receive counselling. Sometimes, he says, counselling may be just a matter of sitting down with the first aider, having a cup of tea or coffee and a chat. At other times it may involve a lot more. McConnell believes that employers need to be made aware of the need to provide counselling to occupational first aiders.

THE STANDARD IN PRACTICE

Another aspect of the new standard, which McConnell says instructors like, is that the course is well-structured. The fact that the course now runs for an extra hour a day makes a difference. As McConnell put it, it is like having "an extra half day".

Assessing the overall reaction of his fellow instructors to the new standard, he expresses

the opinion that it is regarded "as a very good course".

One of the tricky areas in the long distant past was storing aspirin in first aid boxes. Then aspirin was practically banned from the workplace. McConnell welcomes the guidance in the training standard on when to make interventions with aspirin and when there are "contra indications", such as the person being treated being allergic to aspirin.

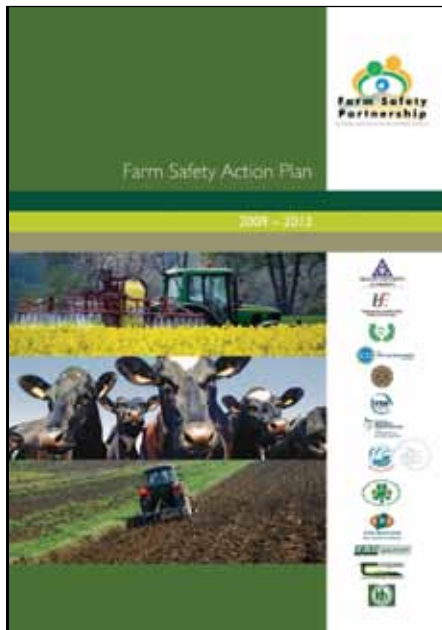
He welcomes the HSA's guidelines on where drugs/medication cannot be stored and says that when the Authority is revising the guidelines, guidance on where aspirin can be stored would be useful. It would, he says, "be of great benefit to the employer and first aider".

An aspect of the standard which McConnell views as problematic is the examination. He fears that it may allow somebody who is good at answering exam questions, but not good at the practical aspects of occupational first aid, to pass and become an occupational first aider. As he puts it: "A person could do well in the paper test, do badly in CPR and end up with a merit."



*James McConnell
Former Chair of
NISO Eastern Region*

Farm Safety Action Plan launched



A new plan to improve safety on farms has been launched by the Farm Safety Partnership, with the overriding objective of reducing occupational fatalities, injuries and illnesses in the farming community.

The *Farm Safety Action Plan 2009-2012* sets out seven goals to achieve this objective:

- 1) to raise national awareness of occupational health and safety in agriculture
- 2) to increase the uptake of training on farm safety and occupational health
- 3) to achieve a reduction in the incidence of fatal accidents among elderly farmers
- 4) to achieve a reduction in the incidence of fatal accidents to children on farms
- 5) to achieve a reduction in the incidence of accidents involving livestock
- 6) to achieve a reduction of accidents involving tractors and machinery
- 7) to achieve improvements in the level of occupational ill-health among farmers.

Speaking at the launch of the Plan, the Minister for Labour Affairs, Billy Kelleher, T.D., said "There has been a big increase in farm deaths this year and that is obviously very worrying. The new Farm Safety Action Plan is timely and has my full support. The goals set out are ambitious but I have every confidence that they will be achieved".

The Minister continued "Safe farming is about protecting life and limb - I would appeal to all farmers not to take chances when it comes to the safety, health and well-being of themselves and their families."

Table: Members of the Farm Safety Partnership

Health & Safety Authority
 Irish Farmers Association
 Irish Creamery Milk Suppliers Association
 Teagasc
 FBD Insurance
 FRS Networks
 Macra na Feirme
 Farm Tractor & Machinery Traders Association
 Professional Agricultural Contractors Association
 Department of Agriculture, Fisheries and Food
 ICA
 Irish Rural Link
 Health Service Executive

The Farm Safety Partnership is a body of twelve organisations (see Table), co-ordinated by the HSA. Each of the members of the partnership, which is chaired by HSA board member Pat Kearney, has been set specific tasks in relation to each of the seven goals.

CAUSES OF ACCIDENTS AND ILLNESSES

The plan is based on an analysis of the numbers and causes of fatal accidents, injuries and illnesses in the farming community.

Farm fatalities remain high. In 1999 there were 23 farm fatalities, with a fatality rate of 17.4 per 100,000 workers. While the numbers last year (2007) showed a considerable drop, with 11 fatalities and a fatality rate of 10.2, the average actual number of fatalities and the fatality rate remains high. The figures for 2008 so far are not encouraging, with 20 fatalities already reported to the HSA by early December.

An analysis of the fatality figures shows why the plan is targeting the reduction of fatal accidents caused by livestock and machinery, as well as those suffered by elderly farmers and children.

The figures show that there has been a significant increase in the number of fatalities among farmers aged over 65. According to the analysis, in approximately 50% of fatal farming accidents the victim was over 65. While there has been a downward trend in the number of children killed, the plan states that "considerable effort is required to reduce the level of child fatalities from the current average of two child deaths per annum".

Practically half (48%) of all fatal farm accidents are caused by tractors, machinery and/or vehicles. The other causes of fatal accidents are:

- livestock – 14%
- falls – 13 %
- drowning/gas – 11%
- collapse of buildings/falling objects – 5%
- wood-related – 5%
- electrocution – 4%
- fire - 0.5%.

An encouraging feature of the statistical analysis is that both the CSO figures and the five-yearly Teagasc figures show that non-fatal accidents are falling. The Teagasc figures for

the most recent survey (2006) show an accident rate of 1,731 per 100,000 farms, compared to 3,002 in 2001.

The Teagasc National Farm Survey shows that ill-health due to occupational causes occurs on 11% of farms. The most common causes of ill-health are manual handling, lung problems, infections and noise. Of farmers suffering ill-health, 50% suffer chronic back pain. The plan also notes that "stress is associated with both high accident levels and disease of the circulatory system".

ACTION TIMELINES

The plan is more than a list of worthy objectives. In relation to each of the seven goals, a series of objectives is set out, responsibility is assigned to a lead organisation - or shared amongst a group of organisations - and a time is specified for action to be taken.

One of the consequences of the plan for farmers is that the annual number of HSA farm inspections will increase from about 1,300 (1,317 in 2007) to 2,000, starting next year. Inspections are part of the awareness-raising programme, in which the lead role is assigned to the HSA. The Authority is also committed to tackling the long-standing problem of under-reporting of accidents by the farming

community. FBD will play its part in raising awareness, by placing advertisements in the Farmers Journal every month.

While the Health Service Executive is represented on the Farm Safety Partnership Board, it is noticeable that the Executive is not listed as having any role in raising national awareness of occupational safety and health in agriculture. That seems strange. Indeed, the HSE is not listed in any of the lists of detailed tasks aimed at achieving progress on the seven goals.

CO-OPERATIVE EFFORT

One of the striking aspects of the Farm Safety Action Plan is how such a large number of organisations have agreed to work together to improve farm safety.

In order to achieve a reduction in the incidence of accidents involving tractors and machinery, the Farm Tractor & Machinery Traders Association and the Professional Agricultural Contractors Association are committed to playing the lead roles. From 2009 onwards they are committed to working together to organise safety training for tractors and machinery.

The Traders Association is committed to ensuring that all farm machines are sold with

the necessary guards in place. Why this does not already happen is a question worthwhile exploring, but the commitment is to be welcomed. The two organisations are committed to working with the HSA to develop and support a system for the testing and certification of tractors and powered equipment used on farms.

FBD is committed to playing a role across a range of initiatives. For example, apart from placing advertisements in the Farmers Journal, they are going to organise and sponsor child safety competitions and promote water safety, by highlighting the danger of drowning on farms.

The FRS Network will also play a part, promoting and organising tractor-driving skills training. The FRS Network is also involved in working on a number of initiatives, including ones on working safely with tractors, machinery and livestock.

Much of the information on which the plan is based has been furnished by Teagasc. However, that is by no means the end of their role. They are involved in 14 of the 53 initiatives listed as part of the effort to deliver the goals set out in the plan.



NISO plans seminars on signing, lighting and guarding at roadworks

Starting with a seminar in the Eastern Region at the end of January, NISO will be holding a nationwide series of seminars on the practicalities of managing signing, lighting and guarding at road works.

With the new regulations on signing, lighting and guarding at roadworks due to come into force next July, the seminars are likely to attract a large attendance of employers and safety advisers, anxious to find out what they are required to do to comply with the new signing, lighting and guarding regulations.

The *Safety, Health and Welfare at Work (Construction) (Amendment) (No 2) Regulations 2008* provide that a contractor who is responsible for a construction site shall ensure that for any part of a road that is opened, excavated, broken up or obstructed by plant or equipment, adequate guarding and lighting is provided and traffic signs are placed and maintained. Where necessary, it is operated for the safe guidance and direction of persons, having particular regard to the needs of people with disabilities.

The contractor is also required to ensure that at all times when works are in progress, there must be at least one person on site with a valid CSCS card relating to health and safety at roadworks. Also, the works must be supervised by a competent person who has been issued with a valid CSCS card relating to signing, lighting and guarding.

The new regulation replaces the original regulation 97 of the Construction Regulations 2006.

PUBLICISING THE REGULATIONS

Speaking to NISO UPDATE, NISO president Pauric Corrigan says that the new regulation 97 will "regulate and standardise the system of managing signing, lighting and guarding at roadworks". The regulation will, Corrigan says, raise management standards.

However, Corrigan believes that there is a lot of work to be done in getting the message across to employers. He says "A lot of people in roadworks are unaware of the pending regulations and the three-day and one-day courses. He adds: "Not enough marketing has been done to get the message across." Local authorities and the National Roads Authority should be publishing information aimed at contractors, he says.

NISO, as Ireland's largest voluntary occupational health safety body, will be playing its part by "embarking on a country-wide round of seminars". At the first seminar, which will be held in Dublin on January 29th, HSA inspector Martin O'Dea, who has been closely involved in drafting the new regulation 97, will, with Robert Butler from the CIF, explain the implications of the regulations and outline the practical issues around managing signing, lighting and guarding at road works.

PRACTICAL CONCERNS

Corrigan identifies a number of those practical issues. Top of his list of concerns is the "need to educate the driving public". He describes a recent experience of his own, when he was working at a section of roadworks. He drove on when the lights went green, with warning beacon flashing and then indicating that he was turning into a works lay-by, and the drivers behind followed him. If the driving public was educated, this would not happen. What he would like to see

is a DVD similar to the DVD *The Drive to Save Lives* published by the Road Safety Authority.

Another issue is the numbers of workers to be trained. Take even the clarification of what is meant by a road, which has been defined in the new regulations as meaning a road as defined in the Roads Act 1993. This definition is wide and covers roads, lanes, tunnels, carriageways, overpasses and the like. Corrigan believes that maybe more than 5,000 workers will have to be trained before the date the regulations come into force: July 6th 2009. Not only have workers from local authorities and road works contractors to be trained, but also workers from the utility sector, such as ESB and Eircom workers.

Planning roadworks is another big issue, as is speed reduction signs. Notice of road closures must be published 14 days before a road is closed. Yet another issue is if clients (local authorities and the NRA) do not accept a project supervisor construction stage's direction that a road should be closed. Often the PSCS is also the contractor carrying out the works for the road authority. If the PSCS has to report such a refusal to the HSA, the PSCS is put in a position of conflict with the client and risks losing future business.

These and others are, Corrigan believes the practical issues that those with concerns can bring up at the NISO seminars.





NISO conference examines occupational health risks

Mary Darlington reports on NISO's recent successful annual conference and gives readers an insight into how the theme for the conference was chosen.

This year the decision was taken to move the NISO conference away from physical safety issues and bring some focus on to occupational health, so the title "*Risky Business: Your Employees' Health*" was chosen.

This tied in neatly with the publication by HSA of their Workplace Health and Wellbeing Strategy. The purpose of the conference was to provide safety professionals and business leaders their first opportunity to explore in depth the issues and challenges posed by the HSA's new strategy document and the workplace reality of working to improve employees' health.

The reason why occupational health is so important was set out when the director general of the European Agency for Safety and Health at Work, Dr. Jukka Takala spoke about the state of health and safety across Europe and praised Ireland for its performance so far. He also spoke about his firm belief that deaths stemming from occupational diseases and illnesses should be counted in national fatality figures. If they were, Ireland's fatality figure would be close to 1400, not our normal total of 65 to 70.

BUILDING HEALTH

The chair for the morning session was Ms Esther Lynch, policy officer, legislation with ICTU and a HSA board member.

The first speaker on Friday morning was health and safety practitioner, Ms Nicola Ward, operational safety and training manager with Lagan Construction. She presented a paper on 'Build Health' - a joint venture between the construction industry in Northern Ireland and HSENI. It is a new initiative to improve health issues in construction in Northern Ireland. Seven major construction companies are involved and have adopted eight objectives aimed at improving health, including tackling musculoskeletal disorders.

All seven companies have committed themselves to endeavour to improve the

health of the workforce in the Northern Ireland construction industry. Health champions were selected to work on the ground in the prevention and control of work-related health risk, to manage and support ill employees and to use the workplace as a setting for health promotion.

They have already had successful initiatives on cancer and asbestos. Their dedicated website - www.buildhealthni.com - also provides information on asbestos, back pain, dermatitis, dust-related diseases, hand-arm vibration and noise. So far, the results and feedback have been positive.

DIRECTORS LIABLE TO BE PROSECUTED

The next presentation focused on 'Recent Developments in Health and Safety Law'. Geoffrey Shannon, solicitor and senior lecturer with the Law Society, gave us a quick overview of the Safety, Health & Welfare at Work Act 2005 and discussed a number of relevant recent cases.

He discussed the definition and meaning of "reasonably practicable", and made the point that the burden imposed by what is "reasonably practicable" in the Act is set at a higher standard than that imposed by the general principle of negligence.

In relation to employee behaviour, he re-iterated the need for employers to outline in their human resources policies behaviour which will not be acceptable. Any such policies should also specify the action to be taken where employee behaviour poses a threat to the health and safety of other employees.

He confirmed that these new provisions also underline the importance of an employer having an integrated safety management system and are particularly relevant when addressing the identification of bullying, harassment and stress in the workplace.

During his presentation, he mentioned various recent cases, including that concerning *HSA v Cork County Council* involving the issuing of an improvement notice.

He stressed the importance of the HSA publication - *Guidance for Directors and Senior Managers on their Responsibilities for Workplace*

Safety and Health. He talked about the liability of directors and senior managers and said: "In the future, it is likely that individual members of management will face criminal charges arising out of deaths and injuries at work where it is possible to connect the individual failures of senior executives with the corporate body. A safety management system must be in place for directors to avoid conviction."

PUTTING HEALTH CENTRE STAGE

HSA assistant chief executive, Mary Dorgan, called for occupational health to be brought in from the cold and be given recognition and resources. At the beginning of her presentation, she played a very short video which showed a bar assistant falling down an opening in the floor in a bar, with serious injury resulting.

Mary Dorgan's presentation detailed for delegates the costs (€3.6 billion for both injuries and illnesses) and statistics around occupational ill-health and disease, stating that in 2006 the days lost through occupational illness ran in excess of 973,000, with almost 28,000 incidences of illness resulting in absences in excess of four days each.

She confirmed for the conference that the two single biggest areas causing workers to lose time from work are: (i) bone, joint or muscle problems and (ii) stress/anxiety. She called for action by various stakeholders, including Government (HSA as a policy maker and regulator) and employers at individual enterprise level.

Next we were taken on a statistical tour of 'Age and Gender Predisposition to Musculoskeletal Disorders in eight Occupational Groups in Ireland', by Dr. Leonard O'Sullivan, ergonomics lecturer with the University of Limerick. His presentation confirmed Mary Dorgan's earlier one and identified (a) musculoskeletal disorders (MSDs) as the top work-related disease (they account for 53% of work-related diseases) with (b) stress and depressive symptoms, which account for 20% of work-related diseases.

He also explored the issues of age and gender and the relationship between MSDs and stress. His detailed research showed that females are more prone to MSDs and that predisposition increases with age. The three top MSDs are: lower back, shoulders and neck, in that order. With regard to stress, he found that high job

demands increased the chances of developing depressive and anxiety symptoms.

BULLYING

The first speaker in the afternoon was Margaret Hodgins, lecturer and project leader in the Health Promotion Research Centre, NUI Galway. She presented a very enlightening paper on 'Workplace Bullying: Impact and Intervention'. She confirmed that in EFILWC research carried out across Europe in 2001, overall 9% of workers are bullied and that 7% were bullied in Ireland in 2007.

Her research also confirmed that women were over-represented in targets; large organisations and public sector organisations had higher levels of bullying; public administration, defence, health and education were high risk sectors; young workers are more likely to be targets and professional class/higher education is a risk factor

She also produced clear evidence of an association (between bullying) and lower levels of physical and mental health. Common symptoms displayed by someone being bullied include anxiety, depression, aggression, insomnia and poor concentration. She also gave examples of commonly-held beliefs about bullying, including a belief that the targets bring it on themselves. She concluded by stating that organisations need to tackle bullying.

CRYSTAL BALL GAZING

Dr. Martin Hogan, of Employment Health Advisors, then did some crystal gazing with regard to Occupational Health in the next ten years and discussed the new characteristics of working, which include more service, less physical, more demands, economic pressures,

globalisation and 24 hours. He outlined the key issues that now take up the time of occupational physicians, which are the musculoskeletal, psychological, environmental and work ability issues.

He made the point that occupational medicine today is much more about the assessment of risk – such pregnancy, asbestos, mutagens and carcinogens. He also echoed the points made by earlier speakers, when he confirmed that MSDs and stress are two of the biggest areas still being worked on.

Dr. Hogan mentioned the importance of REACH in providing us with much needed additional information about a whole range of chemicals and he talked about emerging new possible carcinogens, involving women who work shifts and painters who are exposed to solvents.

He then went on to discuss the role of occupational physicians in determining fitness for duty in safety-critical roles, where drug tests may be involved. Dr. Hogan's passion for his subject and his particular brand of humour added to the entertainment value of his presentation.

HEALTH POLICY IN PRACTICE

We were then enlightened about the approach to occupational health within An Garda Síochána by Dr. Donal Collins, chief medical officer with the force. He listed the wide range of health and safety issues being dealt with within the force, including: assault, road traffic accidents, slips, trips and falls, manual handling injuries, noise, stress, exposure to body fluids in assault situations, ionising/non-ionising radiation, lead exposure at firing ranges and asbestos in buildings.

He outlined the structure of the health and safety section, which includes: the Garda National Safety Committee, Divisional Safety Committees, Regional Safety Advisors and Safety Representatives.

He walked us through the key elements of the occupational health service approach to these issues, which include: education, guidance, prioritising health and safety and welfare issues with equal importance to other corporate goals, auditing compliance with health and safety and welfare guidelines, legislation, consultation and cooperation between all the various stakeholders.

He confirmed that overall his biggest challenge for the future is to make policing safer, while at the same time improving operational resilience.

The conference was brought to a close with a panel discussion. The panel members were: John McNamara, Teagasc; Mary Kelly, Occupational Health Nurse; Dr. Peter Noone, Occupational Physician with HSE; Claire Byrne, a Respiratory Nurse Specialist with Construction Workers Health Trust; and Mary Darlington, NISO Associate. The Panel took questions from the floor.



(Mary Darlington, B.ScOccS&H, CFIOSH, FCIPD, is a NISO associate, providing health and safety advice to NISO members. Mary can be contacted by email at info@darlington.ie)

NISO Shop

The NISO shop allows people to search through all upcoming NISO training courses, seminars and workshops online and to proceed through to online booking and paying for the required number of places.

Safety products, including training props and CDs on up-to-date safety legislation are also available to purchase.



Check it out at www.niso.ie

Lots of activity in Eastern Region

NISO's Eastern Region, the largest in terms of membership, is buzzing with plans for the coming year. Seminars dealing with two of the most topical current issues are already planned.

At the end of January, the region will hold a seminar on the new signing, lighting and guarding at roadworks regulations, which will be followed by a seminar in February on the issue of low level access equipment and training for low level access work.

The chair of the region, Harry Galvin, explains that every year the region organises about half a dozen seminars. Over the years, the seminars organised by the region have covered the topical issues of the day.

Casting his mind back over the years, Galvin, who became a member of NISO way back in 1994, recalls seminars on, amongst other topics, the Scaffolding Code of Practice, bullying and harassment, fire, the VDU Regulations, confined space entry, warehousing and racking, forklifts, mobile elevated work platforms and chemical safety. Along with the numerous other topics covered that Galvin does not mention, that amounts to a veritable health and safety education.

When Galvin joined NISO and started attending meetings of the Eastern Region, Ann Holly chaired the regional committee. She was followed by Alan Thompson, who went on to become national president of NISO. This is Galvin's second stint in the chair at the Eastern Region. Having served for four years between 1999 to 2003, Galvin was succeeded by James McConnell. Now in the third year of his second term as chair, Galvin has a deep knowledge of the NISO organisation and the Eastern Region in particular - and of the issues that concern members.

MEMBERS CONCERNS

It is obvious from the list of seminars that Galvin reams off that members are, it could be said, hungry for information.

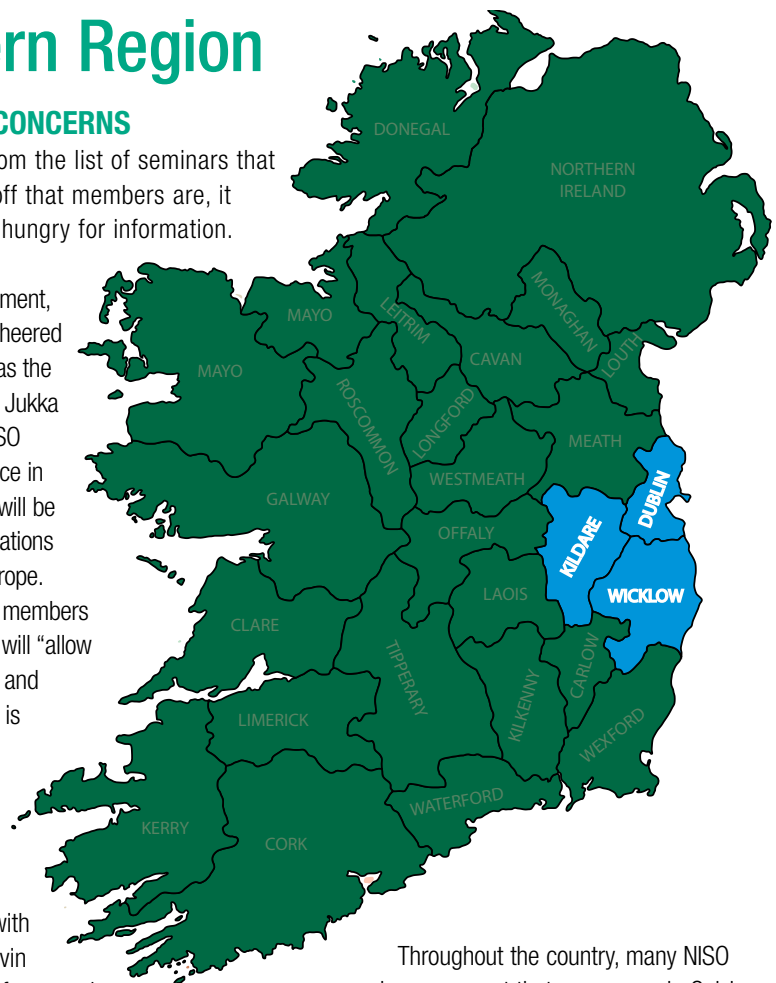
One recent comment, which he says cheered up members, was the statement by Dr Jukka Takala at the NISO annual conference in Trim: that there will be fewer new regulations coming from Europe. Galvin says that members believe that this will "allow people to pause and implement what is there".

Highlighting one of the problems that members find with regulations, Galvin mentions the references in one Act or regulation to another. Sometimes, he says, safety advisers would "nearly have to have a law degree to find some of the legislation". One has to look at one Act and then find out where it fits in with other Acts.

He says that members would like to see the HSA produce a folder with all the regulations set out in it. While he does not mention it as such, what Galvin probably has in mind is a health and safety equivalent of the Consolidated Tax Acts. He says the HSA has gone a long way to dealing with this problem with the Safety Health and Welfare at Work Act 2005 and the new General Application Regulations 2007, which bring together in one document 15 different sets of regulations. Galvin says people welcome this.

UNSEEN WORKERS

One of the great strengths of NISO, as Galvin sees it, is "the unseen work done by volunteers that ensures that when the public arrives at seminars and conferences, the venue looks professional".



Throughout the country, many NISO members carry out that unseen work. Galvin says that among those who have played that role in the Eastern Region are John Bates, Joe Miller and John O'Reilly. They are the members who book the hotel rooms, ensure the seats are set out and that rooms are heated.

Now a long time NISO activist, Galvin is encouraged that this year three new members have joined the Eastern Region Committee: Daniel O'Connell, Anthony Flynn and Chris Ward. They join an experienced committee, which represents over 400 members from an area ranging from North County Dublin down to Wicklow and across to Kildare and Meath.

As Galvin sees it, NISO Eastern Region is strong, vibrant and offering members lots of activities, including the Quiz and Foundation course in the year ahead.

*Harry Galvin,
Chair of the
Eastern Region,
NISO*





Answers to Questions

Question 1

I run a small company employing 25 people in the craft manufacturing area and have had to let six of them go because of the economic downturn. I have tried to keep the skilled people so that I can still run all aspects of my business. How can I protect these remaining employees (as they are critical to my business and I have no spare capacity) and maintain safety standards?

Answer 1

Firstly I am delighted that you are thinking about health and safety for your remaining employees, as sadly many other employers are not thinking that way and are cutting back on it to save money. This cutback approach is highly dangerous and is one that cannot be condoned by any health and safety professional.

Employers need to remember that although we are in an economic downturn, all the same health and safety laws and regulations still exist – they have not magically been repealed just because unemployment is rising. I would also point out that employers are, I feel, more likely to be inspected now than before, because some Health and Safety Authority inspectors who had been designated to inspect construction sites are not as busy as they were and are now moving into other sectors.

Of course I should say that good employers do not comply or exceed health and safety duties just because they feel they might be inspected. Quite correctly, they invest time, money, people and other resources to manage health and safety because it is the right thing to do, morally, legally and economically and because ultimately their businesses will benefit.

You need to go back to basics and look again at all of the following:

- Your remaining work activities, both on and off site
- The key hazards posed by those work activities
- The risks they pose to your employees, customers, contractors and others
- Your existing control measures
- Your existing risk assessments
- Your levels of competence among your employees.

I would recommend that you carry out a detailed review of all of the above, but pay particular attention to the skills and competencies of your remaining employees, as against the tasks you are now asking them to perform. You need to be very clear and happy in your own mind that they have been given:

- full, competent training in all aspects of the work they are required to do
- clear procedures about how to do each job
- clear instructions that if they are not sure, they should not hesitate to ask their supervisor
- all the relevant personal protective equipment they need to do it safely.

The training and competence issue is particularly important if they are now required to be multi-skilled.

I would open up a dialogue with your employees, their Safety Representative (if there is one) and their Safety Committee (again, if there is one) so that health and safety issues are talked about in an open and progressive way, so that no employee is knowingly put in danger by being asked to do something they have had no training or experience doing. Introducing regular short health and safety talks once a week, at the beginning of each shift, is one way to keep health and safety issues alive and relevant.

It might be a good time to carry out refresher training for all employees and engage with them about the safest and most efficient way to do key tasks in order to keep the business going.

One of your biggest challenges, in these difficult economic times, is simply to consolidate what you have, keep your costs down, keep your customers happy and deliver the goods or services with as much added value as you can. Your employees are your greatest asset and if managed correctly, can make a major contribution to riding out the recession.

Because you have reduced your employee numbers (through necessity) to the bare minimum in order to carry on the business, there is a real economic imperative to create a working environment which protects and safeguards these remaining workers. If one

or more of them was to be injured at work and lose time from work as a result, the viability of your whole business could be jeopardized. This is a real economic driver to ensure that health and safety is at the heart of your business.

Remember too that morale may be down, those employees who have been retained have seen their friends let go and they have seen the business make cutbacks in other areas. Above all else, they need re-assurance from you that their jobs are relatively safe, that their livelihoods can be maintained and that you will do all in your power to protect them while at work. You need to send out a clear message to them that they are valuable to your business and that health and safety will not be sacrificed as you all work together through this difficult time. They need to hear from you that you will support them all the way through this difficult time.

Question 2

I have contract hauliers coming onto my site, to both deliver raw materials and take away finished product, and I am concerned about their driving practices while on my site. We have laid down speed limits and have put up direction signs, but many of them ignore these and there have been a few near misses, where my workers (pedestrians) have almost been knocked down by these truck drivers. What can I do about their behaviour when they don't work directly for me?

Answer 2

You are right to be concerned, as transport/vehicle accidents are very commonplace and have been a factor in over 50% of all fatalities over the last five years, according to the Health and Safety Authority.

Even though these drivers do not work for you, they must obey your rules, your signs, and your speed limits once they enter your site. Their employers have duties to train them and provide them with safe, roadworthy vehicles. You have duties to them not to endanger them while on your site but you also have a duty to establish a safe system of work which allows for vehicles to enter, load or unload and leave your site in a safe and efficient way.

Most fatal accidents involving vehicles occur during the following activities:

- reversing
- repair and maintenance
- loading and unloading
- coupling and uncoupling.

Other types of accidents involving vehicles include:

- collisions between vehicles
- collisions with stationary objects
- vehicles running out of control
- contact with unguarded vehicle parts
- people being electrocuted due to vehicles touching power lines
- injuries due to exploding airbags, tyres or batteries.

Those at risk of injury include:

- Drivers in their vehicles and those who may be walking around
- Employees operating in areas where vehicles operate
- Employees involved in checking vehicles, or in loading or unloading them.

In order to manage the whole issue of vehicle movements, you need to do the following – in consultation with your own employees and the contract hauliers involved:

Carry out a full risk assessment of the following:

- Full audit of all vehicle movements in and out
- Types of vehicles (don't forget oil delivery trucks, waste vehicles etc.)
- Route of these vehicles from entry to your site to point of delivery or loading
- Check your site for any overhead electricity wires, which may pose a threat to high vehicles or vehicles tipping their loads
- Signage at entrance to site and on main traffic routes (consider the fact that some drivers may not have English as their first language)
- Is there a safe pedestrian route for visiting drivers, who may need instructions about where to go on the site?
- Do these drivers wear hi-viz jackets when they get out of the cab?
- Traffic routes (are there one-way systems, are they wide enough, are ground surfaces adequate, are stop signs or right of way signs clear at all junctions, have all obstacles been removed, are all upright obstacles highlighted, are you avoiding sharp bends, have you provided mirrors at "blind" corners?)
- If there are crossing points between vehicle routes and pedestrian routes, how are they

managed? (what are the rules of engagement here?)

- Are large vehicles segregated from pedestrians and other employee parking areas?
- Are speed limits in place and clearly signed?
- Are there designated, clearly-marked parking areas for vehicles waiting to load/unload or those waiting for relevant paperwork?
- What levels of lighting are there on traffic routes and in loading/unloading areas?
- The number and type of pedestrians who are present in these areas (restricting the numbers to only those who have legitimate business there and making them visible through the use of hi-viz jackets)
- Are there barriers in place at points where pedestrians may enter traffic lanes?
- What are your reversing procedures (do these vehicles have sufficient mirrors and/or CCTV)?
- What about weather conditions – snow, sleet, frost etc. on your site?
- What are your loading and unloading procedures? (Have your employees been trained in how to load and unload curtain-sided vehicles, open flat-bed trucks, box trucks, and articulated trucks, so that the load remains stable etc.)?
- Is there clear signage about where drivers need to go to have their paperwork processed?
- Have your employees been trained in securing all loads?
- Is there sufficient supervision in this area by trained and competent persons?
- Review your loading bay areas – are there barriers to prevent falls, signs, escape stairs for employees, reversing lights for vehicles etc.?
- How are vehicles secured during loading and unloading – are vehicles chocked, are keys removed from cabs etc.?
- How are your forklifts being used?
- Are your employees getting into vehicles and if so – how are they getting up onto vehicles, are there steps and/or handholds for safe access, for what purpose, with what safeguards to prevent falls, with what equipment to move or lower loads etc.?

If you have your own forklifts, then they are your full responsibility and should be managed under the following headings:

- Purchase of suitable forklifts, suitable for purpose, best in class, bought from reputable suppliers

- Appropriate attachments to pick up specific items for your business
- Maintenance of forklifts regularly by a reputable company
- Ensure that all forklifts have (a) flashing yellow beacon on top, (b) reversing beeper when reversing and (c) seat belt for driver.
- Comprehensive training for forklift drivers provided by a competent training provider (to include use of any specific attachments that you use e.g. barrel lifters, cages etc.)
- In-house rules for forklift drivers re: only trained insured forklift drivers to operate forklifts, no carrying of passengers, daily checks by trained forklift drivers. If battery operated, there should be well-ventilated battery charging areas. If they are diesel, then no long-term operation of forklift in confined areas – dangers of exposure to carbon monoxide, if gas, then strict procedures re re-filling of cylinders etc.

In relation to the hauliers themselves:

- do they have safe vehicles?
- effective brakes?
- reversing beepers?
- are all dangerous parts covered (e.g. exhausts, power take-offs, chain drives etc.)?
- do they have safe access and egress from their cabs (through steps or ladders)?

You should also check if any of the contract hauliers bring their children as passengers in their cabs. If so, this has to be stopped immediately.

Do not forget about employee cars, motorcycles and bicycles that may also come on to your site.

The essence of what you are trying to achieve is:

Safe Driver
Safe Vehicle
Safe Workplace

Once you have decided on your vehicle safety programme, having consulted with relevant employees and hauliers, then communicate the key parts of it and the site rules for all parties, both in writing and through briefings and include sanctions for those who do not comply. The rules should state clearly what drivers can and cannot do. Good luck with your vehicle safety programme.

(Mary Darlington, B.ScOccS&H, CFIOSH, FCIPD, is a NISO associate, providing health and safety advice to NISO members. Mary can be contacted by email at info@darlington.ie)

NATIONAL IRISH SAFETY ORGANISATION - UPCOMING EVENTS – www.niso.ie**NISO Occupational Safety & Health Certificate*****Institute of Technology, Tralee***

Commencing 21st January 2009

Contact: south@niso.ie***Cork Institute of Technnology***

Commencing 22nd January 2009

Contact: south@niso.ie***Galway Mayo Institute of Technology, Galway Campus***

Commencing 27th January 2009

Contact: west@niso.ie***Limerick Institute of Technology***

Commencing 27th January 2009

Contact: midwest@niso.ie***Athlone Institute of Technology***

Commencing 2nd February 2009,

Contact: midland@niso.ie***Tullamore***

Commencing 3rd February 2009

Contact: midland@niso.ie***Longford***

Commencing 4th February 2009

Contact: midland@niso.ie***Dundalk Institute of Technology***

Commencing 10th February 2009 Registration on 20th January 2009

Contact: northeast@niso.ie***NISO Ballymount, Dublin 12***

Commencing 10th February 2009 – daytime for 8 weeks

Contact: info@niso.ie***NISO Ballymount, Dublin 12***

Commencing 24th February 2009 – evening time for 14 weeks

Contact: info@niso.ie***Galway Mayo Institute of Technology, Castlebar Campus***

Commencing 11th February 2009

Contact: west@niso.ie**TRAINING COURSES****Manual Handling Instructor & Assessor Course**

Course Length: 5 days (3 days on week 1 and 2 days on week 2)

Date: 19th, 20th, 21st, 26th, 27th January 2009

NISO, Ballymount, Dublin 12

To book: www.niso.ie email: info@niso.ie Tel: 01-4659760**Manual Handling Instructor & Assessor Refresher Course**

Course Length: 2 days

Date: 20th, 21st January 2009

NISO, Ballymount, Dublin 12

To book: www.niso.ie email: info@niso.ie Tel: 01-4659760**Basic Manual Handling Course**

Course Length: Half day

Date: 28th January 2009

NISO, Ballymount, Dublin 12

To book: www.niso.ie email: info@niso.ie Tel: 01-4659760**Occupational First Aid Course FETAC Level 5**

Course Length: 3 days

Date 28th, 29th, 30th January 2009

NISO, Ballymount, Dublin 12

To book: www.niso.ie email: info@niso.ie Tel: 01-4659760**Occupational First Aid Refresher/Re-Certification Course FETAC Level 5**

Course Length: 1 day Date: 30th January 2009

NISO, Ballymount, Dublin 12

To book: www.niso.ie email: info@niso.ie Tel: 01-4659760**SEMINARS****Signing, Guarding and Lighting Requirements**

Martin O'Dea, Health and Safety Authority and Robert Butler, Construction Industry Federation

Date: 29 January 2009 Venue: Dublin Details: east@niso.ie**Low Level Access**

Dave Dagger, Instant Upright Ltd

Date: 26 February 2009 Venue: Dublin Details: east@niso.ie**EVENTS: AGMs (further details www.niso.ie)****NISO South East Region AGM**

Date: January 2009

NISO North West Region AGM (further details www.niso.ie)

Date: January 2009

NISO National AGM

Date: 25th April 2009

Venue: Brandon Hotel, Tralee

NISO QUIZ (further details www.niso.ie)**Eastern Region**

Date: 26th March

7.30pm Green Isle Hotel, Newland's Cross, Dublin 22

Southern Region

Date: 3rd April

8.00pm, Oriel House Hotel, Ballincollig, Co Cork

MidWest Region

Date: 27th March

8.00pm Greenhills Hotel, Limerick

Western region

Date: 26th February

8.00pm, Oranmore Lodge Hotel, Oranmore, Co Galway

Midland Region

Date: 5th March

Bridge House Hotel, Tullamore, 8pm

All NISO courses and services may be tailored to your specific organisations requirements and delivered in company. Please email your requirements to nathaliedelmotte@niso.ie or visit our website www.niso.ie to record your interest

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