



# Safety Snapshots

David Associates Ltd  
(DAL)

Volume 2 Issue 1  
July 2005

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## Hazardous Waste—new legislation explained.

The Hazardous Waste Regulations 2005 come into effect on 16th July 05, to replace the Special Waste Regulations, but what does this mean for businesses that need to comply.

There are many new items that will become hazardous waste, e.g. TV sets, fluorescent light tubes, computer monitors etc.

Many companies will find themselves as 'hazardous waste producers' for the first time.

But it is not all doom and gloom, at least there are some benefits:

The removal of the need to advise the Environment Agency by consignment note of hazardous waste transfers,

Firms will annually register a site where hazardous waste is produced, and waste management companies will be allowed to register your site on your behalf, all of which reduces the administrative burden on waste producers.

Agricultural premises are exempt until September 2006 and some premises e.g. offices, schools, medical centres, shops etc will be exempt if they produce less than 200Kg of hazardous waste annually. This equates to approximately 10 PC monitors or 500 fluorescent tubes.

Many companies are currently dealing with 'special waste' but this classification will disappear and all those items will now be termed 'hazardous waste' to reflect the European Hazardous Waste List.

Further information can be obtained from the Environment Agency website: [www.environment-agency.gov.uk/subjects/waste](http://www.environment-agency.gov.uk/subjects/waste)

or from your waste management contractor or of course from DAL

Please ensure that you check the Environment Agency registration details of your waste carrier as the 'duty of care' under the Environmental Protection Act still rests with the waste producer.



**'Hazardous Waste' Small producers may be exempt from registration**

## Work Experience - Risk assessment for Young Persons

During the year, many companies offer work experience to young people. This is a marvellous thing to do, but make sure that you cover yourself and adequately assess the risks. The Management of Health and Safety at Work Regulations 1999 reg. 19 lists a number of aspects to consider in the assessment, also the HSE booklet (INDG364 The Right Start) lists items to consider:

Physical capability, toxic or carcinogenic substances, radiation, lack of experience and training, work involving extremes of heat or cold, vibration or noise.

In effect your assessment must look at the attention span of young people, their lack of knowledge of hazards and their low perception of risk. One must consider the wide range of mental and physical capabilities and the intensity of the

work rate required.

Ensure that you keep a record of your findings and communicate them to the parent, guardian or carer of the young person prior to them commencing the work experience.

If any doubt exists about their safety, then assign different tasks to the young person, but above all else, explain to them the reasons for your control measures.

## Safety Shorts

New rules on Hand Arm Vibration and the introduction of Whole Body Vibration legislation was introduced on 6th July 2005.

Employers have a responsibility to assess the risks and put into effect a hierarchy of controls to eliminate or adequately control all vibration that affects the body. Visit HSE website: [www.hse.gov.uk/vibration](http://www.hse.gov.uk/vibration) for further information

## Workplace Kitchen safety



**The kitchen is often a place that is not managed effectively, yet it is a place where danger lurks in every crevice**

Many workplaces provide a kitchen or a rest room for their staff to rest and relax during their breaks and it is often a place where managers do not go, subsequently the area is often neglected. Hazards lurk for the unsuspecting and often present a greater risk to the workforce than any other workplace environment.

Have your staff brought in extra electrical appliances, e.g. coffee makers, sandwich toasters, radios, TV's, small fridges, etc. Many of these items emanate from forgotten places at home and appear in the kitchen for the 'common good'. Are they electrically safe, are the leads

frayed, are they correctly fused or has a 13 amp plug just been put on because it was there.

Many firms provide a fridge for their staff to keep milk and sandwiches and drinks etc, but few check to see whether it is working correctly within the temperature range laid down under food storage legislation or manufacturers specification. How many companies check the microwave for radiation leakage? The old chairs and tables seen in some rest rooms would be often be condemned by scrap merchants as worthless.

Employers beware, if you pro-

vide rest facilities they must conform to the same legislation and standards as the rest of the workplace. Furniture must be stable and suitable, equipment must be tested, fridges must be temperature checked and cleaned (that 3 year old bottle of milk must be disposed of). Work surfaces must be hygienic, floors clean and slip proof. Waste must be dealt with correctly, especially as this is probably food waste and is outside of your normal waste management strategy. It is essential that these areas are managed, albeit discreetly, with a regular workplace inspection regime by a responsible person.

## Working Time Regulations—time marches on

### Working Time Regulations

**Are they really anything to do with safety ?**

The Working Time Regulations (WTR) have been in force since 1998 and have been amended several times since then. They have recently been in the news with the proposal by the EC to force the UK to dispose of the 'opt out' provisions. The WTR are enforced by the HSE as part of safety legislation, but is this right or should they be administered as employment law?. There are several pros and cons for this discussion, but essentially they are safety driven legislation. It is part of

the Health and Safety at Work Act that the employer must provide competent work colleagues and a safe place of work. Without some monitoring of hours, how can the employer be sure that their workforce are not overworked, tired and prone to mistakes, thereby threatening the safety of others.

The employer must keep records of hours worked by employees. The form of these records is up to the individual company, but must be able to

demonstrate compliance with the requirements of Reg 4, i.e. An average maximum of 48 hours worked over a continuous 17 week period. The 'opt out' process still applies in the UK, although care must be exercised in it's use, particularly when high risk tasks are involved in the work.

Fundamentally the regulations are designed to protect employees against accidents caused by fatigue due to long hours.

## ICE—In Case of Emergency



**It takes seconds to do and may save your life**

ICE is a new initiative launched by the Ambulance Service, in the wake of the London bombings, on 7th July 2005, . It calls for all mobile phone carriers to participate in the ICE project.

ICE stands for **In Case of Emergency** and is designed to assist the emergency services to contact next of kin or persons who will know you well enough to be able to help them to contact relatives, friends or even provide information about your

medical history.

Imagine a scenario where you are allergic to 'nubain', a common drug used for pain relief and often administered by paramedics. If they were able to speak to the ICE contact on the patients mobile phone, they could avoid exposing the patient to this drug and use another. This would assist in recovery of the patient and provide medical staff with vital information for future drug pre-

scription. You can list as many people as you want as ICE contacts.

Instructions:

In your mobile phone address book add ICE- (name of contact) and phone number, if adding more than one person list them in order of priority and availability. e.g. ICE1wife. ICE2daughter. ICE3brother etc

It takes seconds to do and may save your life.



## Consultation with employees

Every employee has the right to be consulted about arrangements at work for their health and safety. The employer must provide proper consultation, it is insufficient to just tell the workforce what is happening. There are obviously statutes that must be complied with, but the information about how this compliance is to be achieved must be communicated to affected employees and their views considered seriously.

New regulations which came into force in April 05 put in place a procedure for the consultation process, particularly when the consultation takes place with representatives, rather than the whole workforce. For a small company, it is easy to arrange a meeting and dis-

cuss the health and safety arrangements, but with larger employers this is quite difficult, so safety representatives are elected by the workforce and a health and safety committee convenes to consult on the safety aspects.

The new legislation ensures that the representatives are correctly elected and the process is fair. The employer must then recognise these representatives and allow them suitable amounts of time to undertake the duties for which they have been elected. This includes time to talk to their colleagues, to undertake training to be able to do the job properly, to be given information suitable for them to

be able to make informed decisions on safety aspects of the business.

The employer cannot unreasonably withhold information and if petitioned correctly must consult on the particular aspects concerned with the petition. When agreements cannot be reached or where employers do not co-operate, the employees have recourse to the Appeals Tribunal and the Central Arbitration Committee. Employers would be ill advised not to consult as an informed and involved workforce will work more efficiently and more safely.



**Every employee has the right to be consulted about arrangements at work for their health and safety...**

## Face to face

Every business knows and understands the need for risk assessments under current UK legislation and the financial penalties if risks are not adequately controlled, but many fall down on the moral aspects of risk control.

If you work in a 'customer facing' role for your employer, do you face additional risks from harassment, physical and verbal abuse, theft or even assault.

Most customers are nice people, it is only the small minority that cause trouble, but where

the risks are foreseeable, they must be controlled. Employers must assess the potential of these risks based upon their likelihood and severity, exactly as for any other hazard.

Controls may be simple. Training in customer relations can go a long way to defuse potential problems, there must also be a fall back situation for your employees, maybe a code word message to a colleague or an emergency panic alarm.

Your employees will be more confident and assured of their

safety, if these types of controls are in place.

Where there is a consistent security risk, e.g. banks, cash offices, there are adequate controls accepted by the public, but no-one likes to discuss problems or complaints through a screen, but staff must not be exposed to increased risk just to satisfy convention. Introduce a refuge for your staff, for use if they feel threatened and never leave a 'customer facing' employee totally alone.

***If you work in a 'Customer facing' environment, are you at exposed to increased risk ?***



## Registration for Calbarrie

Calbarrie, are a Milton Keynes based company who specialise in Portable Appliance Testing and Fire Extinguisher Maintenance.

Much of their work is for local authority or government funded organisations and it was a great asset to them to be included on the CHAS database of companies.

The Contractors Health and Safety Assessment Scheme is a registration database of health

and safety compliant companies who have demonstrated an ability to adequately manage health and safety in their business.

The database is used by local authorities as part of their selection process for contracting companies to undertake work.

Ian Panter, Development Director, contracted DAL to provide a 9001:2000 compliant safety management system that would allow Calbarrie to pass the

CHAS assessment process. They successfully passed the assessment, within three months, at the very first attempt. This showed a commitment from the Calbarrie management team and the comprehensive quality of the DAL safety system.

Calbarrie can be contacted on:

0 8 7 0 8 3 9 2 8 0 1 o r  
Info@calbarrie.com

CHAS website: [www.chas.gov.uk](http://www.chas.gov.uk)



**Portable Appliance Testing**



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Consultants



**We're on the web !**  
[www.david-associates.com](http://www.david-associates.com)

## David Associates is now approved CIEH training centre

Dave Joyce is now an approved Chartered Institute of Environmental Health tutor and therefore the CIEH have accepted DAL as an approved training centre for the following courses:

### **CIEH Foundation Certificate in Health and Safety in the Workplace.**

This is ideal for any employee, and is suitable to cover the employers responsibilities to train their staff in aspects of health and safety

### **CIEH Principles of Manual Handling Certificate**

Aimed at all employees who have to engage in Manual Handling Activities

### **CIEH Principles of COSHH Certificate**

A course for persons involved in the use, assessment of use, storage, or disposal of any hazardous substance. A understanding of the controls is essential to protect the health of your employees.

Contact DAL for details.....



**Chartered  
Institute of  
Environmental  
Health**

## Cement, how to use it safely

'Every day, thousands of construction worker use cement, most of them using it safely but some are at extreme risk of damaging their health. Understanding the risks and following some simple safety precautions will remove much of the hazard.

Ill health can be caused by skin contact, inhalation or eye contact. Cement contains Calcium Oxide, which is corrosive to skin and particularly to eyes, Silica which is abrasive to skin and can damage lungs and Chromium which can cause allergic reaction. Therefore the simple solutions are to prevent this type of contact.

Cement finishers kneeling on wet cement may find their clothes impregnated and as it dries, it is in contact with the skin. Powder cement may get trapped in clothing and indeed

in personal protective equipment, e.g. Waterproof boots, goggles or dust into gloves which when mixed with sweat or with damp clothing due to inclement weather can cause a caustic solution which adversely affects the skin.

The Chromium (VI) Directive (2003/53/EC) which came into effect in the UK in January 2005 effectively controls the levels of Chromium in cement, hence seriously reducing the amount of allergic reaction that exists due to exposure to Chromium VI.

Dry cutting of cement products can cause inhalation of seriously damaging amounts of silica based dusts potentially causing silicosis which can be fatal.

So what can you do to prevent damage to your health.

Cover your skin, wear boots suitable to avoid contact with wet or dry cement, wear long sleeved overalls and cement resistant gloves. Using duct tape to seal joints between overalls and boots will help prevent unwanted incursions of dust.

Wear suitable eye protection and avoid dry cutting or any operation that creates dust, thereby protecting your eyes from exposure and ensuring that you do not inhale dusts which will cause damage.

Personal hygiene is imperative, washing hands prior to eating, drinking, smoking etc is paramount. Employers should provide suitable facilities for changing clothes before and after work.

Avoid contact whenever possible, work with your employer to protect yourself



**Every day, thousands of  
construction workers use  
cement !**