

# Objective

- Help you decide that Health & Safety is everybody's Business, and why.
- Provide you with an understanding of accident causes.
- Explain safety responsibilities for both employers and employees.

# Definitions

- **Health** = A state of physical, mental and social well being and not merely the absence of infirmity or disease.
- **Safety** = suggests security, freedom from danger, risk, damage or injury.

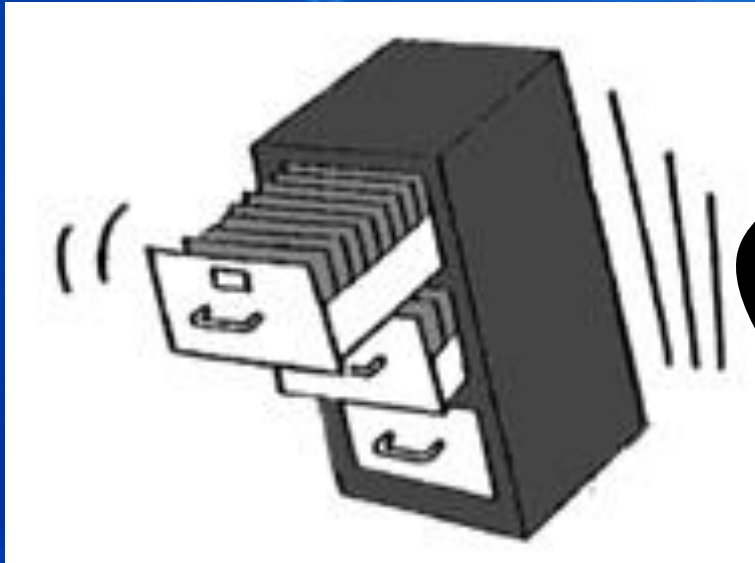
- **Hazard** = something with the potential to cause harm, injury or damage to property.
- **Risk** = the probability / chance that harm damage will occur from the identified hazard.

# UNDERSTANDING

# HAZARD & RISK



**hazard**



Over-loaded top drawer

**risk**



Filing Cabinet could fall on someone



# Cost of Accident

**Medical:** doctors, hospital, medicines.

**Civil Protection**

**Insurance cost** (direct cost)

**Plant and Machinery**

**Psychological effect on family:** could this be ever evaluated?!!

**Employees life**

**Work mates moral effected**

**Investigation:** Employer - O.H.S.A. – Police

# Bird's triangle



# Visual Display Unit



# Using this apparatus is risky?

The apparatus itself is safe,

The method of using this apparatus is  
risky.

Problem can be avoided by:

Proper design of the work place,  
Good practice of work,  
Better knowledge in using this  
apparatus.

Workers operating this apparatus often suffer pain in parts of their body especially after long duration:

Hands;  
Wrist;  
Neck;  
Back  
Shoulders.

# How can this pain be avoided?

Proper design of work place;  
Good practice of work place with  
individual attention.



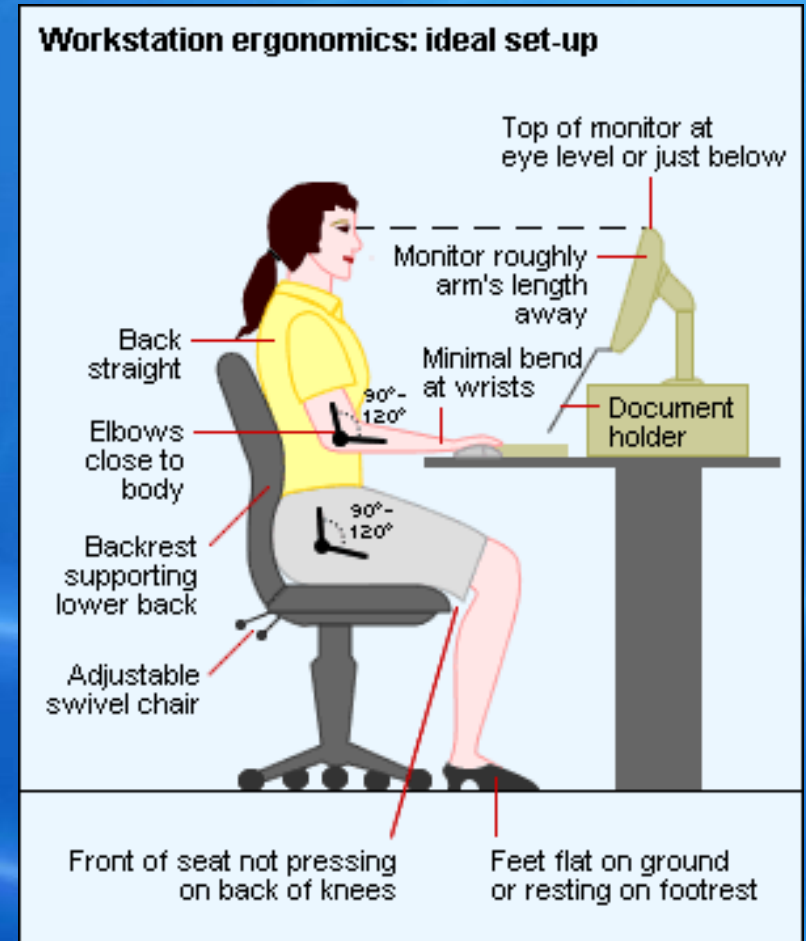
# COMPUTERS

A badly positioned computer not only makes the user unproductive, it also causes discomfort.

If the monitor is badly positioned the user will probably suffer eyestrain, headaches, stiff neck and shoulders, and backache.

The monitor should be placed directly in front of the user to optimize a visual range of in any direction.

The screen should be 45-60 cm (*arm distance*) away from the user's eyes.





# COMPUTERS

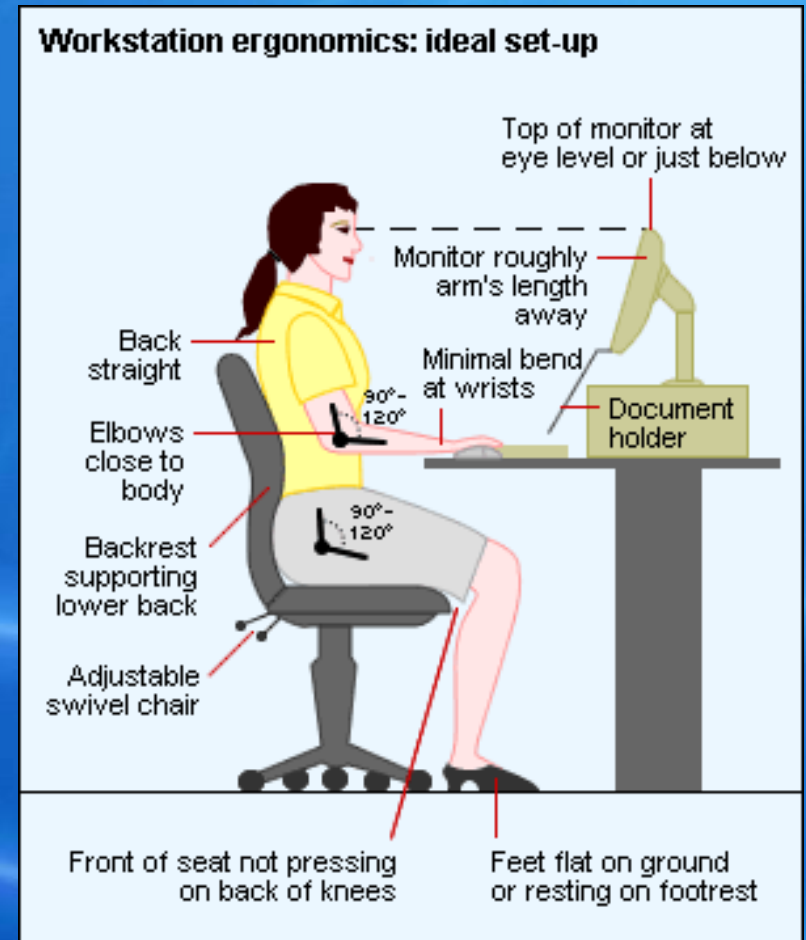
The top of the monitor should be at eye level to avoid neck strain.

The keyboard should be positioned directly in front of the user.

The user's elbows should be bent at a 90deg. angle.

The back of the keyboard should be slightly elevated to allow the user's wrists to be in a neutral position.

The screen should be positioned at right angles to the window to avoid glare.



# Computer mouse causes any problems?

Choose a mouse that fits your hand. Many people find the 'teardrop' shape comfortable. A larger mouse that fits in the palm of your hand helps you use larger arm muscles rather than the smaller wrist muscle.

Choose a mouse that is shaped the same on both sides

**hazard**

**risk**

**Sitting too long**

**Back Pain**

**Bad Posture**

**RSI**

**Glare**

**Eye Strain**



Definition: *'the study of fitting the task to the human'*

'ERGON = Work'

'NOMOS = Laws'

**Goal:** prevent musculoskeletal disorders by surveying the workplace, take preventative steps, relying on employee input and addressing problems early.



# Muskuloskeletal Disorders

Caused by overuse or repetition involving:

- Muscles
- Nerves
- Tendons
- Ligaments
- Joints
- Spinal



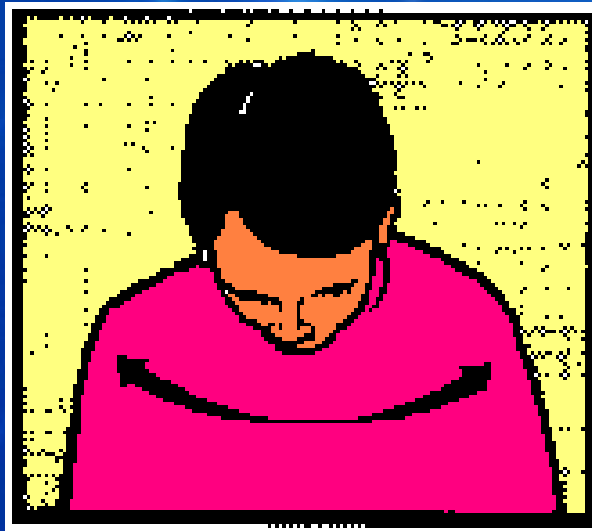
# Seating Specifications

The seating should have the following features:

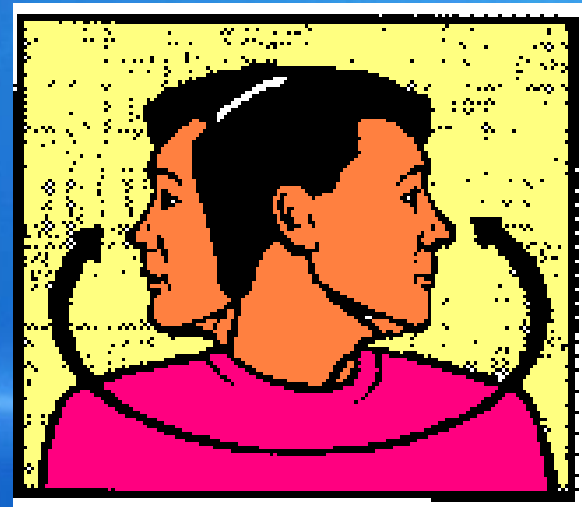
- Adjustable seat (height and tilt)
- Adjustable backrest (height, angle, and depth)
- Comfortable lumbar support
- Waterfall front edge
- Swivel
- Five legs for stability
- Casters designed for the floor surface (soft, hard, locking, etc.)



Tuck your chin down onto your chest and gently turn your head from side to side, keeping your chin on your chest.



Turn your head slowly from side to side ten times



# Legislation

# Frame work directives

The frame work directives provide for 'HARMONISATION' of the member state including H&S laws.

Frame work directives poses general duties on employer, which are:

- ELIMINATION OF AVOIDABLE RISK
- REDUCTION OF UNAVOIDABLE RISK
- AWARENESS DUTY
- IDENTIFY & EVALUATE RISK
- AWARENESS OF THE CAPABILITIES OF EMPLOYEES



# Legal issues and liability

THE TIMES  
Thursday, November 29, 2012 by

## Three facing charges over Frenchwoman hit by pole



**Court & Police** Wednesday 17 October 2012 - 14:04

## Insurers ordered to pay out €400,000 over ‘unjustified’ delay in claim settlement

**The First Hall of the Civil Court orders Citadel Insurance to liquidate stock Exchange and the heirs of former chairman d in 1992 while on official duty in Brazil.**

Monday, December 31, 2012 by

## Contributory negligence leading to injury at work

*The First Hall of the Civil Court, presided over by Mr Justice Joseph R. Micallef, on December 12, 2012, in the case ‘Tessie, wife of Anthony Cardona and others vs CV Builders Ltd and Enemalta Corporation’, held, among other things that, in the context of contributory negligence, if a worker was partly to blame, it was within the discretion of the court to determine the proportion of his liability, in view of the circumstances of the case. It was also possible for the court to hold an employee to be exclusively responsible and to exempt an employer completely.*

**You can have criminal charges filed against you.**

- Negligent supervisors and employees have been charged.





# Who can be classified as an employer?

## Who is your employer?

# Some General duties of Employer

1. *To ensure the H&S of all persons at all times*
2. *Prevent physical and psychological Occ. Ill-health, injury or death; shall be taken on the following prevention principles:*

***\*Pay attention to order***

- ◆ ***Avoidance of risk***
- ◆ ***Identification of hazards***
- ◆ ***Control of risk at source***
- ◆ ***Replacement of hazard by less hazard***
- ◆ ***Give collective over individual protective measures***
- ◆ ***Adapt work to the worker***
- ◆ ***Adapt to technical progress***
- ◆ ***Develop a coherent overall prevention policy***
- ◆ ***Provide: Information, Instruction, Training, Supervision & Enforcement***
- ◆ ***Ensure presence of workers H&S Representative***

*“To undertake a risk assessment”*

# TRAINING:

On recruitment;

In the event of a transfer;

In a change of job or task;

In the event of the introduction of new work equipment or change in equipment;

In the introduction of any new technology;

In the introduction of any new work practices;

Training of workers from outside undertakings.



# Legal Notice 36 of 2003, General Provisions for Health and Safety at Workplaces Regulations,

States that an employer is to ensure the health and safety of workers at all times in every aspect related to the work.

An employer shall plan, organise, control, and monitor and review the preventive and protective measures, taking into consideration the nature of the activities and the size of the undertaking.

He / She shall identify hazards at the place of work to avoid risks to occupational health and safety, evaluate those risks which cannot be avoided, and shall combat them at source.





# Legal Notice 35 of 2003, Protection against Risks of Back Injury at Work Places Regulations,

Place the onus upon the employer to protect the workers, specifically, against back injuries that might be caused by manually handling heavy loads.

Employers are responsible for assessing the workplace risks and implementing the prevention measures to eliminate or reduce them. An employer shall provide equipment to avoid the need of manually handling loads. Employees shall be given thorough information and training on the equipment and its proper use, and also on the correct way of manual handling techniques.

The risk assessment includes manually handling of loads as per Schedule 1 of the same Legal Notice.





## Legal Notice 11, Workplace (First Aid) Regulations, 2002

Establishes “first aid” and means: treatment for the purpose of preserving life and minimizing the consequences of injury and illness until such help is obtained from a medical practitioner or nurse, and treatment of minor injuries which would otherwise receive no treatment or which do not need treatment by a medical practitioner. Therefore a sufficient number of first aiders are needed and adequate first aid boxes must be supplied as indicated by the same regulations.

# Legal Notice 92, Protection of Maternity at Work Places Regulations, 2000.

As the name clearly implies, these regulations exist for the protection of the mother and pregnant woman in employment. The words 'mother' and 'Pregnant woman' being respectively defined; meaning a mother 'a worker who has recently given birth to a live or stillborn child, and who informs her employer of such an event by means of a certificate issued by a medical practitioner or by a midwife' and in the case of a worker who gives birth to a live child, shall continue to remain considered as such for a period of six months from the birth of the child'.

'Pregnant Woman' – who informs her employer of her condition by means of a certificate issued by a medical practitioner or by a midwife'.

# Legal Notice 91, Protection of Young Persons at Work Places Regulations, 2000

Regulate the Health and Safety obligations of employers of persons between 15 and under 18 years of age. It instigate a risk assessment prior employment takes place together with adequate supervision. A list (annex) states biological; physical and chemical hazards that a young person cannot be exposed to; if not in exceptional circumstances.



**Court of Appeal – Anna Micallef pro et noe v. Allchem Limited – 18/9/2009.**  
**Employer's responsibility for death of an employee – Duty of the employer to warn and instruct employees against dangers:** The case related to a claim for damages in tort following the death of an employee at the workplace. The deceased, a *de facto* supervisor, mounted the arms of the fork-lifter to effect repairs to a ceiling. One of the employees started playing around with the levers of the fork-lifter, the supervisor fell off and died. The evidence showed that for a long time prior to the accident the employees who worked with the deceased would engage in similar conduct. The Court held that the company had failed to take appropriate action to prohibit this behaviour, and to provide adequate training to the employees as to the purpose of the fork-lifter and the dangers inherent in its improper use. Although the employees were warned against the improper use of the fork-lifter, they were not properly instructed as to the serious dangers if the fork-lifter was improperly used. The employer must warn the employee of the dangers and the consequences, so that the employee can appreciate the seriousness of the warning. The court confirmed that part of the judgment of the first Court which had ordered the employing company to pay one-half of the liquidated damages.

