



HEALTHY WORKPLACES SEMINAR

#EUHealthyWorkplaces

27th OCTOBER 2022



Ergonomic Risk Management: Current Developments on addressing risk exposure

**Frank Power, Senior Ergonomist
(Inspector) H.S.A.  October 2022**

What we will cover

- **What is Ergonomics Risk Management in a workplace context ?**
- **Risk Exposure as a Key Performance Indicator**
- **Benefits of Managing Risk Exposure**
- **Ergonomics and its legal context**
- **Where Ergonomics fits in the Health and Safety Authority Strategy?**
- **Key strategic interventions to address ergonomic risk exposure in the workplace**
- **Key Actions for employers in managing ergonomic risk in the workplace**
- **Examples of other developments and actions by the H.S.A. on Ergonomics**
- **Wrap Up**

Definition of Ergonomics

“Fitting the task to the human” (Grandjean)

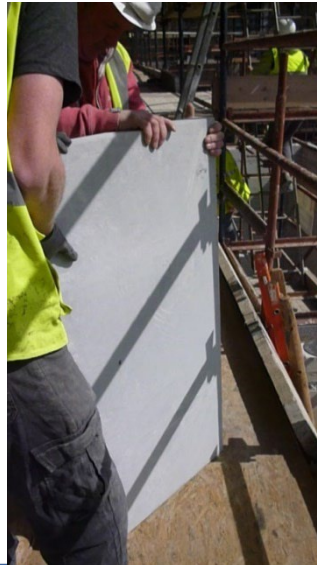
Observing how physical work activities (e.g. lifting/carrying a load, moving a patient, repetitive upper body work) are carried out and how it impacts on the individual in terms of their health and performance

Quantifying risk exposures using evidence based methods or tools

Developing better ways of working so that people can work within their capabilities and protect their musculoskeletal health and maximise performance

Example of ergonomic risk exposure

- Manual lifting of 90kg stone cladding units on site
- Very High risk exposure to physical ergonomic risks including excessive force and sustained awkward postures



Solution

Engineering system to avoid lifting Stone Cladding Unit



Example of ergonomic risk exposure



Solution



What is Ergonomics Risk Management in a workplace context ?

- Management Commitment to recognise and to manage these risks
- Developing competencies in managing ergonomics risk by using appropriate risk assessment tools
- Completing good quality manual handling risk assessments which clearly identify high/very high risk ergonomic risk factors (risk exposures) and the appropriate controls
- Developing innovative engineering or organisational interventions to manage ergonomic risk
- Communicating and consulting with employees at all stages of the process
- Providing relevant training in the use of new equipment and new method statements, etc.

Risk Exposure as a Key Performance Indicator

- The nature of musculoskeletal injury or illness is that the symptoms often result in cumulative damage to the musculoskeletal system over time due to exposure to ergonomic risks including excessive force, awkward postures, high repetition and poorly designed work systems.
- The narrative on managing ergonomic risk in the workplace typically focuses on the rate of injury and illness rather than a focus on the risk exposures

Examples of Risk Exposure



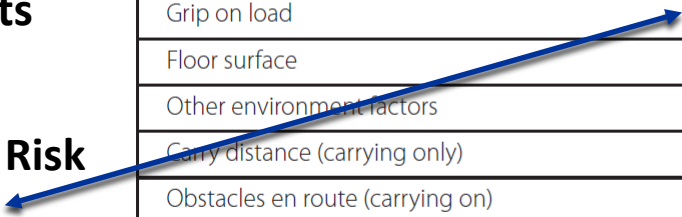
www



Risk Factors	Colour Band (G,A,R or P)			Numerical Score		
	Lift	Carry	Team	Lift	Carry	Team
Load weight and lift/carry frequency	P			10		
Hand distance form the lower back	R			6		
Vertical lift region	G			0		
Trunk twisting / sideways bending Asymmetrical trunk / load carrying	R			2		
Postural constraints	A			1		
Grip on load	R			2		
Floor surface	G			0		
Other environment factors	G			0		
Carry distance (carrying only)						
Obstacles en route (carrying on)						
Communication and co-ordination (team handling only)						
Other risk factors e.g. individual factors, psychosocial factor, etc.	TOTAL SCORE:			21		

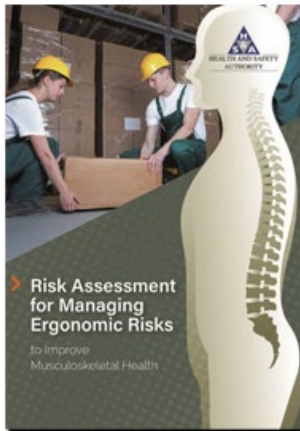
Number of task specific Risk Assessments completed

Number of Risk Exposures





MAC, RAPP, ART



Iverk Produce, Kilkenny Case Study



Figure 1 - Before improvement



Figures 2 & 3 - After improvement

Benefits of Managing Risk Exposure

- Reduce Risk Exposures
- Improved efficiencies
- Reduced fatigue
- Reduced financial costs
- Improved communication
- Improved problem Solving, critical thinking and brainstorming skills
- Improved competence in using Ergonomics Risk Assessment Tools
- Creative Thinking

Ergonomics and its legal context

- The 2005 Safety, Health and Welfare at Work Act and the Hierarchy of Controls
- The Manual Handling of Loads Regulation
- The Display Screen Equipment Regulation

Risk Management

**Avoidance of
Risk**

**Prevention of risk
to health at work**

**Adapt work to
the Individual**

**Use appropriate
means to avoid or
reduce risk**

**Evaluate
Unavoidable
Risk**

Where Ergonomics fits in the Health and Safety Authority Strategy

An Increased focus on Risk Management of occupational health risks in the workplace.

- Increase the knowledge and understanding of occupational health risks (e.g. Musculoskeletal injury/illnesses)
- Raise awareness of the value of controlling occupational health risks and promoting positive health and well-being
- Ensure legal compliance through proportionate enforcement

Key strategic interventions to address ergonomic risk exposure in the workplace

- Develop Inspector Competency in addressing ergonomic risk during inspection
- Ergonomic Risk Assessment Workshops/Webinars for Industry (November 10th and 15th Registration open at www.hsa.ie)
- Ergonomic Risk Assessment Guidance
- Case Studies of Good Practice
- Proportionate inspection and enforcement to address manual handling risk at workplace level (e.g. health sector)

What does an Ergonomic Inspection involve?

Examples of key activities

- Introduction (agenda for inspection, key contacts, overview of operations at workplace (e.g. flow process), areas where there is human interaction in the process, examples of materials used on site)
- Review of Documentation (e.g. policies, manual handling risk assessments, accident records review, training records,)
- Tour of Site involving observation and consultation
- Ongoing communication throughout inspection
- Wrap up and follow up (e.g. verbal advice/Report of Inspection/notice)

Key Actions for employers in managing ergonomic risk in the workplace:

1. Manual Handling Risk Management Policy
2. Complete a review of activities onsite and identify work activities where manual handling is a core activity
3. Carry out task specific manual handling risk assessment using evidence based risk assessment tools
4. Quantify risk exposures and measure performance
5. Implement appropriate measures to address risk exposures
6. Provide instruction to employees
7. Consult continuously
8. Be Willing to observe, listen, interpret and act

Examples of other developments and actions by the H.S.A. on Ergonomics

- Input to the Review and update of the Display Screen Equipment Directive (Ongoing)
- Remote working Guidance (Ongoing)
- Development of e-learning module on the ergonomic risk assessment process (2023)
- Ergonomic training for 30 new Inspectors (November 2022)
- Health Sector Ergonomic Inspection 2022/2023
- Ergonomic Inspection referrals and complaints follow up
- New Guidance for health sector (TBC)
- Case Studies of Good Practice (TBC)
- Continue focus on risk exposure reduction

Wrap Up

- Try to use the risk assessment tools
- Look at work activities in your workplace
- Register for our Ergonomic Risk Assessment Webinars: November 10th/15th 2022. All welcome and they are free
- Talk to your staff
- Develop KPIs on Risk Exposure
- Refer to our website and guidance www.hsa.ie
- Refer to EUOSHA Campaign Website healthy-workplaces.eu

Thank You



Strategic Approaches to Organisational Stress Management

Patricia Murray, Snr Org Psychologist/Inspector

Oct 2022

■ Session outline

- **Context: 2005 Act: Health and Safety**
- **Health – mental health and ability->competence**
- **Safety – behaviour influenced by internal state**
- **Main issues to re-consider for improved wellbeing**
- **Solutions from research and practice**
 - what to do
 - what to avoid doing
 - How to do this (strategies)
- **Work Positive: our free on-line tool for stress auditing**

■ What does legislation say?

- **Employers duties**
- **Employees duties**
- **Injury is reportable**
- **Stress-related issues are not – except PTSD**
- **Everything.....‘as far as is reasonably practicable’**
 - Risk assessment
 - Control measures
 - Vulnerable employee(s)
 - Records

■ What does research tell us?

- **Defining stress**

- A feeling state
- Acute or chronic
- Along a trajectory
- Fear and uncertainty
- Biological associations
- Neurological associations
- Behavioural fallout

- **Organisational consequences - apathy or disengagement – presentee'ism - dissociation - anger and retribution - Conflict**

■ Organisational features for stress

- **High or fluctuating, unpredictable demands**
- **Lack of control over what we need to control**
- **Lack of supports for difficult or trying situations**
- **Bad or fearful, conflicting relations at work**
- **Lack of clarity around own role or role conflict**
- **Lots of change, badly communicated or designed**

- **Others include complex machinery use, noise levels, temperature, shift work, untrained, dangerous work etc etc**

■ What about people?

- **People seek the familiar – rely on the known knowns**
 - We rely on ‘known knowns’ even if less pleasing than unknowns
- **We are not reliable witnesses to what we do – habit is overlooked, time is not accurately recalled, highs are under-egged.**
- **We aren’t reliable regarding ‘why’.**
- **We are not accurate in how we rate our wellbeing...thus how we feed into it, set it up and understand it**
- **We are blind, often, to our state of contentment – heavily influenced by societal messaging around ‘the display of content’.**

■ What is stress?

- **An imbalance in our psycho and bio system...frustration built up**
- **Influenced by the near and far environment...**
- **Mediated through our perceptual systems...**
- **As well as through our different personal attributes...**
- **Affected by our experience to-date**
- **Inducing behavioural patterns we repeat/embed**
- **But...established patterns of behavior – often don't work**
- **Yet we hold them close**

■ **Strategies for managing stress**

- **Big picture approach: broader environment and organisation in context**
- **Break down of different sub cultures/functions/roles**
- **Boundaries and cross over roles and areas-dissonances + harmonies**
- **Appreciate differences, individuals, teams, tenure.....**
- **Design a benchmark position, consult and set metrics**
- **Carry out an intervention – survey/groups, diaries, dialogue**
- **Set goals and time frames – establish reward links**
- **Record and re evaluate**

■ Organisational Solutions

- **Solution-focused approach - individual AND organizational development**
 - Assess now: look at the local, regional, tenure, time
 - Acknowledge what must be done and what could be done
 - Focus on what you can control and how you can control it
- **Set up small working groups to plan – > do –> record**
- **EQ in comms – team sessions?**
- **Use external expertise and assistance**
- **On-going review – measure using a few different means**

■ Psychological Research

How is as important as what

Short, supportive communications regularly, voice and face-to-face best

Rumination exaggerates the negative

Don't encourage over-thinking/recording by complainant – engage in dialogue

Solution seek for each issue

Use active, short set pieces to bring solution focus

Break down solutions- do-able, regular, practiced, managed

Be timely but avoid rushing

Reduced capacity and increased intolerance of complainants

■ 3 tips for individuals for better mood

- **Keep some things the same and schedule them into your week**
 - Have different habits for weekends, not done during week
 - Have different habits for after or before work, not during lunchtime or breaks
- **Create exaggerated boundaries between working time and non working time**
 - Develop set pieces you like - actions, repeated (habits -> creating certainties to delineate leisure)
- **Purposely and conscientiously:**
 - Change some things
 - Keep some things the same

■ Working Solutions

- Review yourself - end of week, prep at beginning of week/shift (research on reflection)
- Set personal goals and link them to work insofar as work can facilitate them. Practice for 3 weeks. Health promotion.
- Set work goal, that personal can facilitate. Practice for 3 weeks.
- Be prepared to change your mind, nobody has to know!
- Note feelings: either set time and days or random alarm: honestly link them to actions.
- Work with Work Positive as a free on-line stress auditing tool repeated every three years
- Check out <https://www.workpositive.ie/>
- <https://www.hsa.ie/workplacestress>

Thank you

Questions & Answers Session



Our Vision:

Healthy, safe and
productive lives and
enterprises

Health and Safety Authority

Tel: 1890 289 389

International callers

00353 1 614 7000

www.hsa.ie



Risk Assessments in the Workplace – HSA Resources for Employers and Employees

Inspector: Brian Molloy
27th October 2022



@TheHSA
@EU_OSHA
#EUhealthyworkplaces



Introduction

- **Health and Safety Authority**
 - Strategy / Programme of Work
- **Enterprise & Employee Support Unit**
 - Focus Areas
 - BeSMART.ie
 - hsalearning.ie
 - Choose Safety
 - Consultation / Safety Representatives
 - COVID19

Within our occupational safety and health mandate we will:

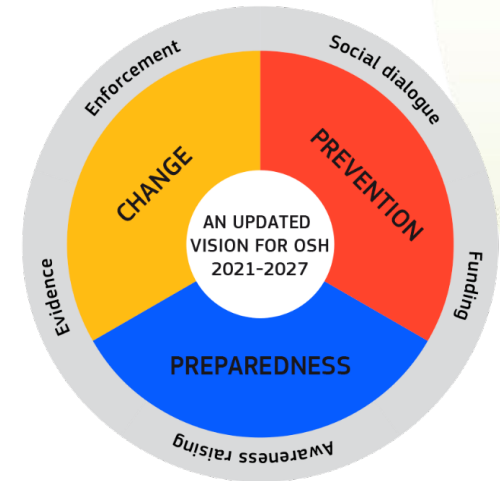
- prioritise and promote all aspects of the role of Safety Representatives and increase the provision of necessary supports and advice,
- provide increased guidance and advice on psychosocial and occupational health hazards and risks,
- provide increased supports for Small and Medium Enterprises (SMEs) including highlighting the business case for good health and safety practice,
- deepen levels of engagement with employees in the gig economy as well as migrant workers and vulnerable workers,
- provide guidance and tools to support employers and employees implement remote and flexible working practices, and
- undertake awareness raising campaigns and initiatives to promote a greater understanding of workplace risks, particularly emerging and long latency health risks.

EU strategic framework on health and safety at work 2021-2027

Occupational safety and health in a changing world of work

The strategic framework therefore focuses on three crosscutting key objectives for the coming years:

- anticipating and managing change in the new world of work brought about by the green, digital and demographic transitions;
- improving prevention of workplace accidents and illnesses;
- increasing preparedness for any potential future health crises;
- Focus on psychosocial and ergonomic risks, particularly with connection to digitalisation.



Enterprise and Employee Supports Goals

- Empower businesses to proactively engage in health and safety
- HSA Strategy and Programme of Work
- Safety statement and risk assessment for every business
- Education - Learn by doing
- Customer focused – what do they want and need?
- Consultation – employee engagement in health and safety
- Free
- Confidential
- Keep updated / new features



Small and Medium Enterprises



An Phríomh-Oifig Staidrimh

Central Statistics Office

Business Demography 2019

Business Economy

Active Enterprises
272,531

Persons Engaged
1,740,807

Enterprise Status

Births
14,112



Deaths
17,807

SME share of Business Economy

Active Enterprises
99.7%



Persons Engaged
66.4%

Number of Active Enterprises by employment size class

Under 10:
249,126 | 91.4%



10–19:
11,713 | 4.3%



20–49:
7,340 | 2.7%



50–249:
3,620 | 1.3%



250 and over:
732 | 0.3%



Number of Persons Engaged by sector

Services
821,033 | 47.2%



Distribution
390,546 | 22.4%



Industry
264,398 | 15.2%



Construction
158,227 | 9.1%



Financial & Insurance
106,603 | 6.1%





BeSMART.ie

2011 - 2021

Timeline

2011

**BeSMART.ie Launched
30 Business Types
Closed Source - Handson**

2013

**Redesign focus on customer
user interface and experience
- Responsive Design**

2015

High risk sectors added:
• **Construction**
• **Agribusiness**

2018

Website
• **Front end redesign**
• **PSCS business type
integration**

2022

• **User can create custom
business type**
• **Option to Add or Remove
Hazards from a Business
Type**



BeSMART.ie Overview

330

Business Types



86834

Accounts



522

Hazards



5000+

Controls



77465

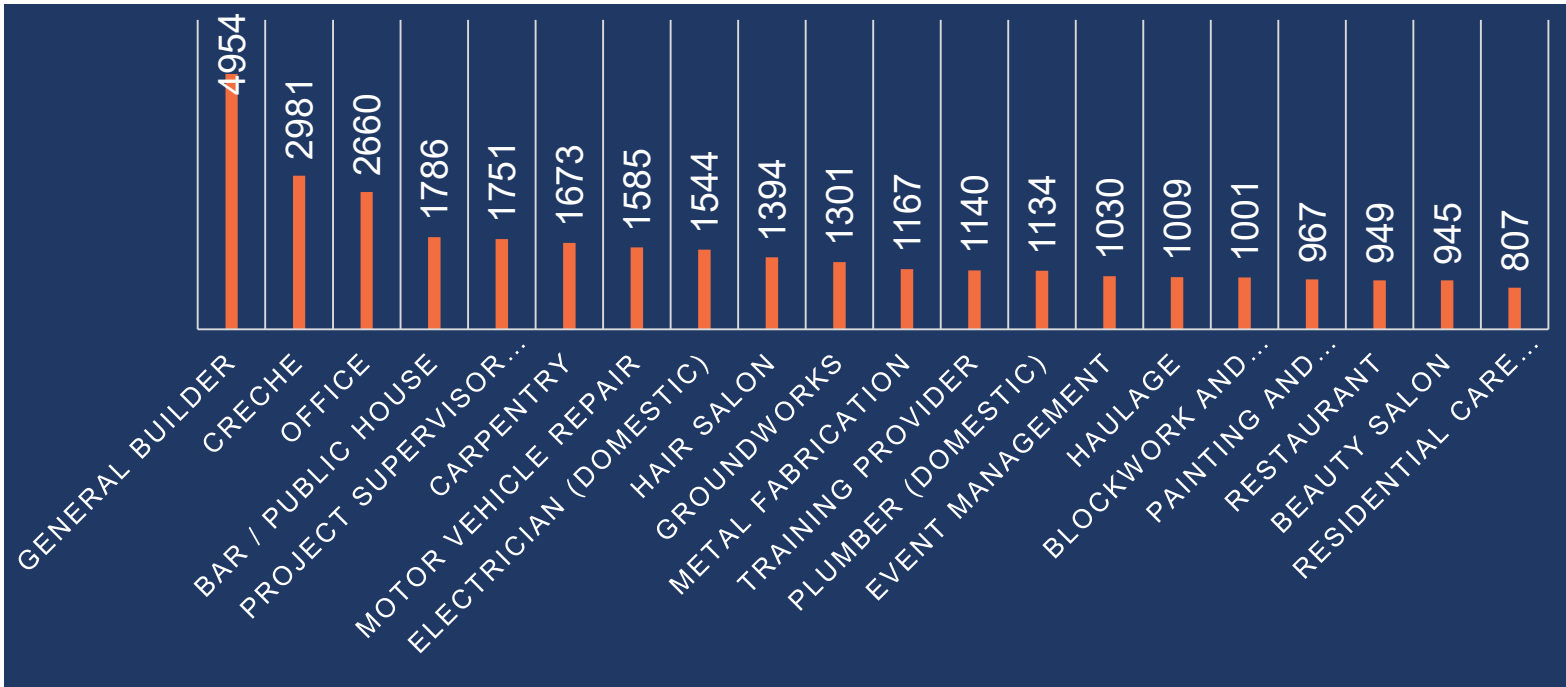
Complete Risk Assessments



Top 20 Completed Business Types 2011 - 2021

77465

Complete Risk Assessments



Completed Hazards

1,45m

Hazard
Assessments

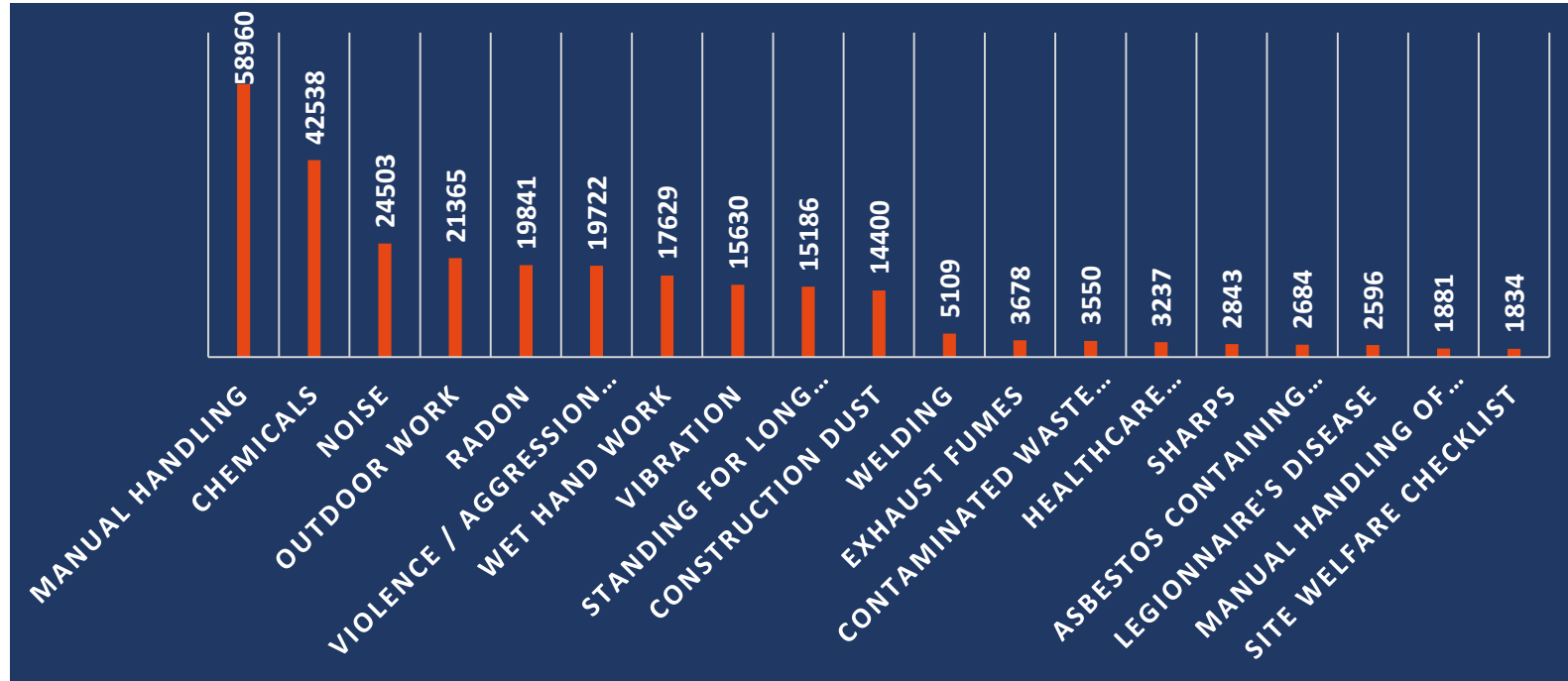
TOP 20 COMPLETED HAZARDS 2011 - 2022



Completed Health Related Hazards

1,45m

Hazard Assessments



The screenshot displays the BeSMART.ie website interface. At the top left, the logo 'BeSMART.ie' is accompanied by the HSA (Health Safety Authority) logo. Navigation links for 'View All Business Types', 'Learn More', and 'eLearning' are visible. A 'New User' button is on the left, and a login form with fields for 'brian_molloy@hsa.ie' and a password, along with a 'Login' button and a 'Forgotten log in details?' link, is on the right. The main content area features a central title 'Business electronic Safety Management And Risk assessment Tool' in a yellow-bordered box. Below this is a four-step process flow: 1. Free to use (with a crossed-out Euro symbol and a green checkmark), 2. Select your business (with an icon of a person and a tractor), 3. Prepare your risk assesment (with an icon of hands on a laptop), and 4. Download your safety statement (with an icon of a laptop and download arrows). At the bottom, a video player thumbnail shows two people flanking a screen with a play button, with the text 'Watch our video to find out more about BeSMART.ie' above it.

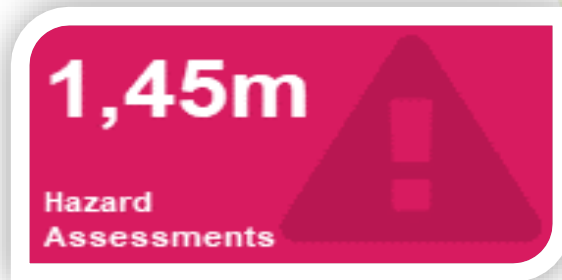
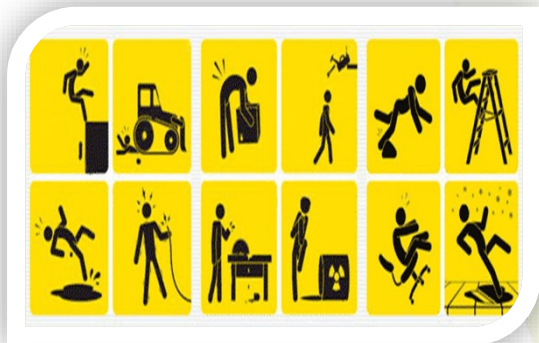
BeSMART.ie Structure

- Landing Page
- Registration
- Business Selection
 - Other Business
 - Construction Business
 - Agribusiness
 - Linked business types
 - Custom Business Type*
- Learn More
 - Sector Specific Information
 - Safety Representatives
 - FAQ's
- 4 Step Process



BeSMART.ie Risk Assessment

- **Risk assessments written using simple English**
 - No technical jargon
 - No legislative terms
 - NALA Guidelines – National Adult Literacy Agency
 - Around 25% adult population difficulty in reading and writing
- **The BeSMART.ie risk assessment is based on the following standard and technique;**
 - Standard – IS EN31010:2019 Risk Management – Risk Assessment Techniques
 - Technique Used: B4 Checklists - A simple form of risk identification. A technique which provides a listing of typical uncertainties which can be considered. Users refer to a previously developed list, codes or standards. The technique does not provide a quantitative output



Step 1 - Select

- **Select Business Type - 330**
- **New Functionality**
 - Create Custom Business Type
 - Other Business
 - Construction Business
 - Agribusiness
- **Edit Business Types**
 - You can add or remove hazards for any business type
 - This can only be done once for any selected business type

Hazard Panel for Office

Electricity ▶ Start	Fire ▶ Start	Slips, Trips and Falls ▶ Start
Manual Handling ▶ Start	Chemicals ▶ Start	Work at Height ▶ Start
Workplace Transport ▶ Start	Display Screen Equipment ▶ Start	Maintenance ▶ Start
Driving for Work ▶ Start	Aggressive / Violent Behaviour ▶ Start	Amusement Machines ▶ Start
Heating Ventilation and Air Conditioning Systems ▶ Start	Knives and Sharp Objects ▶ Start	Lone Working ▶ Start
Office Equipment ▶ Start	Radon ▶ Start	Visiting Customer Premises ▶ Start

Edit Custom Business Type Hazards

Customise Type

You can customise your business type and add or remove hazards. You must carry out this action before starting your hazard panel assessment

Notes

You can risk assess the hazards in any order.

- Click 'Start' on any hazard
- Click 'Yes' if the hazard exists in your workplace
- Click 'No' if the hazard is not applicable

You may re-visit any 'Complete' hazard on this screen to review or change the information you have provided

Further information and guidance is provided in the 'Learn More' section

Return To My BeSMART

Step 2 - Risk Assessment Process



Mandatory Hazards
10 Pack Hazards
Hazard Definition
Hazard Question

▶ Risk Assessment Management

Manual Handling

Manual Handling means the lifting, putting down, pushing, pulling, carrying or moving of a load which involves risk of injury due to risk factors such as: Load is too heavy, large, awkward or is carried away from the body. Load is lifted too high or carried too far / too often or involves bending and / or twisting. Inadequate space, uneven floor or steps / ramps

Do you or your employees lift, push, pull, carry, move loads or heavy objects in your workplace?

YES NO

▶ Print Hazard

▶ Download PDF

▶ Exit

Risk Assessment Process



- Mandatory Hazards
- 10 Pack Hazards
- Hazard Definition
- Hazard Question
- Hazard Controls
- Safety Statement

Task is organised to allow the use of mechanical aids (e.g. hoist, forklift, stairlift, gantry crane, winch, goods lift, pallet truck, trolley) **to avoid or reduce the need for manual handling**

Maintain the equipment in good working order and make sure staff are trained in its correct use. Lifting equipment such as hoists and lifts must be examined every 6 or 12 months by a competent person. Keep records

Task is organised so that handling is carried out between waist and shoulder height

Have you any additional controls or information you would like to add? YES NO

Add further information to your assessment

Print Hazard

Each manual handling task is assessed (Using the risk factors) **and measures put in place where needed to avoid or reduce the risks**

Risk Factors: Load is too heavy / large / awkward or carried with arms outstretched. Load is lifted above shoulder height, lowered to floor level or carried too far. Moving the load involves bending /twisting of body or is done more than 30 times per hour

Print Hazard

Employees receive relevant manual handling training where necessary

The control measures to be put in place may still require employees to carry out some manual handling. Employees need instruction on how to assess and lift loads safely and instruction is recommended to be delivered by a trained manual handling instructor

Action Lists – Follow Through

Indicate if the following controls have been implemented in your workplace.

Each manual handling task is assessed and measures put in place where needed to avoid or reduce the risks	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO ?
Task is organised to allow the use of mechanical aids to avoid or reduce the need for manual handling	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO ?
Task is organised so that handling is carried out between waist and shoulder height	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO ?
Heavy or large or unwieldy loads are broken down into more manageable weights or sizes or suitable mechanical aids / team lifts are used	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO ?
Work is planned to prevent handling over long distances or frequent repetitions	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO ?
Bending, twisting and unstable postures are avoided	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO ?
Employees receive relevant manual handling training where necessary	<input checked="" type="checkbox"/> YES <input type="checkbox"/> NO ?

▶ Hazard Control Summary

Manual Handling

Task is organised to allow the use of mechanical aids to avoid or reduce the need for manual handling

ADD TO ACTION LIST

NOT APPLICABLE

Manual Handling

Task is organised so that handling is carried out between waist and shoulder height

ADD TO ACTION LIST

NOT APPLICABLE

Manual Handling

Heavy or large or unwieldy loads are broken down into more manageable weights or sizes or suitable mechanical aids / team lifts are used

ADD TO ACTION LIST

NOT APPLICABLE

Manual Handling

Employees receive relevant manual handling training where necessary

ADD TO ACTION LIST

NOT APPLICABLE

▶ Save & Exit

▶ Continue

▶ Action List

Risk Assessment for

Assign Controls

Manual Handling

Task is organised to allow the use of mechanical aids to avoid or reduce the need for manual handling

Mark as complete

Assign Control

Manual Handling

Task is organised so that handling is carried out between waist and shoulder height

Mark as complete

Assign Control

Manual Handling

Heavy or large or unwieldy loads are broken down into more manageable weights or sizes or suitable mechanical aids / team lifts are used

Mark as complete

Assign Control

Manual Handling

Employees receive relevant manual handling training where necessary

Mark as complete

Assign Control

Notes

To aid you in tracking any actions required to complete your risk assessment, click on the 'Assign' button and provide the appropriate name and a due date.

Once the action is complete please click on the 'Mark as Complete' button.

Controls Not Applicable to Action List

▶ Print

▶ Download

▶ Save & Exit

Step 3 - Consultation – Employee Engagement

▶ Risk Assessment for

Consult



To complete your risk assessments you must consult with your employees on hazards that may affect them. You must also check that you have risk assessed all the hazards in your workplace.

Watch the video to learn how to do this

- [Print Consult List](#)
- [Return to hazards](#)
- [Confirm & Continue](#)



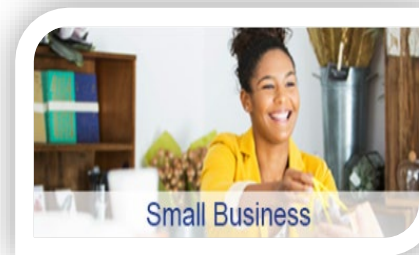
Step 4 – Management Screen

The screenshot displays the BeSMART management interface. At the top, there are navigation links: My BeSMART, My Profile, Contact Us, Learn More, and eLearning. Below the navigation, a yellow banner contains the text "My BeSMART" and a "Start New Risk Assessment" button. A dark grey bar below the banner is labeled "COMPLETED". The main content area is a table listing four completed risk assessments. The first row, "Risk Assessment for Office", is highlighted with a red border. Each row includes a pencil icon, the assessment title, a "Complete" status, start and last updated dates, and buttons for "Risk Assessment Toolkit", "Edit Risk Assessment", and "Delete".

COMPLETED			
	Risk Assessment for Office	Complete Start: 23 March 2022 Last Updated: 23 March 2022	Risk Assessment Toolkit Edit Risk Assessment Delete
	Risk Assessment for Bookmakers	Complete Start: 19 October 2021 Last Updated: 23 March 2022	Risk Assessment Toolkit Edit Risk Assessment Delete
	Risk Assessment for Project Supervisor Construction Stage (PSCS)	Complete Start: 29 November 2021 Last Updated: 9 March 2022	Risk Assessment Toolkit Edit Risk Assessment Delete
	Risk Assessment for Financial Institution	Complete Start: 10 November 2021 Last Updated: 19 January 2022	Risk Assessment Toolkit Edit Risk Assessment Delete



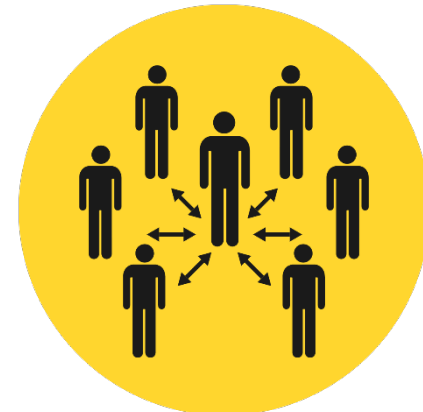
- 200,000 + Courses Taken
- 41 Courses
- 4 Short Courses Being Developed



Workplace Induction

- **8 Modules**

- Module 1 & 2 Mandatory – 45 mins each
- Modules 3 – 8 Optional – 20 mins each



Workplace Induction

- **Unit 1: Health and safety at work (Part 1) (Compulsory Unit)**
- **Unit 2: Health and safety at work (Part 2) (Compulsory Unit)**
- **Unit 3: Manual handling**
- **Unit 4: Ergonomics**
- **Unit 5: Housekeeping in the workplace**
- **Unit 6: Chemical safety**
- **Unit 7: Workplace transport safety**
- **Unit 8: Noise and machinery**

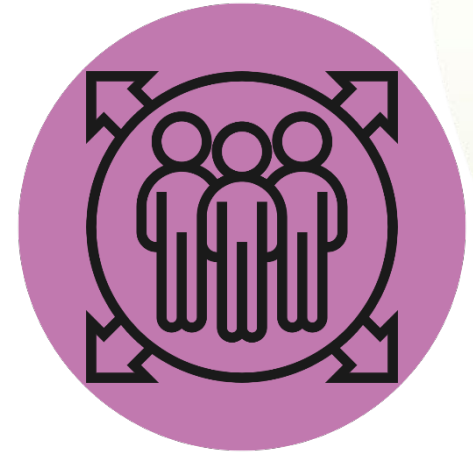
- **Group Manager Function**



Consultation and Safety Representatives



**Safety Representatives
Working Together for a Safe and
Healthy Workplace**



RAMS Key User / Worker Elements

- Consistent Process
 - 3 Steps & 8 Sections
- Easy to follow and understand

 **Development of the RAMS 3 Step Process**



RAMS Template - 8 Sections

The RAMS template consists of 8 sections, and these should be completed as necessary. When completing the RAMS, it is important to note that the hazards, associated risks, local conditions, system of work, resources, equipment and competencies required may change and this must be reflected / updated in the RAMS. The 8 sections are:

The RAMS template has been designed as an electronic fillable PDF form that can be downloaded and completed, saved and emailed to all stakeholders on completion or it can be printed and filled out manually.

Section 1	Contractor Details
Section 2	Site and Work Activity Information
Section 3	Method of Work
Section 4	Training Requirements
Section 5	Personal Protective Equipment (PPE)
Section 6	Emergency Procedures and Welfare Requirements
Section 7	Risk Assessment Method Statement Sign Off
Section 8	Appendices / Additional Information

RAMS Further Information

- **Available to download at:**
 - HSA.ie Construction
 - BeSMART.ie
 - QR Code
- **Review and Update as Required**
- **Write / Print Format**





HSA



Accidents



BeSMART.ie



Health & Safety



WORKPOSITIVE^{CI}

An tÚdarás Sláinte agus Sábháilteachta
Health and Safety Authority



Worker Health & the future of work

Healthy Workplaces Seminar, 27th October 2022

1989 was a pivotal year

Ireland

- **Factories Act 1955**
- **Safety in Industry Act 1980**
- **Safety Health & Welfare at Work Act 1989**
- **Safety Health & Welfare at Work Act 2005**

Europe

- European Framework Directive on Safety and Health at Work (Directive 89/391 EEC)
 - ‘Risk assessment’

International Labour Organization 2019

‘Safety and health at the heart of the future of work’

■ Challenges and opportunities

- Technology
- Demographics
- Sustainable development and OSH
- Changes in work organisation

■ Responding to these challenges

- Anticipation of new OSH risks
- Multidisciplinarity in managing OSH
- Building competence on OSH
- Widening the horizon: The link to public health

www.healthy-workplaces.eu

Covid-19 fast-tracked everything

■ Challenges and opportunities

- Technology
- Demographics
- Sustainable development and OSH
- Changes in work organisation

■ Responding to these challenges

- Anticipation of new OSH risks
- Multidisciplinary in managing OSH
- Building competence on OSH
- Widening the horizon: The link to public health

What will frame the OHS future?

- EU Strategic Framework on Health and Safety at Work 2021-2027
- HSA Strategy Statement 2022-2024
- EU-OSHA campaigns
 - 2023 - 2025: Safe and healthy work in the digital age
- Healthier Together Initiative (2022)
 - Mental health at work

Changes in work organisation...

- **the move to remote/hybrid working**
 - The vast numbers that are not, e.g. – manufacturing, etc.
- **the continued growth of the ‘gig economy’**
 - Increasing numbers of self-employed (many by choice)
- **the particular needs of vulnerable workers and migrant groups**
- **the impact of mental health issues in the workplace**

Responding to these health challenges

- **Acknowledge that legislation lags**
 - Anticipation of new OSH risks – **Identify hazards & risk assess**
 - Multidisciplinarity in managing OSH – **role of HR, Facilities**
 - Building competence on OSH – **HSA, EU-OSHA, others**
 - Widening the horizon: the link to public health – **HSE, ECDC**
- **Acknowledge the rise in atypical working**
 - **Blurring of the lines between work and home**

Responding to these health challenges

- **Education, promotion and guidance**
 - Health & Safety Authority
 - EU-OSHA
 - NISO
 - IOSH
- **Control the controllables**
 - Employers
 - Workers

THANK YOU

Any questions?