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Health and Safety

Item 5 – Chapter 5

Wednesday 17th April 2024



Update

- **Statistics**
- **Workers Memorial Day**
- **Safety Reps**
- **Mental Health and Psychosocial Risk**

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Fatal Workplace Injuries by Economic Sector 2014-2023 (NACE Revision 2)

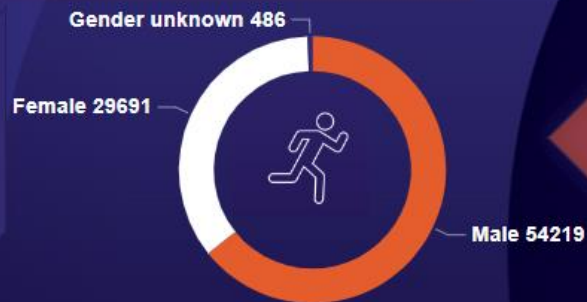
NACE	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	Total
▣ A-Agriculture,forestry and fishing	33	24	26	27	20	23	23	11	14	20	221
Crop and animal production, hunting and related service activities	32	18	21	25	15	20	20	10	14	16	191
Fishing and aquaculture	1	5	4	2	4	3	3	0	0	3	25
Forestry and logging	0	1	1	0	1	0	0	1	0	1	5
⊕ B-Mining and quarrying	0	2	1	0	0	0	0	0	0	0	3
⊕ C-Manufacturing	3	3	2	0	2	2	4	5	0	1	22
⊕ D-Electricity; gas, steam and air conditioning supply	1	0	0	0	0	0	0	0	0	0	1
⊕ E-Water supply, sewerage, waste management and remediation activities	0	3	1	1	2	2	1	2	1	2	15
⊕ F-Construction	6	11	10	6	5	12	17	10	7	10	94
⊕ G-Wholesale and retail trade; repair of motor vehicles and personal goods	5	3	2	3	2	2	4	2	1	2	26
⊕ H-Transportation and storage	3	3	1	5	8	6	2	6	1	2	37
⊕ I-Accommodation and food service activities	0	0	0	1	0	0	1	0	1	0	3
⊕ J-Information and communication	0	0	0	0	0	1	0	0	0	1	2
⊕ K-Financial and insurance activities	0	0	0	0	0	0	0	0	0	0	0
⊕ L-Real estate activities	0	0	0	0	0	0	0	0	0	0	0
⊕ M-Professional, scientific and technical activities	1	0	0	0	0	0	0	0	0	0	1
⊕ N-Administrative and support service activities	2	0	2	0	0	1	0	0	0	3	8
⊕ O-Public administration and defence; compulsory social security	0	4	1	5	0	0	1	0	2	0	13
⊕ P-Education	0	0	0	0	0	0	0	1	1	0	2
⊕ Q-Human health and social work activities	0	2	1	0	0	0	0	0	0	2	5
⊕ R-Arts, entertainment and recreation	1	1	1	0	0	0	2	1	0	0	6
⊕ S-Other service activities	0	0	0	0	0	0	0	0	0	0	0
Total	55	56	48	48	39	49	55	38	28	43	459

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Non - Fatal Workplace Incident Statistics 2013-2022

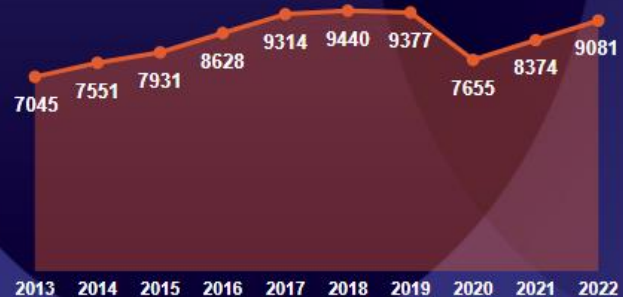
Non - Fatal Incidents by Employment status



Non - Fatal Incidents by Age Group



Non - Fatal Incidents by Year



Outdoor Workers

How working in the sun puts you at risk of death

By Brein McGinn

NEARLY one in four skin cancer deaths in Ireland come from people working outdoors in the construction or farming industry.

By Brein McGinn
A trio of Irish organisations launched the annual SunSmart campaign to highlight the issue for outdoor workers who are very vulnerable to skin cancer. We want to encourage farmers to reduce their risk of sun damage by organising their day so that they are in the shade between 11am and 3pm, and

OUTDOOR WORKERS MUST BE PROTECTED FROM SUN

SKIN CANCER RISK FOR FARM & BUILDING STAFF

DANGER Working outside

OUTDOOR WORKERS ARE AT GREATER RISK OF SKIN CANCER.

GETTING PAINFUL SUNBURN INCREASES YOUR RISK

<p>Protect your skin</p> <ul style="list-style-type: none"> Keep your hat on Use the shade Wear sun glasses Use sun cream SPF 30 or higher 	<p>Spot cancer early</p> <p>Get any skin changes checked by your doctor</p>
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- **1 in 4 (26.6%) of skin cancer deaths in Ireland are from the construction, outdoor and farming industry**
- **71 deaths in Ireland related to sun exposure at work**

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CWU Band Workers Memorial Day 2023



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Workers Memorial Day 2023 CWU Attendees



 Workers' Memorial Day
28th April

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This Year

- ❖ Monday 29th April 2024 - Garden of Remembrance, Parnell Square, Dublin 1
- ❖ Want everyone to participate
- ❖ Organise a minutes silene
- ❖ Safety reps carry out workplace inspections
- ❖ Share photos and send details of any activity to Fan so we can share on Social Media
- ❖ Branches sharing anything themselves should use the hashtag *#WorkersMemorialDay* and *#IWMD24* on any posts and tag relevant organisations including @NISOIreland and @HSA on Twitter.

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Safety Reps



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Launch of Safety Rep Resource Book ICTU BDC 2023



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Safety Representatives Survey

- HSA anonymous online survey - consultation and safety representatives
- Running for 2 months (April to June 2024)
- The survey can be completed by employers, employees, safety representatives, safety officers, and occupational safety and health professionals.
- It is accessible at this link:
<https://forms.office.com/e/NAZy1Dx5Ut>



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SAFETY REPRESENTATIVES NATIONAL CONFERENCE 2024



DUBLIN CASTLE, HIBERNIA
CONFERENCE CENTRE



TUESDAY, 12
NOVEMBER 2024
9:30AM - 4:30PM

HSA

An tÚdarás Sláinte agus Sábháilteachta
Health and Safety Authority



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Different Functions/Requirements: SR Resource Book

<p>The Bible (protection) 𐄂</p>	<p>The 'One-Stop' Reference Book/Encyclopaedia (guidance) 𐄂</p>	<p>The Sell (motivation) 𐄂</p>
		
<p>The textbook/manual (influence/promotion—training/education) 𐄂</p>	<p>The eBook/Online Reference Guide (support) 𐄂</p>	<p>The Pocket Guide (on-the-job) 𐄂</p>
		

An Post Safety Reps Forum CWU 2023



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Mental Health and Psychosocial Risk

- Workplaces are key to promoting positive mental health.
- We need to highlight the issue of mental health and the statutory obligations of employers to carry out risk assessments
- Employers and employees must also have access to relevant information and practical guidelines.

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What do we mean by Psychosocial?

- The term 'psychosocial' relates to the combined influence that psychological factors and the surrounding social environment have on a person's physical and mental wellness and their ability to function.
- From a workplace perspective, 'psychosocial' refers to the hidden workplace. For example, social and cultural norms or the way people interact with each other, or the system of work.
 - "Psych" refers to the mindset of the individual(s).
 - 'Social' refers to the work environment - that is, the work culture, communication, or how work is done.

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Work Related Stress (WRS)

- WRS is stress caused or made worse by work.
- It refers to when a person perceives their work environment to be overly taxing, so that their reaction involves feelings of an inability to cope, which invoke fear in that individual.
- This may be caused by perceived or real pressures, deadlines, and threats within the working environment.

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MENTAL HEALTH

- **2.3m in Employment -
*Highest Ever***
- **4.4% Unemployment**
- **50% of your Waking Time
is at Work**



Mental Health at Work

- ❖ Thousands of people at work face ignorance and prejudice because of mental health problems
- ❖ We need to provide a service to members with mental health problems by training our Reps and officials
- ❖ In the process of resolving mental health issues in the workplace, reps can also persuade managers and employers to adopt a less prejudiced attitude to mental health in general and they can be part of changing the overall picture for the better.

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Employers Responsibilities

- Carry out a risk assessment
- Put in place control measures for all identified hazards,
- Ensure policies and procedures are brought to the attention of employees,
- Ensure managers / supervisors are competent / trained to appreciate how to best deal with psychosocial hazards and keep records of issues arising.
- Provide protective support such as Occupational Health or Employee Assistance Personnel

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Worker Participation

- Although employers have a legal responsibility to ensure that workplace risks are properly assessed and controlled, it is essential that workers are also involved.
- Trade Union Reps have the best understanding of the problems that can occur in their workplace.
- By sharing that knowledge with managers and employers, we can help to shape planning and implement solutions.
- Worker involvement is particularly crucial to successfully dealing with stress and psychosocial risks in the workplace because, by consulting workers, managers are helping to create a climate of trust in which workers will feel comfortable about raising concerns.

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Psychosocial Hazards

- Bullying
- Conflicting demands and lack of role clarity
- Lack of control over the way work is done and / or the work rate
- Lack of support from colleagues and / or management
- Poor communication or lack of communication
- Shift work
- Job insecurity
- Remote working
- Poorly managed organisational change
- Lone working

Proper management of these hazards helps to promote workplace safety and health and also reduces the incidence and cost of claims.

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Stressors

➤ Demands

- ❖ The type and the amount of work

➤ Controls

- ❖ Policies. Procedures, training

➤ Supports

- ❖ OHS or EAP

➤ Managing Workplace Relationships

➤ Role

- ❖ employees being informed of and understanding their job role and boundaries

➤ Change

- ❖ Communication of change





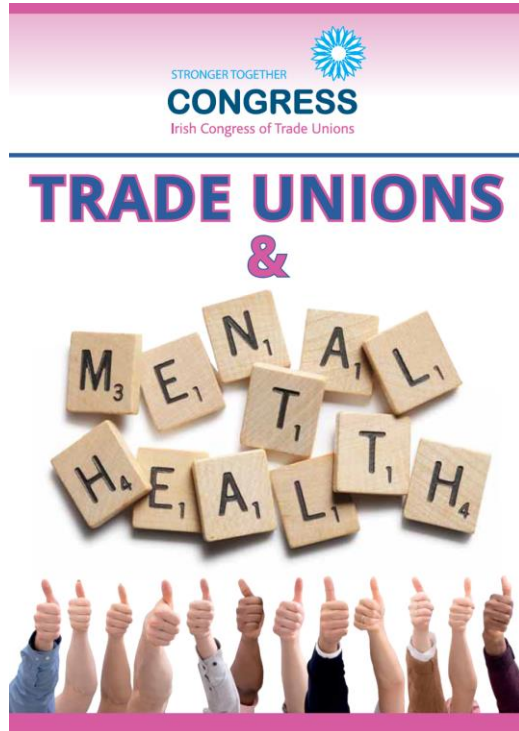
What can we do?

- Colleagues will experience mental health issues at some time during their working life
- It is always difficult to deal with such instances and it is important that Union reps understand how they can assist these members.
- What should we do
 - ✓ Reassure the member that you and the Union will support them as appropriate.
 - ✓ Remember that the member may not recognise that they have a mental health problem.
 - ✓ Be aware that other diversity issues may have an impact on someone's mental health.
 - ✓ Give the member the time and space to explain their difficulties.
 - ✓ Be honest. Don't pretend you know the solution if you don't.
 - ✓ Advise them that you are there as a support and that you will work with them to find solutions.
 - ✓ Accompany them to any meetings they may be attending with management and assist them in raising any issues of concern.

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ICTU Mental Health Charter



Charter Commitments

To create an open and inclusive workplace for our employees which upholds respect for those with mental health issues

To work with and develop policies with the Companies where we hold representation rights to support our members who experience mental health issues in the workplace

To promote equality of opportunity and challenge discrimination in the workplace

To promote equality of opportunity in recruitment, selection and promotion particularly for those with mental health issues

To identify and provide sources of information, training and support for our representatives to allow them to provide support to our members experiencing mental health issues

To promote healthy lifestyles and wellbeing at work through a range of initiatives from flexible working to mental health

WORK POSITIVE^{ci}



- A free, online, easy to use, innovative, confidential, psychosocial risk management process.
- Provides feedback on workplace stressors, employee psychological wellbeing and critical incident exposure in the workplace. It delivers structured guidance enabling organisations to develop an action plan to mitigate against these stressors.
- Internationally recognised, utilised and endorsed

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THE FOUR STAGES OF WORK POSITIVE^{CI}

The Work Positive^{CI} process is aligned with the Psychosocial Risk Management European Framework (Prima-EF). Work Positive^{CI} is the first psychosocial risk management process specific to critical incidents in Europe.

PREPARE



MEASURE



ACTION PLAN



REVIEW



[CLICK HERE TO SEE A SAMPLE REPORT](#)

THE BENEFITS OF WORK POSITIVE^{CI}



- ◉ Identify psychosocial risks including critical incident exposure
- ◉ Get actionable feedback
- ◉ Improve performance
- ◉ Supports legislative requirements
- ◉ Free and easy to use
- ◉ Confidential



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