

OCCUPATIONAL SAFETY & HEALTH NEWSLETTER

NHSF, Workplace Health & Wellbeing Unit, HR, Issue 7

Inside this issue

- SCA Awards
- What's New
- WHWU Conference
- HSA Programme of Work
- Corporate Manslaughter
- Learn & Share
- Healthy Workplace Framework
- NHSF Website
- Information Sessions

STATE CLAIMS AGENCY AWARDS, 2017

The National Health and Safety Function (NHSF) receives recognition certificates at the recent State Claims Agency Awards, 2017.

NHSF received recognition for the **creation of a unified National Health and Safety Function for the HSE** and the work completed on the **HSE's Stress Management Programme**.

The innovative creation of the NHSF has improved the reach and access to health and safety expert advice nationally.



Nick Parkinson (Centre), Head of NHSF receives SCA recognition



Karen McKiernan (Centre), H&S Advisor, I&A Team receives SCA

NHSF also received a recognition for developing the HSE's **Stress Management Programme** which provides information for managers to adequately manage workplace stress. This information was delivered through 19 seminars attended by 842 managers. The seminars were facilitated by the NHSF, in collaboration with experts from Occupational Psychology, Occupational Health, Employee Advisory & Counselling Services, Health Improvement & Improvement and Learning, Education & Development.

Details of the programme are available at www.hse.ie/safetyandwellbeing.

WHAT'S NEW?

The Health and Safety Authority (HSA) has recently released the following guidance documents that may assist you in your management of health and safety.

Click on images to view



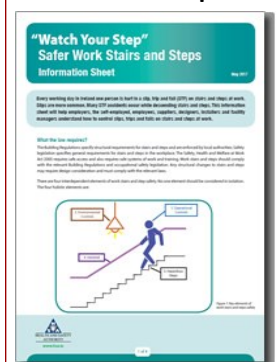
OSH and Home Care



Safety Rep & Safety Committee



Safer Work—Stairs & Steps



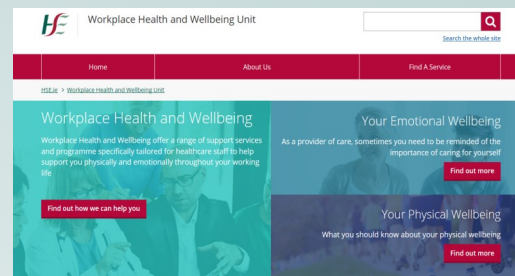
WORKPLACE HEALTH AND WELLBEING



Workplace Health & Wellbeing is tasked with ensuring the delivery of high quality staff support services including Staff Health, Safety and Wellbeing, Occupational Health, Health Promotion and Employee Advisory and Counselling Services. On the 19th May 2017, the Workplace Health and Wellbeing (WHW) Unit held it's inaugural conference at Tallaght Hospital.

WHW WEBSITE

The [Workplace Health and Wellbeing](#) website is now available and has been designed to provide information on the current range of support services and programmes specifically tailored for healthcare staff to help support them physically and emotionally throughout their working life.



OCCUPATIONAL HEALTH STANDARDS



The conference launched the [HSE Standards for Occupational Health Services in the Irish Health Services](#).

These standards have been developed by a multidisciplinary group, including members of Occupational Health Services, the National Health and Safety Function and Staff Health and Wellbeing. The aim of these standards is to promote the consistency of service delivery by driving improvements in the quality and safety of our OHS services.

The standards contain 5 themes, 17 standards and a Quality Assessment and Improvement (QA+I) framework that will be used in the implementation of the standards.

See OH Standards on the [WHW website](#) for more details.

HSA PROGRAMME OF WORK, 2017

HSA will be conducting a risk-based inspection programme focusing on the management of occupational safety and health, with 170 inspections to be completed in the healthcare sector, with action taken to ensure the control of risks where required.

The HSA will also conduct an additional inspection campaign with particular emphasis on the control of violence and aggression, chemical safety and stress at the place of work.



See [Programme of Work 2017](#) on HSA website

To help you with HSA inspections, we have prepared

FAQs on

- [Work Related Aggression & Violence](#)
- [Chemical Safety](#)

Risk Assessments on

- [Chemical Agents](#)
- [Workplace Stress](#)

CORPORATE MANSLAUGHTER – IMPLICATIONS FOR MANAGERS

Corporate Manslaughter occurs when an organisation fails to meet the standard of care required to prevent substantial risk of death or serious personal harm, and to take all reasonable measures to anticipate and prevent risks.

The Corporate Manslaughter Bill 2016 will create two new criminal offences which will have significant impact on healthcare service providers.

1. An offence of Corporate Manslaughter is created when a person's death is caused by gross negligence by an "undertaking" (company, corporate body, charity, government department or statutory body) resulting in a large fine.
2. A "high managerial agent" (Director, Manager or Senior Official) may also be charged with a criminal offence of "grossly negligent management causing death" in an organisation which has been convicted of Corporate Manslaughter. This could occur when the high managerial agent knew or ought to have known of risk of death or serious personal harm, and failed to take reasonable efforts to eliminate the risk which contributed to the death. On conviction, the Director Manager or Senior Official could also be fined and/or given a jail sentence and disqualified from acting in a management capacity for up to 15 years.

A court will consider the actual and stated responsibilities of the employee to establish if the employee should have known of the risk, and whether it is in the power of the employee to eliminate the risk and if not whether the employee passed information on the risk to others who can eliminate the risk.

It will also take account the organisation's goals, communications, regulation and assurance systems including rules, policies, allocation of responsibilities, training and supervision of staff and any previous response of the organisation to other incidents involving death or serious personal harm, when determining if there is a breach of the standard of care required.

Other sanctions that can be made include Remedial Orders, Community Service Orders or Adverse Publicity Orders.

Note this is a brief summary of the Bill that has been published. Source www.healthmanager.ie article by Davnet O'Driscoll, Head of Employment Law at Amory Solicitors.

Article suggested by Kevin Little, Deputy DoHR/ERM (Operations)

LEARN AND SHARE – HAVE YOUR STAFF BEEN TRAINED?

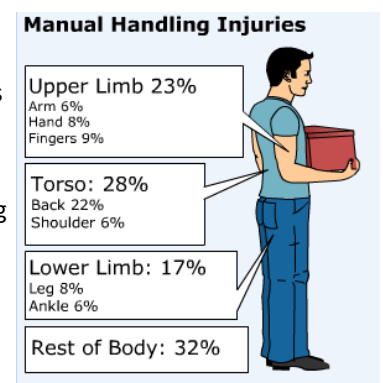
A worker in a hospital's record department, who suffered a back injury when placing bundles of files on a trolley, was awarded damages by the High Court. The woman claimed she had not been given any **manual handling training** before the accident, though she was subsequently.

While an engineer for the hospital gave evidence that the weights carried were not excessive, he agreed "the manual handling training regulations were mandatory".

The High Court judge said the failure to provide training was the principal cause of the accident. Prevention is better than cure. *Ref: Kelly v Bons Secours, Health & Safety Review, May 2017*

To help you,

- [HSE Manual Handling & People Handling Policy, 2012](#)
- Manual Handling Awareness programme is available on [HSELand](#)
- Manual Handling Training available from HSE. For brochure and booking forms, go to our [website](#)



Stats from HSA

HEALTHY WORKPLACE FRAMEWORK

The Healthy Workplace Framework is being led by the Department of Health and the Department of Jobs, Enterprise and Innovations.

The framework will provide guidance, which can be adapted to any workplace setting, to help create and sustain healthy workplaces throughout Ireland.

Workplaces directly influence the physical, mental, economic and social wellbeing of workers and in turn, the health of their families, communities and society.

With over 2 million workers in Ireland we are offered an ideal setting and infrastructure to support the

promotion of health to a large audience.

The World Health Organisation (WHO), workplace health programmes are one of the best ways to prevent and control chronic disease, and also to support mental health.

The development of a Healthy Workplace Framework across both public and private sectors will encourage and support the development of Health and Wellbeing programmes in all places of employment.

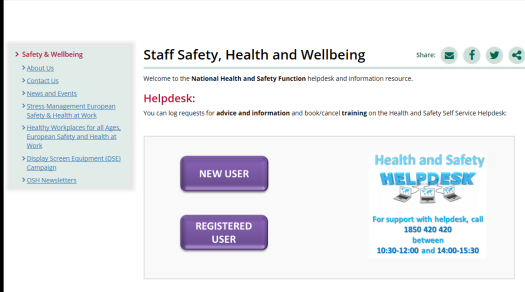
This will be further strengthened in the public sector by legislation to require all public sector employers to

have and report on a health and wellbeing policy.

The framework will enable the HSE to recognise and enhance existing initiatives.

The National Health and Safety Function (NHSF) is proud to





HEALTH & SAFETY WEBSITE.

We've listened to your feedback and re-designed our website to make it easier for you to access the Health and Safety Self Service Helpdesk to log your requests for **advice and information** and book/cancel **training**.

See <http://www.hse.ie/eng/staff/safetywellbeing/>

HEALTH & SAFETY INFORMATION SESSIONS

To assist managers in implementing an effective health & safety management programme, the National Health & Safety Function Information & Advice Team are offering support and assistance to managers through the delivery of Information sessions.

The aim of these information sessions are to inform managers of:

- the benefits of accessing the help desk/website
- how to access the information available on the website
- how to log a request to the help desk & explanation of the process involved
- key topics/emerging trends to the help desk.

The sessions will also offer managers an opportunity to discuss any health & safety issues pertaining to their area.

Should you wish to book an information session in your area (**min attendance 20 managers**):

Please email your name, CHO/Hospital Group, job title and contact details to Kathleen.OHanlon@hse.ie

