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Partnership and Joint Working

Item 3 – Chapter 12

Wednesday 17th April 2024

Introduction

- A number of Joint Working Groups established to deal with day-to-day is
- Health and Safety
- Diversity and Equality
- ASMP
- Uniform and Workwear
- Accommodation
- Training and Development



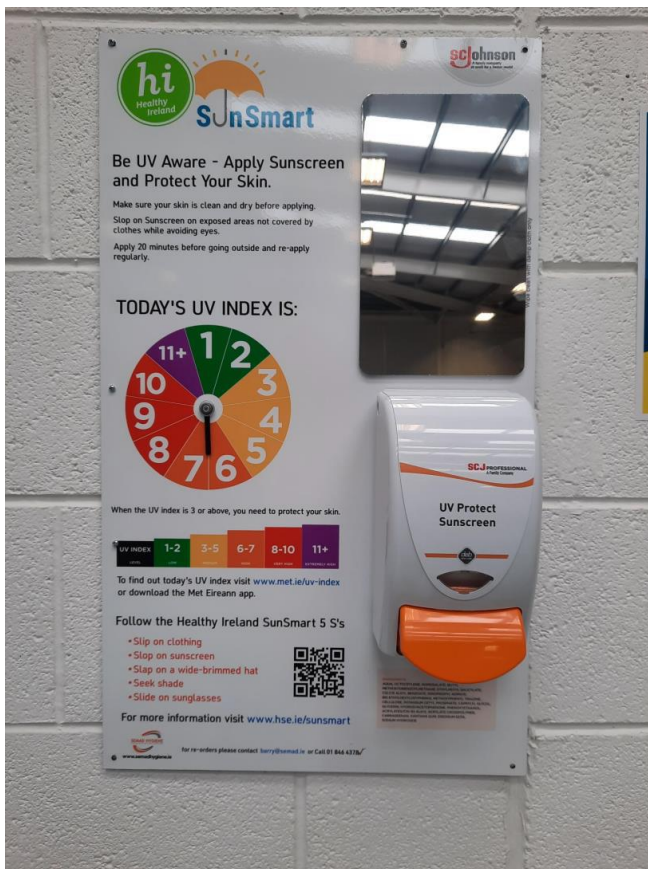
Health and Safety



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Skin Cancer Awareness



Since 2021 - Provision of personal issue
Sunscreen 150ml SPF 30 & 50 UVA & UVB
x 7000

Pilot -Wide brimmed Sun Hats 2022/23



The scale of the problem



Skin cancer is the most common form of cancer in Ireland with 13,000 cases diagnosed annually

The number of people being diagnosed with skin cancer in Ireland is rising rapidly



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Skin Cancer Prevention for Outdoor Workers



- Outdoor workers are identified as a high-risk group for the development of skin cancer as they spend long periods outdoor
- Recent Central Statistics Office (CSO) figures suggests almost 1 in 4 skin cancer deaths in Ireland are from the construction, outdoor and farming industry
- Most skin cancers could be prevented by protecting skin from ultraviolet radiation (UV). UV is a part of sunlight. It can damage the skin and increase risk of skin cancer
- Outdoor workers can be exposed to between 2-3 times more UV radiation than indoor workers

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What can outdoor worker do to protect their skin from the sun?



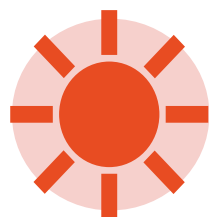
Slip on clothing that covers your skin such as, long sleeves, collared shirts.



Slop on sunscreen: Use sunscreen SPF 30 or higher 20 minutes before going outside and re-apply every 2 hours - more often if sweating.

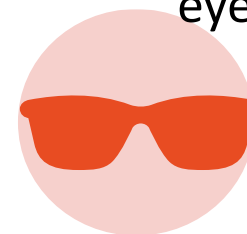


Slap on a wide brimmed hat, hard hat with a brim and use a neck flap.



Seek Shade - especially if outdoors between 11am to 3pm when UV rays are at their strongest. Plan your work outdoors early in the morning or late afternoon to avoid the peak UV sunrays. Use trees or portable shade for break times and lunch.

Slide on sunglasses. Use UV protective eyewear.



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Next Steps

- ❖ UV Policy in place
- ❖ Piloting Sun Glasses
- ❖ Sun Hats -Pilot An Post Branded issue

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Accident Rates 2023

- Accident frequency rate = LTA's / 100,000 Hours worked
- Accident frequency rate (IR1) = IR1's / 100,000 Hours worked
- Accident severity rate = Days lost / 100,000 Hours worked

	2018	2019	2020	2021	2022	2023
Accident Frequency Rate (LTA)	2.7	1.78	<u>1.46</u>	2.0	1.97	2.16
Accident Frequency Rate (IR1)	1.96	1.25	1.06	1.5	1.43	1.62
Accident Severity Rate	75	37.15	25.56	61	28.48	61
Fatalities	0	0	0	0	0	0

LTA = Lost Time Accidents
IR1 = HSA reportable accidents (>3 Days)

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An Post - Top 3 Hazards- based on potential risk & Incidents of High Concern

Slips Trips & Falls	Manual Handling Activities	Fleet Vehicle Related
<ul style="list-style-type: none">Offsite - Foot paths, Potholes, Kerbs, stairs, access/egress- public realm Less ControllableOnsite - Hindered walkways, Strapping & Wrapping, Stairs, poor housekeeping, situational awareness Totally Controllable	<ul style="list-style-type: none">Mails to parcels transitionOlder/Aging work forceManual processes - Parcel volumes.Loading / unloading VansProcessing activitiesDelivery activities	<ul style="list-style-type: none">Vehicle RollawayRTA'sDrive Off (HGV - Loading Bays)Damage & RepairPedestrians & Vulnerable road usersSpeedDriver behaviour

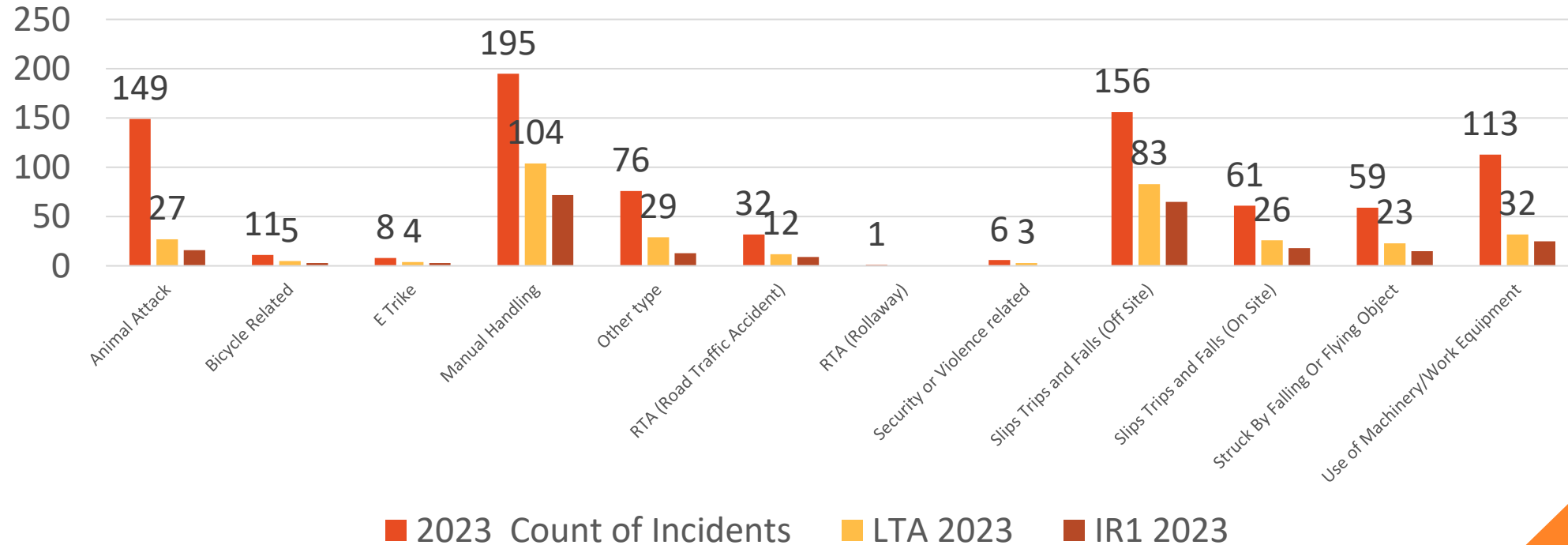
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Total Reported Accidents on Duty Counts 2023

Reported Workplace Accidents (Actual Injury)



Reported Accidents on Duty 868

Lost Time Accidents 348

IR1 / HSA Reportable 239

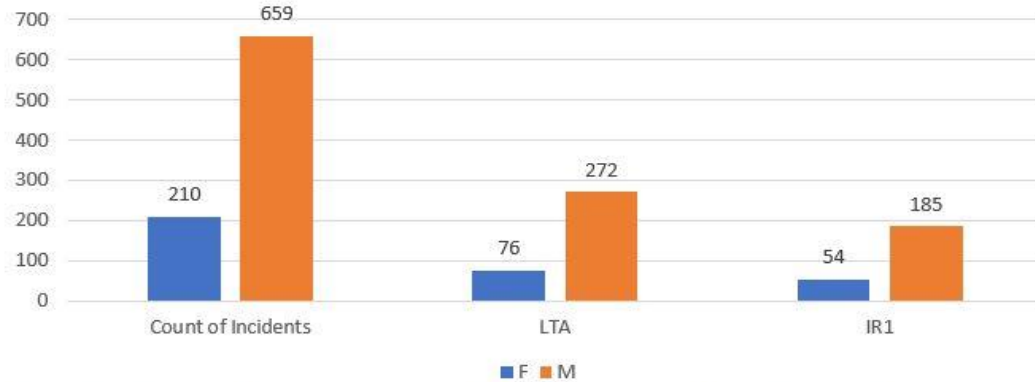
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Total Reported Accidents on Duty 2023

Total Accident on Duty by Gender

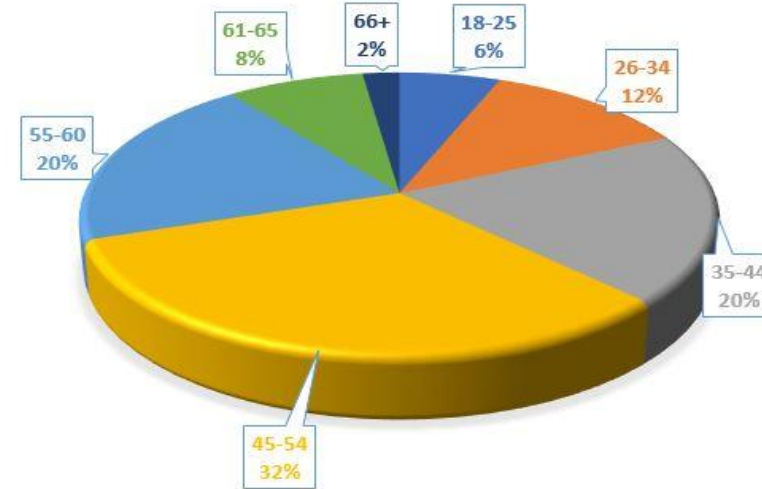


Gender Dist*	M	F	Total
M&P	6378 (81%)	1466 (19%)	7844
Retail	367 (40%)	558 (60%)	925
Corp Centre	206 (48%)	221 (52%)	427
An Post	6951 (75.5%)	2245 (24.5%)	9196

NOTE - The numbers for age and gender may not match the total counts as:

1. Some reports include 3rd parties
2. Some reports contain 2 people

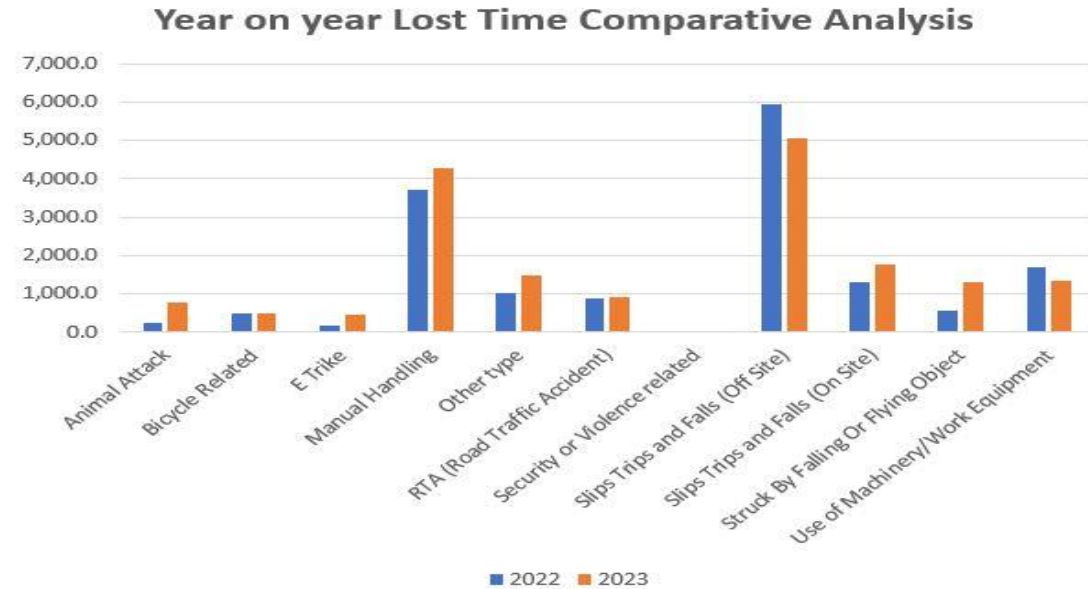
AOD BY AGE BRACKET





AOD Year on Year Lost Time Comparative Analysis

Detail	Absence Duration Days Accident (Actual Injury)	
	2022	2023
Animal Attack	240.0	788.50
Bicycle Related	491.5	492.00
E Trike	173.5	467.50
Manual Handling	3,695.5	4,277.00
Other type	1,013.5	1,473.00
RTA (Road Traffic Accident)	888.0	930.50
Security or Violence related	41.0	17.50
Slips Trips and Falls (Off Site)	5,927.5	5,054.50
Slips Trips and Falls (On Site)	1,320.0	1,772.00
Struck By Falling Or Flying Object	559.0	1,313.50
Use of Machinery/Work Equipment	1,677.0	1,345.00
Grand Total	16,025.5	17,931.00



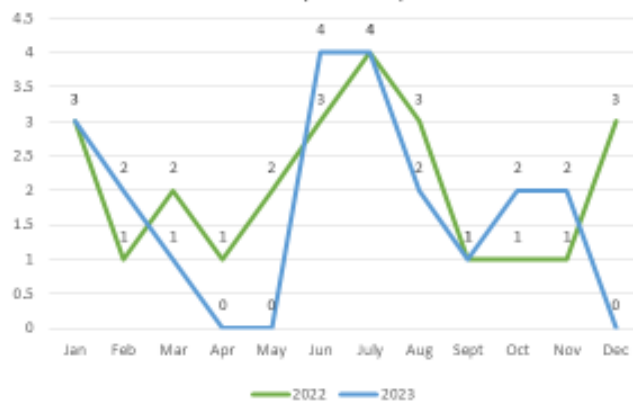
A total of **17,931** days were lost in 2023 due to 'accidents on duty'

8,937 of these days were due to AOD's that occurred prior to 2022 ~ 50% of all days lost

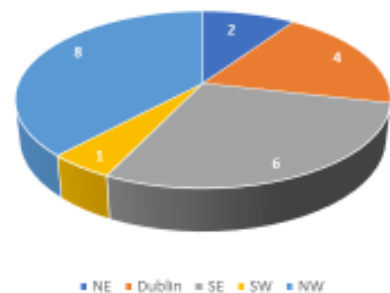
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Vehicle Rollaway Incidents

Year on year comparison

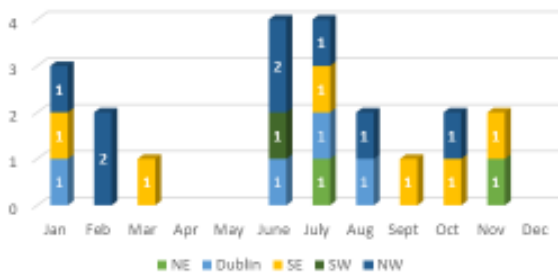


2023 Region Comparison



■ NE ■ Dublin ■ SE ■ SW ■ NW

Region by month



2022 Total Rollaways 25
2023 Total Rollaways 21



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JCC Issues

- E- Trike STP Update
- Roll away info campaign initiative
- Replacement fleet - incl. Short term Van hire
- AED procurement - further 20 units added
- New Safety Rep Forum/Conference - Held Q3 '23
- Remote DSE assessments (EXO + Hybrid)
- Replacement PPE
- EXO issues - HVAC & Environmental

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Future and Emerging Risks

- Aging/Older Workforce in a Manual Work Environment
- Management of Musculoskeletal & Work-Related Injuries
 - OSH Capacity & processes to aid Return to Work
- Fleet Safety - Driver behaviour - Larger Vans
- Emerging Risks
 - Psychosocial & Wellbeing issues
 - Impacts of New Technology / ICT
 - Hybrid/Remote Working
 - Sustainability & Human Capital

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Diversity and Equality

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Work completed

- Menopause Policy
- Disability Inclusion Policy
- Reasonable Accommodation Policy
- Domestic Violence

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Ongoing

- Gender Pay Gap report
- Term Time Review
- Sabbatical Leave
- Part time Working

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Attendance Support and Management Process

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Status

- High level of sick leave
 - Year to date - 9.04% - up 0.97% on the same period last year
 - 434 LTSA Cases
 - Person, Company, Colleagues and Union
- Need to address but our concerns also need to be addressed
 - ASMP Group needs to be reactivated
 - Occupational Health Service delays must be addressed
 - Long Term Sick Leave
 - Critical Illness
 - Ill Health Retirements
 - Fitness Assessments

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Critical Illness Protocol

- There are examples when extended sick pay arrangements may apply primarily associated with critical illnesses
- Examples of critical illnesses include:
 - Acute life-threatening illness;
 - Chronic progressive illness, with well-established potential to reduce life expectancy;
 - Major physical trauma ordinarily requiring corrective acute operative surgical treatment;
 - In-patient hospital care of 2 consecutive weeks or greater (2 consecutive days in instances of pregnancy).
- In such cases referrals are made by the Local HR Manager to Occupation Health and are based on either the
 - employee completing an application for CIP (Application form to be obtained from HR Manager)
 - HR Manager forming a view that CIP likely to apply



Branch Secretary Role

- Be aware of the sick pay limits and how they operate
- Where someone is on long term sick leave keep in regular contact with them
- If the illness is critical ensure they apply for Critical Illness Payment and follow up with the Company if necessary
- Assist them with any appeal on foot of a rejection of CIP
- Be aware of the Social Benefit Scheme and how they might claim if they are on reduced pay
- Encourage all members to join Medisan

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Uniform and Workwear

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Update

- HGV Trousers
- Distribution of 2024 Uniform
 - 13th May for 4 weeks
- Retail
 - Fleece



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Thank You

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