



SAFETY STATEMENT

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INTRODUCTION

The University of Limerick, in accordance with current safety legislation, in particular the Safety Health & Welfare at Work Act 2005, is required to ensure, as far as is reasonably practicable, the health, safety and welfare while at work of all University employees, students and that of visitors to the campus.

It is important that safety precautions are observed by everyone. The prevention of accidents in the workplace is the responsibility of every individual, be it office, laboratory, library, store, workshop or cafeteria. It is only when each person takes responsibility for his/her own area of responsibility that safety will be managed effectively.

Ensuring the safety of others at work is equally as important as the avoidance of personal injury. Safety precautions are in place, not only for the prevention of accidents, but also for the reduction of injury in the event of an accident.

This Safety Statement will provide a framework for the organisation of safety throughout the University. It contains guidelines for those personnel delegated safety duties who will, by their actions and encouragement to others, ensure that the University continues to be a safe place in which to work.

The University of Limerick welcomes the safety provisions outlined under the Safety, Health and Welfare at Work Act, and will continue to make every effort to ensure that they are enforced now and in the future.

Signed:

A handwritten signature in black ink, appearing to read 'Des Fitzgerald', written over a horizontal line.

Dr. Des Fitzgerald
President
University of Limerick



SECTION 1

SAFETY POLICY STATEMENT



In accordance with the Safety Health & Welfare at Work Act, 2005 (hereafter referred to as 'the Act') and associated regulations it is the policy of the University of Limerick to ensure, so far as is reasonably practicable, the health and safety, while at work, of all employees and students and the safety of others entering the precincts of the University.

Guidance on specific matters relating to health and safety at work will be issued from time to time in the form of Local Safety Statements, approved by the University. It is the duty of all employees and students to observe such codes and to take account of such guidance.

In giving the above undertaking the University intends to comply with the Act and with any associated regulations, Codes of Practice and Guidance Notes. The University also undertakes to conduct its affairs in accordance with the provision of the Act. The overall responsibility for ensuring compliance with legal requirements for health and safety at work rests with the University of Limerick. The University discharges its responsibility through the Governing Authority via the Executive Committee. The Human Resources Division are charged with the development of the University's Safety Programme through the "Designated Person", hereinafter called the Safety Officer, in compliance with Section 8 of the Act.

Without diminishing the overall responsibility of the University, responsibility for the safety of employees, students and visitors within the agreed boundaries of departments is vested in Heads of Departments, and in the case of non-departmental areas, in those officers or supervisors in charge of such areas.

Safety down the management structure in the University of Limerick must always be within the framework of the Safety Programme as laid down in the Safety Statement. It is important to avoid different independent policies evolving within different departments. The development of all departmental safety programmes will be under the aegis of the Safety Officer. This will include issues such as codes of practice, the consultative processes, auditing systems, training and development and maintenance programmes.

The University will ensure that any measures taken relating to safety, health and welfare at work will not result in financial cost to University employees. It is the policy of the University of Limerick to ensure, so far as is reasonably practicable, the safety, health and welfare at work of all its employees, students and contractors.

The matters to which this policy extends include:

- (i) Managing and conducting work activities in such a way as to ensure, as far as is reasonably practicable, the safety, health and welfare at work of our employees.
- (ii) Managing and conducting work activities in such a way as to prevent, so far as is reasonably practicable, any improper conduct or behaviour likely to put the safety, health and welfare at work of our employees at risk.
- (iii) As regards the place of work, concerning, ensuring, so far as is reasonably practicable,
 - i. The design, provision and maintenance of it in a condition that is safe and without risk to health.
 - ii. The design, provision and maintenance of safe access to and egress from the place of work, and
 - iii. The design, provision and maintenance of plant and machinery or any other articles that are safe and without risk to health.



- (iv) Ensuring, so far as is reasonably practicable, the safety and the prevention of risk to health at work of our employees relating to the use of any article or substance or the exposure to noise, vibration or ionising or other radiations or to any other physical agent.
- (v) Providing systems of work that are planned, organised, performed and maintained and revised as appropriate so as to be safe and without risk to health, so far as is reasonable practicable.
- (vi) Providing and maintaining facilities and arrangements for the welfare of our employees at work*
- (vii) Providing of such information, instruction, training and supervision as is necessary to ensure safety at work for our employees, so far as is reasonably practicable.
- (viii) Determining and implementing the measures necessary for the protection of the safety, health and welfare of our employees when identifying hazards and carrying out risk assessments (Sections 19 of the Act) and when revising our Safety Statement (Section 20 of the Act) and ensuring that the measures take account of changing circumstances and the 'general principles of prevention' in Schedule 3 of the Act*
- (ix) Having regard to the 'general principles of prevention' in Schedule 3 of the Act, where risks cannot be eliminated or adequately controlled, or in prescribed circumstances providing and maintaining suitable personal protective equipment to ensure, so far as is reasonably practicable, the safety, health and welfare at work of our employees.
- (x) The preparation and revision, as necessary, of plans and procedures to be followed in emergencies or serious and imminent danger (see also Section 11 of the Act)*
- (xi) Reporting prescribed accidents and dangerous occurrences to the H.S.A. or other authorised person*
- (xii) The obtaining, where necessary, of the services of a competent person for the purpose of ensuring safety health and welfare at work of our employees, so far as is reasonably practicable (see also Section 18 of the Act).

*(Subsections vi, viii, x and xi are not qualified by "so far as is reasonably practicable")



1.1 INFORMATION FOR EMPLOYEES

- I. The University recognises that the provision and dissemination of safety information is necessary so that employees have all the information they need to safely perform their duties. The University shall ensure that the information:
 - I. Is given in a form, manner and language that is reasonably likely to be understood.
 - II. Includes the following:
 - a) The hazards to safety and the result of risk assessments
 - b) Measures taken to protect safety
 - c) The names of persons designated for emergency duties (under Section 11 of the Act) and the names of safety representatives (under Section 25 of the Act)
- II. The University shall provide adequate information concerning safety to contractors or other employers who have employees working at the University.
- III. The University shall ensure that Safety Representatives will be given information on risk assessments prepared under Section 19 of the Act, together with information on reportable accidents and dangerous occurrences and any information resulting from applying protective and preventative measures under the statutory provisions.
- IV. Where the services of a temporary or fixed-term employee is used the University shall, prior to the commencement of the employment, give information relating to:
 - Potential risks to the safety, health and welfare of the employee at work
 - Health surveillance
 - Special occupational qualifications or skills required in the place of work.
 - Any increased specific risks which the work may involve.



1.2 MANNER FOR SECURING SAFETY

The manner by which the safety, health and welfare of people at work will be secured is by the provision of:

- **SAFE PLACE**
- **SAFE PLANT**
- **SAFE PROCEDURES**
- **SAFE PEOPLE**

Accidents are caused where there is a breakdown in the system of control of any of the above. The University's approach to safety is based on a detailed analysis of the Place, Plant, Procedures and People in order to control the hazards of the workplace. The standards of safety are defined by:-

- **EC Council Directives**
- **Acts of the Oireachtas**
- **Regulations made under the Acts**
- **Codes of Practice, including International Codes of Practice**
- **Guidelines and International Guidelines**
- **Custom and Practice in the Industry**
- **Current Knowledge and Invention**

It is the University of Limerick's intention, by means of regular risk assessments, to continually measure performance against the above standards so that employees' safety will be protected.



SECTION 2

ASSIGNMENT OF RESPONSIBILITIES



2.1 ORGANISATION

In order to implement the University's Safety Policy, arrangements are made at various levels. The following organisational arrangements have been made at University level:-

- (i) Governing Authority
- (ii) President
- (iii) Deputy-President Chief Operating Officer and Registrar, Vice-President Academic Affairs & Student Engagement, Vice-President Research & Enterprise, and Executive Committee
- (iv) Deans, Division Directors and Heads of Schools / Departments
- (v) Safety Officer
- (vi) Departmental Safety Advisors
- (vii) Academic Staff
- (viii) All Staff
- (ix) Contractors
- (x) Students
- (xi) Visitors

A chart summarising the Organisation of Safety Responsibilities of Individuals and Safety Advice is given in Appendix I.

2.2 GOVERNING AUTHORITY

Ultimate responsibility for safety in the University rests with the Governing Authority. It is the responsibility of the Governing Authority through the President to ensure that statutory requirements are met and appropriate standards applied.

2.3 PRESIDENT

The President has overall responsibility to the Governing Authority for the implementation of the University's Safety Programme as outlined in the Safety Statement. The President will ensure that arrangements for monitoring, auditing and reviewing the success of the policy are put into place and maintained.

2.4 EXECUTIVE COMMITTEE

The membership of the Executive Committee includes the President (Chairman), Deputy President Chief Operating Officer and Registrar, Vice President Academic Affairs & Student Engagement, Vice President Research, Corporate Secretary, Director Marketing & External Relations, Director Finance, Director of Strategic Projects & Transformation, Director HR and Deans.

The Executive Committee is responsible for ensuring that Deans, Divisional Directors and Heads of Departments comply with the Safety Statement and adhere to established safety procedures.

The Director Human Resources will advise the President and the Executive Committee on safety matters of importance generally and will advise, in particular, on the following:

- (i) Reviewing and evaluating existing health and safety management arrangements, the Safety Statement and Local Safety Statements and in the process, critically assess their effectiveness.



- (ii) Directing and monitoring the implementation of the safety policy, as outlined in the Safety Statement, through the Heads of Department and the Safety Officer.
- (iii) Determining the allocation of resources to ensure that the policy and plans can be properly delivered and sustained.

2.5 DEANS, DIVISION DIRECTORS AND HEADS OF DEPARTMENTS

Deans and Division Directors are responsible for ensuring that the University's safety policies and procedures are implemented in their general areas. At their discretion, Deans may nominate a Faculty Safety Advisor or a Faculty Safety Committees to advise on safety, health and welfare matters.

The term "Head of Department" includes all officers of the University who are directly responsible for their own work and that of their subordinates, if any. Besides the Heads of Academic Departments, the term is taken to include Heads of Schools, Heads of Administrative and Service Departments, Directors of Research Centres and Institutes, and Managers of any premises administered by the University.

Heads of Departments are responsible, as far as is reasonably practicable, for all aspects of health and safety in the work of their department and, in particular, the following:

- (i) Managing and conducting work activities in such a way as to ensure the safety of employees and anyone else affected by workplace activities.
- (ii) Ensuring that the University Safety Statement is brought to the attention of all employees and is implemented in their area of responsibility.
- (iii) Developing an effectively written and well-publicised Local Safety Statement for securing health and safety within their department and ensuring that employees and students are aware of their role in the fulfilment of this policy. The Local Safety Statement should comply with section 20 of the Act, which deals with Safety Statements.
- (iv) Periodically verifying the effectiveness of the safety programme and ensuring the carrying into effect of any changes as may be required.
- (iv) Preventing improper conduct or behaviour (e.g. violence, bullying or horseplay).
- (v) Ensuring the adequate provision of information, instruction and training in safety matters and such supervision as is necessary for members of the department on commencing work and as required thereafter.
- (vi) Acting as Evacuation Co-ordinator (or appoint an alternate) to implement and manage emergency evacuation procedures in their



Building. In the case of the Main Building, the Buildings & Estates Department will have this responsibility.

Responsibilities include

- The appointment of sufficient evacuation/assembly point stewards
 - Ensuring resources are available to all to fulfil their role
 - Ensuring that Building Emergency Plan recommendations are implemented
- (vii) Ensuring departmental hazards are identified, risks from the hazards assessed and written risk assessments completed. Particular consideration should be given to employees who may be exposed to unusual risks (e.g. unattended experiments, use and storage of hazardous agents, etc.) including anything specified by safety Regulation (e.g. chemical, biological, noise & vibration, radiations, machinery, construction, etc.).
- (viii) Ensuring that all fires, accidents and dangerous occurrences within the Department are recorded and reported to the Safety Officer and that immediate controls are taken to prevent any similar reoccurrence. Heads of Department must also ensure that well publicized information is available on the procedures to be adopted if an accident occurs during an evening or weekend.
- (ix) Appointing at their discretion, a Departmental Safety Advisor from amongst the departmental staff to assist in the general supervision of day-to-day safety matters within their department or building.
- (vii) Appointing at their discretion, a Departmental Safety Committee to advise both themselves and the Departmental Safety Advisor on specific matters. Department Safety Committees should be set-up after consultation with the Safety Officer and in accordance with the terms of the Safety Statement and the relevant Local Safety Statement.
- Alternatively, in low risk departments placing health and safety, as a standing item on the agenda of departmental meetings if a Departmental Safety Committee is not justified.
- (viii) Ensuring that all departmental equipment is kept in a safe condition and that proper steps are taken to repair faults in equipment and to remedy any defects which occur in the services and fabric of the department.
- (ix) Ensuring the radiological safety of employees, students and visitors within the agreed boundaries of departments.
- (x) Encouraging and supporting the attendance of appropriate members of the department on relevant internal and external health and safety training courses.
- (xi) Taking personal action to suspend or stop any departmental activity that is dangerous or not carried out within accepted safety standards.



- (xii) Cooperating fully with the Safety Officer in carrying out inspections, monitoring and auditing and review arrangements as they affect the department.
- (xiii) Heads of Department shall organise Departmental Safety Audits on the following basis:
 - Laboratory /Workshop based departments every semester,
 - Non-laboratory/workshop based departments every year.

The findings of these audits shall be reported to the Safety Officer.

2.6 SAFETY OFFICER

The Safety Officer is designated under Sections 8 and 18 of the Act to have the following functions:

- (i) Keeping Management abreast of current legislation in the safety field,
- (ii) Assisting Heads of Departments in the development of a Local Safety Statement.
- (iii) Organising Safety Audits of the premises on a regular basis.
- (iv) Analysing accident reports in conjunction with the Head of Department in order to prevent re-occurrence.
- (v) Seeking, where necessary, the services of a competent person for the purpose of ensuring safety of employees.

In addition to the above, the Safety Officer shall be responsible for:

- (vi) Developing the Emergency Response Programme.
- (vii) Providing a Safety Report for the consideration of the Executive Committee and the Governing Authority Audit Sub-Committee
- (viii) Acting as the Radiological Protection Officer.
- (ix) Acting as the Child Protection Designated Liaison Person (DLP)

2.7 DEPARTMENTAL SAFETY ADVISORS

Heads of Departments may appoint a Departmental Safety Advisor to assist and/or act on their behalf in matters relating to the safety of individuals, building and equipment. The Departmental Safety Advisors duties include:

- (i) Being fully familiar with the Safety Statement and the Local Safety Statement applicable to his/her area.



- (ii) Providing advice to members of the department on matters of occupational health and safety
- (iii) Referring promptly to the Head of Department or the Safety Officer any health and safety problems that cannot be resolved locally on a time scale commensurate with the risk.
- (iv) Liaising with the Safety Officer for health and safety matters to ensure that the development of the Department Safety Programme stays within the framework of the University's Safety Programme as laid down in this Safety Statement.
- (v) Other health and safety duties as may be required by the Head of Department.

2.8 ACADEMIC STAFF

Academic staff shall conduct their activities, and those activities over which they have control, in a safe manner and in accordance with the University's Safety Statement and Local Safety Statements applicable to their area.

- (i) Academic staff must cooperate with the Head of Department so that health and safety responsibilities can be discharged.
- (ii) Academic staff who supervise experimental work carried out by graduate students, research assistants and technical staff are required to give careful attention to the health and safety of those under their supervision. This applies not only to work on University premises, but also in supervised fieldwork and to University work carried out elsewhere. To fulfil its function the degree of supervision must have reasonable regard to the level of training and expertise of the staff or students being supervised.
- (iii) Before applying for research grants, or adopting an experimental protocol, consider how the proposal could affect people's health and safety: once the work has actually started, it may be too late.
- (iv) The highest standards of safety will be applied in University research laboratories.
- (v) Undergraduates should be assumed to be initially untrained in all matters of safety. Academic, and where appropriate non-academic staff, therefore have a duty to instruct students, so far as is reasonably practicable, in all matters necessary to ensure their health and safety while working in University premises, on supervised fieldwork exercises and during University work elsewhere.
- (vi) Undergraduates should not use potentially hazardous equipment unless adequate protective devices are in operation. If such protective devices are not practicable, adequate specific training must be given before unsupervised operation is allowed.



- (vii) No article or substance or exposure to noise, vibration or ionising or other radiations or any other physical agent shall be introduced into practical work for students unless the risks associated with them have been assessed. Where reliable information is not available, they should be regarded as potentially dangerous.

2.9 STAFF (INCLUDING ALL FACULTY AND STAFF GRADES)

An essential ingredient in the University of Limerick's Safety Programme is the commitment of its employees to the principles of safety outlined in this Statement.

This commitment, when translated into action, means that each person must:-

- (i) Comply with health and safety legislation, both in the Act and elsewhere.
- (ii) Ensure that they are not under the influence of an intoxicant (i.e. alcohol or drugs or a combination of alcohol and drugs) to an extent that s/he is likely to endanger his/her own safety and that of any other person.
- (iii) Co-operate with the University to enable it to comply with legislation on safety.
- (iv) Not engage in improper conduct or other behaviour that is likely to endanger his/her own safety or to that of any other person. Violence, horseplay and bullying at work would come within the meaning of improper conduct.
- (v) Attend safety training courses and undergo any reasonable assessment when required by the University or by Regulation.
- (vi) Taking account of the safety training courses attended and the instructions received from the manager or supervisor (both verbally and/or by written procedures) to correctly use any article (e.g. machine, tool, instrument, or any other item used at work) or substance, and any protective clothing and equipment provided by the University in such a manner as to provide the protection intended.
- (vii) Report to his/her immediate supervisor as soon as they become aware of any instance of:
 - Any work being carried out, or likely to be carried out, that may endanger the employee or any other person.
 - Any defect in the place of work, the systems of work or in any article or substance which may be likely to endanger the employee or any other person.
 - Any contravention of health and safety legislation which might endanger the safety of the employee or any other person.
- (viii) Not misrepresent himself or herself to the University with regard to the level of training as may be prescribed in (v) above.



- (ix) Not intentionally, recklessly or without reasonable cause:
- Interfere with, misuse or damage anything provided under safety legislation or otherwise for securing the safety of persons at work (e.g. misuse of personal protective equipment or machine guards, unauthorised removal of fire extinguishers, etc.) or
 - Place at risk the safety of persons in connection with work activities.

In addition to the above, the University encourages staff to:-

- (i) Support the Safety Consultation Process.
- (ii) Take a full and active part in all training programmes for safety that the University organises.

For the University of Limerick's Safety Programme to be successful and for the avoidance of accidents it is essential that the employees co-operate as requested.

For its part the University of Limerick will bring the terms of the Safety Statement to the attention of employees and others affected by the Safety Statement in accordance with Section 20(3) of the Act.

2.10 SAFETY REPRESENTATIVES AND THE CONSULTATION PROCESS

Safety Representatives have been selected by their fellow employees. The University welcomes their appointment and will co-operate in all reasonable ways in assisting them in the discharge of their functions. They will be invited to participate, ex-officio, on such committees as may be formed under the aegis of the Safety Officer. They shall receive such training, development and assistance required to facilitate the above. The University recognises the rights of Safety Representatives as set out in Section 25 of the Act.

The University recognises that a strong consultative process involving the Safety Representatives is an integral part of, and essential for the success of the Safety Programme. For this purpose, a meeting of the 'Safety Representatives Committee' shall be held monthly during the semesters. The Safety Representatives shall be consulted on the following measures as stated in Section 26 of the Act:

- (i) Any proposed measure that is likely to substantially affect the safety, health and welfare at the place of work including any measures required by safety legislation.
- (ii) The designation of employees having duties under Section 11 of the Act in relation to emergency, or serious and imminent danger planning or preparation.
- (iii) Any matters arising from measures related to the protection from and the prevention of risks.
- (iv) Hazard identifications and risk assessments carried out under Section 19 of the Act.



- (v) The preparation of the Safety Statement under Section 20 of the Act.
- (vi) The information required to be given to employees under Section 9 of the Act.
- (vii) Information on reportable accidents and dangerous occurrences required under Section 8 (k) of the Act.
- (viii) The planning and organisation of training under Section 10 of the Act
- (ix) The planning and introduction of new technologies and the implications for safety health and welfare.

2.11 CONTRACTORS

Contractors work on the premises on a permanent basis for place and plant maintenance (carpentry, plumbing, electrical, mechanical, etc.), provision of services (catering, security, cleaning, etc.) and for occasional work, such as building construction, (including maintenance, painting, specialist repairs, etc.). These contractors must comply with the following arrangements: -

- (i) Not to intentionally or recklessly interfere with, misuse or damage anything provided under safety legislation, or provided to protect the safety of University employees, persons connected with work activities, students or visitors.
- (ii) Produce an updated Safety Statement on demand to the University Safety Officer.
- (iii) Comply with the Safety, Health and Welfare at Work Act, 2005, and the Regulations made under the Act.
- (iv) Not to connect with water, electricity, natural gas, laboratory gases, compressed air, ventilation and extraction or any other services of the University without the express permission of the Department Buildings and Estates.
- (v) Co-operate with the University so that the University will comply with legislation on safety.
- (vi) Carry appropriate insurance cover as requested by the University.
- (vii) Report any defects in the place of work or any equipment provided by the University which might endanger safety.
- (viii) Obey any safety regulations in force on site.
- (ix) Report any fires, accidents, dangerous occurrences or 'near-miss situations' to the University Safety Officer.
- (x) Cordon off the boundaries of the contractors' operation, where possible, and mark them with warning signs.



- (xi) Provide any emergency safety equipment which may be required for their operation.
- (xii) Not use any University equipment without the written permission of the Department Buildings and Estates.
- (xiii) Comply with the Universities Permit to Work System where necessary and strictly follow the terms of the system in force at the time of the contract.
- (xiv) All employees and students must ensure that any contractors working on their behalf must do so under Buildings & Estates policies and procedures.

For its part, the University will abide by Section 12 of the SHWWA, 2005 with regard to the obligations imposed on it concerning the safety, health and welfare of contractors' employees who may be exposed to risks at the University while work is being carried on.



2.12 STUDENTS

Student's must:-

- (i) Take reasonable care for his/her own safety and the safety of anyone affected by his/her actions.
- (ii) Co-operate with Management so that the University will comply with legislation on safety,
- (iii) Provide and use personal protective equipment as recommended by the University in such a manner as to provide the protection intended. It is a requirement that students provide their own PPE (e.g. safety glasses, white coats, etc.). When appropriate the University will provide suitable PPE for special procedures,
- (iv) Report to their academic supervisor or Head of Department any defects in place, plant or procedure that might endanger safety,
- (v) Report to their academic supervisor or Head of Department all accidents, dangerous occurrences, fires and near miss events,
- (vi) Not misuse anything provided for securing safety,
- (vii) Not access or use laboratory or workshop facilities and equipment without the permission of their academic supervisor and, where necessary, the staff member in charge of these facilities.
- (viii) Not engage in improper conduct or other behaviour that is likely to endanger his/her own safety or to that of any other person. Violence, horseplay and bullying would come within the meaning of improper conduct.

2.13 VISITORS

Visitors must:

- (i) All visitors to the University do so only with the permission of the Head of Department,
- (ii) Visitors must follow all University and Departmental safety procedures made known to them. They must comply with safety instructions, requests and signage for effecting their health and safety while on the campus,
- (iii) Visitors must not make connections with water, electrical, natural gas, laboratory gases, compressed air, ventilation and extraction or any other services of the University without the expressed permission of the Department, Buildings and Estates.



2.14 SAFETY QUERIES AND PROBLEMS

Members of the University staff and students, who encounter a safety problem which cannot be resolved in the first instance by discussion with that person's immediate supervisor, should thereafter follow the reporting stages outlined in the University Safety Statement.



SECTION 3

ORGANISATION AND ARRANGEMENTS FOR SAFETY



3.1 RESOURCES

The University will provide funding, personnel, equipment and adequate resources so that the safety policy can be implemented effectively and that the safety of all campus users is not compromised in any way.

Employees will be provided with the health and safety training they require. The University will provide resources to ensure that all buildings/facilities/equipment be repaired or upgraded if needs be. All hazards in the workplace will be eliminated as so far is reasonably practicable. The University has a responsibility to provide:

- (i) Funding to the Health and Safety Unit for programmes and projects
- (ii) Ensure that all new buildings and refurbishments comply with legislation
- (iii) Repair faults in existing buildings

3.2 SAFE SYSTEMS OF WORK

Safe Systems of work are operated in UL to ensure that employees and students are not asked to carry out tasks which may compromise their safety. Written safe working procedures are often developed to give staff advice on certain work activities where there may still be a risk present. These often help them to reduce or even eliminate the risk.

3.3 ACCESS TO BUILDINGS AND LATE WORKING

- (i) Heads of Departments will specify who shall be allowed access to the parts of the University under their control,
- (ii) The permission of the Head of Department will be required for access to a Department or building outside normal working hours alongside advising security when entering and leaving outside normal working hours.
- (iii) Heads of Departments must prohibit any work which entails a risk of serious injury or fire by persons working alone in the evenings or at weekends, irrespective of the status of the worker,
- (iv) Heads of Departments must ensure that well publicised information is available on the procedures to be adopted if any accident or emergency occurs during the evening or weekend,
- (v) Management are aware of the effects night work and shift work may have on certain individuals.
- (vi) In order to comply with the Organisation of Working Time Act 1997 risk assessments will address this issue in consultation with staff. Hours of work are in accordance with the Organisation of Working Time Act 1997 or in agreement with trade unions where applicable.
- (vii) A health assessment is available to employees working on nights and shifts. This can be arranged through the Occupational Health Department.
- (viii) See Section 3.31 for details of measures to be in place for working alone.



3.4 ACCIDENTS AND DANGEROUS OCCURRENCES

An accident can be described as any unplanned event that results in:

- Injury; or
- Ill-health; or
- Damage to or loss of plant, materials, etc.

All accidents are 'incidents'. However, the definition of an incident is wider in that it includes dangerous occurrences and 'near misses'.

- (i) All staff are required to report accidents, dangerous occurrences and 'near-miss situations' that they are involved in to their immediate supervisor or Head of Department,
- (ii) The immediate supervisor or Head of Department will investigate the causes of the incident and complete the University Accident Report Form, University Dangerous Occurrence Form or First Aid Report Form (appendix 2). Copies of the completed form should be forwarded to the Safety Officer and the Buildings Department. The purpose of an investigation to establish all the facts relating to the incident, to draw conclusions from the facts and make recommendations to prevent reoccurrence. Each accident will be looked at from the point of view of place, plant, procedures and people, to see where the safety system has failed and to tighten controls,
- (iii) Reportable Accident and Dangerous Occurrences Reports will be reviewed at the monthly Safety Representatives Committee,
- (iv) The University will comply with its statutory obligations for reporting under the Safety, Health & Welfare at Work (Reporting of Accidents and Dangerous Occurrences) Regulations 2016 (S.I. No 370 of 2016). The Safety Officer is nominated to carry out notifications of accidents and dangerous occurrences to the Health and Safety Authority on forms IR1 or IR3,
- (v) The Safety Officer will maintain records of all reportable accidents and dangerous occurrences for a period of ten years.



3.5 DIGNITY AND RESPECT AT WORK

The policy of the University is to treat all employees in a consistent manner and with respect and dignity. The University shall avoid the contravention of legislation made in the areas of health and safety (such as the 2005 Act and other Regulations made under the Act) Employment, Equality and Disability.

Bullying in the workplace is repeated aggression, verbal, psychological or physical, conducted by an individual or group against another person or persons. Bullying is where aggression or cruelty, viciousness, intimidation or a need to humiliate dominates the relationships. Isolated incidents of aggressive behaviour, while to be condemned, and should not be described as bullying. In the workplace environment there can be conflicts and interpersonal difficulties. Many of these are legitimate industrial relations difficulties which should be dealt with through the appropriate industrial relations channels. Only aggressive behaviour which is systematic and ongoing should be regarded as bullying.

The University has produced The Dignity & Respect in the Campus Community Policy to establish the way in which the organisation deals with bullying in the workplace. The Policy will be used to establish standards and a commitment to preventing bullying and harassment in the University, and therefore will be used to brief staff, as a reference document and the guidelines with which to judge all relevant activity.

➤ [ULDignity&Respect](#)



3.6 LOCAL SAFETY STATEMENT

An essential element of safety in the workplace is knowledge of correct procedures and the dangers associated with each particular operation. These procedures provide a framework within which safe working is possible.

Departments are required to have a Local Safety Statement appropriate to the condition of work in the department. These must include arrangements for securing health and safety in the Department and instructions and rules applicable to specific activities. The Code of Practice shall be produced to ensure, so far as is reasonably practicable, that departments / sections provide:

- (i) A safe place of work,
- (ii) Safe plant, equipment and machinery (e.g. preventative maintenance, etc.),
- (iii) Adequate hazard identification and risk control,
- (iv) System for reporting accidents, incidents and ill-health,
- (v) Safe systems of work (e.g. safe operating procedures, area rules, etc.),
- (vi) Training, awareness, competence and supervision (e.g. In-departmental induction training, refresher training and 'tool-box' talks on safety topics. Specialist safety courses from the Safety Officer and external trainers),
- (vii) Suitable protective clothing and equipment where hazards cannot be eliminated,
- (viii) Designated staff having emergency duties (e.g. fire wardens, spills and clean-up, first aid, departmental safety advisors, etc.),
- (ix) Protection from risk to health from any article or hazardous substance (including plant, machinery, equipment, chemicals, dusts, fume, biohazards, toxic gases, etc.)
- (x) Inspections and audits to review and continuously improve the departmental health and safety performance)

The Local Safety Statement shall be produced after consultation with the Safety Officer and in accordance with the terms of the Safety Statement. The Local Safety Statement is to be signed by the Head of Department, who has overall responsibility for health and safety in his/her area and bear the date of issue. It must be kept constantly under review and updated to take account of experience and new activities as they are introduced.

The following Departments have developed Departmental Local Safety Statements:

- Accounting & Finance
- Admissions
- Architecture



- Arts, Humanities and Social Sciences
- Buildings and Estates
- Business (Dean's Office)
- Civil Engineering & Materials Science
- Cooperative Education
- Computer Science & Information Systems
- Electronics & Computer Engineering
- Engineering (Dean's Office)
- Education and Health Sciences
- Department of Biological Sciences
- Department of Chemical Sciences
- Department of Manufacturing & Technology
- Department of Mechanical, Aeronautical & Biomedical Engineering
- Department of Physics
- Finance Division
- Graduate Entry Medical School
- Grounds
- History
- Humanities (Dean's Office)
- Human Resources
- Informatics and Electronics (Dean's Office)
- Irish World Music Centre
- Information Technology Division
- Kemmy Business School
- Languages and Cultural Studies
- Law
- Library
- Lifelong Learning
- Management and Marketing
- Mathematics and Statistics
- Materials and Surface Science Institute
- Nursing
- Personnel and Employment
- Physical Education + Sports Sciences
- Politics and Public Administration
- Procurement
- Psychology
- Research Office
- Research Centres (Bernal Institute, MSSSI, Stokes)
- School of Allied Health
- Science (Dean's Office)
- Sociology
- Sports Department (ULAC, Arena, North Campus Pitches)
- Stokes
- Student Academic Administration
- Radiation Safety Manual
- Radiation Safety Procedures (Dual Energy X-Ray Absorptiometer DXA)
- Teaching & Learning Centre



3.7 EMPLOYEES AND STUDENTS WITH DISABILITIES

All work undertaken within the University is subject to risk assessment and suitable preventative and protective measures are to be put into place. As persons with disabilities may be at particular risk, specific evaluation will be undertaken to take their needs into account. The Disability Liaison Officer will provide specialist and competent advice in this area.

- (i) Each Head of Department is required to consider the needs of disabled staff and students, to enable them to participate safely when working or studying at the University. This may require consideration of premises alterations, modifications of equipment and similar matters. The University will do as much as possible to facilitate the work of persons with disabilities, and ensure that so far as practicable that premises, plant and procedures do not represent an unacceptable risk to safety, health and welfare,
- (ii) Where it is reasonably foreseeable that persons with disabilities may be visitors to the University, the Head of Departments responsible for visitors shall ensure that arrangements fully take into account the disabilities, modifying instructions and premises accordingly,
- (iii) Where work has already been subject to a formal risk assessment, it may be sufficient to review the risk assessment taking care to ensure that the specific vulnerability of persons with disabilities is taken into account. If more extensive risk assessment specific to the disability of staff or students is required, this shall be carried out.
- (iv) Emergency Evacuation Chairs have been provided in the main teaching buildings to evacuate persons with special needs (i.e. those with mobility disabilities or who are injured) from multi-storey buildings with speed and safety. The locations of these chairs and a list of trained staff operators is available from the Health & Safety Office.



3.8 FIRE

The University recognises the need for constant vigilance with regard to the risks posed by fire. It is committed to the provision of safe workplaces, and this includes appropriate fire precautions to prevent fires, detect them if they arise and ensure the safe and swift evacuation of everyone from a building in which a fire has started.

- (i) The Code of Practice for the Management of Fire Safety in Places of Assembly issued by the Department of the Environment is the standard to which the University will work to ensure fire safety in particular the following: Day-to-day fire prevention measures; Instructions and training of staff; Holding of fire and evacuation drills; Informing students and visitors; Escape routes; Inspection and maintenance of fire protection equipment; Assisting the fire brigade; and Record keeping.
- (ii) The amount and type of fire extinguishers on the premises are based on I.S.291 – Use, Siting and Maintenance of Portable Fire Extinguishers, and B.S.5306 Part 3 – Fire Extinguishing Installations and Equipment on Premises. Competent persons check these extinguishers regularly.
- (iii) The Buildings and Estates Department is responsible for ensuring that the University complies with the general requirements for good fire protection, including the maintenance of a valid fire safety certificate for new or altered building(s), the maintenance and testing of fire detection and firefighting equipment and the provision of suitable fire exit routes and maintenance and testing of emergency lighting. The Safety Officer shall act as the person responsible for ensuring that there is both a co-ordinated staff training programme and that evacuation exercises are held regularly and the outcomes evaluated with a view to maintaining emergency readiness.
- (iv) Each manager, when performing risk assessments within his/her department, is responsible for checking on the local arrangements for fire protection, including the maintenance of fire exit routes free from obstructions, the briefing of staff, co-operation with the appointment of Fire Wardens and participation in tests and drills.
- (v) Managers who appoint or manage contractors are required to ensure that the fire safety precautions are brought to their attention, and receive assurances that they will be respected and complied with.
- (vi) Every staff member is responsible for maintaining fire safety by avoiding creating fire hazards with either flammable materials (careful storage, use and disposal) or sources of ignition. Fire exits and routes must be kept clear and, in the event of an alarm, staff are required to make an orderly exit and assemble at the appropriate assembly point. Staff hosting visitors are required to draw their attention to the fire safety arrangements and to guide them out in the event of an evacuation.



3.9 EMERGENCIES OR SERIOUS AND IMMINENT DANGERS

In accordance with Section 11 of the Act the University has developed plans to be followed and measures to be taken in the case of emergency or serious and imminent dangers.

- (i) The University has developed plans and procedures to cover the following areas:
 - First-aid
 - Fire-fighting
 - Evacuation of employees and others in the workplace
 - Contact with the appropriate emergency services
 - Designation of employees to implement the emergency plans and emergency procedures
 - Number of designated employees, their training and the appropriate equipment.
- (ii) In the event of an emergency the University shall inform all employees affected about the risk and the protective measures to be taken. Employees shall not be required to continue or resume work while the serious or imminent danger continues.
- (iii) The University will only allow adequately trained and instructed employees to have access to any areas restricted due to reasons of health and safety.
- (iv) The University has developed a Campus Crisis Management Plan to mitigate, as far as possible, the damage which may follow an emergency, and restore normality as soon as possible.



3.10 FIRST AID

The University will comply with the requirements of the First Aid Regulations, Part 7, Chapter 2 of SHWW (General Application) Regulations, 2007.

- (i) The University is committed to providing suitable and sufficient first aid facilities. All staff should be aware that, in the event of a medical emergency, efforts should be made to seek professional medical assistance, even though first aid facilities are available. If possible, dialling 999/112 should be done through Reception to avoid several people reporting the same accident. On internal phones dial the University's emergency number **3333** for medical assistance or the ambulance service.
- (ii) The University has undertaken a programme of training Occupational First Aiders and, to date, 60 staff received training. The names, departments and telephone numbers are included in appendix 5 of the Safety Statement, the Local Safety Statements, notice boards and the Health & Safety Website.
- (iii) First aid boxes will be kept fully stocked in accordance with the recommended contents of first aid boxes which are reproduced in appendix 5. Appropriate first aid equipment will be provided where employees are exposed to toxic or hazardous substances or any other specific hazard identified by the risk assessment process. Each department is responsible for providing and refilling its own first aid box / boxes.
- (iv) Departments will provide appropriate first aid boxes for employees and students who are on field trips away from the campus.

3.10.1 AUTOMATED EXTERNAL DEFIBRILLATORS (AEDS)

As per the Guidelines in the First Aid at Places of Work 2008 issued by the HSA, the provision of Automated External Defibrillators is recommended within the University due to the high volume of staff and students present on campus.

The University has provided a number of Automated External Defibrillators in buildings across the campus. Defibrillators and all associated equipment will be maintained and tested on a regular basis by trained AED operatives or the Health and Safety Unit. Records of this will be kept.



3.11 HAZARDOUS SUBSTANCES

Exposure to hazardous substances can have an immediate effect and repeated exposure can damage lungs, liver or other organs. Some substances cause asthma; cancers (carcinogens) and others can damage the skin. University departments shall establish safe operating procedures to deal with hazardous materials which are purchased or arise in the course of working. Through its departments, the University shall establish safe standards in this important area and will take account of the provisions of the SHWW (Chemical Agents) Regulations 2001 and the amendment Regulations 2015, European Communities (Protection of Workers) (Exposure to Lead) Regulations, 1988, and the European Communities (Protection of Workers) (Exposure to Asbestos) Regulations, 2006.

- (i) The University accepts that some work activities may involve the use of materials which have the potential for harming health, and accordingly will take steps to reduce such use as far as possible, and to provide safe systems of work for the materials which are essential,
- (ii) Supervisors or managers when performing risk assessments on the activities of their departments will pay special attention to potential risks from hazardous substances and will seek to eliminate their use or, failing that, source safe substitutes or if that is not possible ensure that there is a safe system of work.
- (iii) Employees are reminded that materials used at work should be treated with respect, care being taken to read warning labels on containers and any written advice provided by supervisors or managers. Any employee who feels that the use of a material is causing any health problems should report this to his / her manager as soon as possible,
- (iv) If there is any suspicion that a staff member may be affected by the use of a material at work, his / her supervisor or manager may request that s/he visit his / her own GP or make an appointment with the University's medical advisor.
- (v) Substances labelled as: Explosive, Oxidising, Extremely Flammable, Highly Flammable, or Flammable are known as "dangerous substances" and are subject to ATEX Regulations. Examples of such substances include: petrol, liquefied petroleum gas (LPG), solvents, paints, thinners, varnishes, resins, adhesives etc. in gaseous, solid or liquid form. Dusts, vapours and mists created through work activity and released into the atmosphere can also be classed as dangerous substances under certain conditions. Such substances can cause a fire, explosion or other energy releasing event and therefore require careful consideration before work starts.
- (vi) Detailed risk assessments and method statements must be submitted to the respective unit before such substances are brought on to University Premises. All such substances must be used, handled, transported, stored and disposed of by trained and competent persons according to the relevant legislation and associated Guidance and standards and UL document University of Limerick Control of Substances hazardous to health.



3.12 BIOLOGICAL AGENTS/GMM'S (GENETICALLY MODIFIED MICRO-ORGANISMS)

The University shall comply with the Safety Health & Welfare at Work (Biological Agents) Regs, 2013. Where use of biological agents are involved, safe working procedures must be implemented to minimize the risk of harm from some of these substances. Biological Agents will be classed depending on the level of risk that they may possess.

Biological Agents are classified in the Safety, Health and Welfare at Work (Biological Agents) Regulations 2013 into four risk groups – groups 1, 2, 3 and 4. Under the classification system, Group 1 agents are the least hazardous whilst Group 4 are the most hazardous.

Exposure to biological agents can give rise to allergies.

Under the Safety, Health and Welfare at Work (Biological Agents) Regulations 2013 the University is required to:

- (i) Notify the Health and Safety Authority if working with certain classes of biological agents. Notification is required 30 days in advance for work with Groups 2-4 biological agents. Re-notification is required for all groups if there are changes to processes, procedures or the biological agent, that are of importance to safety and health at work that result in the original notification being invalid or out of date
- (ii) Provide PPE, suitable washing facilities including eye washes for employees and students working with biological agents
- (iii) Carry out risk assessments to assess any risk to the safety and health of employees and students resulting from any activity likely to involve a risk of exposure of any employee to a biological agent. It is the University's duty to determine the nature, degree and duration of any employee's exposure to a biological agent and to lay down the measures to be taken to ensure the safety and health of such employees.
- (iv) Provide training and information to any employee involved in the handling of biological agents regarding:
 - (v) Potential risks to health
 - (vi) Hygiene requirements
 - (vii) Wearing and use of PPE
 - (viii) Precautions to be taken to prevent exposure
 - (ix) Steps to be taken by employees in the case of incidents and to prevent incidents

3.12.1 GMM'S

University Departments will establish safe working procedures for work involving GMM's on campus. Unintended releases of GMM's can cause harm to the environment and to human health. The University will comply with Genetically Modified Micro-Organisms (Contained Use) Regulations, 2001 and obtain licence approval from the EPA prior to working with GMM's.

- (i) Genetically modified organism means an organism in which the genetic material has been altered in a way that does not occur



naturally by mating or natural recombination, or by a combination of both;

- (ii) The University will ensure that safe systems of work are in place for work with GMM's. Protective measures are used to limit their contact with the general public and the environment
- (iii) All employees involved working with GMM's shall have received the appropriate training and will be able to conduct risk assessments based on their work.
- (iv) EPA requires prior consent from anyone working with GMM's within the University. The EPA is responsible for the licencing of GMM activity for either contained or deliberate release.

Contained Use:

Use of GMM's under containment e.g. using physical barriers with disinfectants and biological barriers to limit the exposure of the GMM to the environment/general public. GMM's have 4 classes based on the risk posed to the public/environment, with Class 1 being the lowest risk and Class 4 being the highest based on risk assessments.



3.13 MANUAL HANDLING

The University will comply with the Manual Handling Regulations, Part 2, Chapter 4 of the SHWW (General Application) Regulations, 2007. Where manual handling, manipulation and lifting of loads which involves a risk of injury (particularly to the back) is present, the University shall take measures to avoid the need for such manual handling where possible. Where this is not achievable mechanical aids / or appropriate organisational methods should be used. Where manual handling is unavoidable, the University will undertake a risk assessment of any manual handling operation, which involves risk of injury or damage to health, particularly back injury. Common types of injuries from incorrect manual handling are hernias, prolapsed discs, recurring pain, permanent disability and a consequent loss of staff.

The Manual Handling Regulations require the University to:

- (i) Take appropriate organisational measures, in particular mechanical equipment, to avoid the need for the manual handling of loads by employees,
- (ii) Where the need for manual handling of loads by employees cannot be avoided, appropriate means shall be used or the employees will be provided with the means in order to reduce the risk involved to reduce risk involved in the manual handling of loads,
- (iii) Where the need for manual handling of loads by University employees cannot be avoided, workstations shall be organised in such a way as to make handling as safe and healthy as possible, and:
 - Assess the health and safety conditions of the type of work involved, and in particular to examine the characteristics of loads,
 - Take care to avoid or reduce the risk, particularly of back injury to University employees, by taking measures, considering the characteristics of the load, the physical effort required, the characteristics of the working environment and the requirements of the activity.
- (iv) Employees involved in manual handling of loads shall receive general indications and, where possible, precise information on the weight of each load and the centre of gravity of the heaviest side when a package is eccentrically loaded.
- (v) Ensure through the Health and Safety Training Programme that all employees undertaking manual handling tasks and their supervisors are trained in manual handling techniques by a competent trainer.
- (vi) The Safety Officer carries out training courses for employees involved in the manual handling of loads. Training will be provided as the need arises and when requested by departmental staff and supervision



3.14 NOISE

Loud noise at work can cause irreversible hearing damage. It accelerates the normal hearing loss which occurs as we grow older. It can cause other problems such as tinnitus, interference with communication, and stress. In order to protect employees from the risks to their hearing caused by noise and at preventing hearing loss and deafness the University will comply with the requirements of the SHWW (General Application) Regulations, 2007, Part 5, Chapter 1, Control of Noise at Work.

Protective Measures	Daily 8-Hour Exposure	Peak Exposure
Exposure Limit Value	87dBA	140dBC
Upper Exposure Action Level	85dBA	137dBC
Lower Exposure Action Level	80dBA	135dBC

- (i) Any work location and / or location which is suspected of exposing staff to loud noise will be subject to a formal noise assessment,
- (ii) Heads of Department shall check to see if any of their staff are exposed to loud noise, and, when necessary, request the Safety Officer to commission a noise assessment,
- (iii) Where employees are exposed to noise levels exceeding 80dB(A) or the maximum value of the unweighted instantaneous sound where pressure is likely to exceed 20 μ Pa the following shall be provided:
 - Information and training concerning:
 - Risks to hearing arising from noise exposure,
 - Employers' and employees' obligations under the Noise Regulations,
 - Hearing protection and audiometry.
 - Issue ear protectors
 - Audiometry
- (iv) In addition to the previous requirements, when the level is above 85dB(A), upper exposure action value, the university will:
 - Identify the reasons for the excess noise level and put in place a programme to reduce it,
 - Mark the area with signs,
 - Ensure that ear protectors are used and maintained,
 - Restrict access to the noise area.



- (v) Any work area in which staff report that noise distracts or represents a nuisance shall be subject to an assessment to ascertain whether this is the case, and whether the noise levels may be reduced.

3.15 RADIATION - Ionising

With the use of ionising and non-ionising radiation on campus, the University of Limerick will ensure the health and safety of all employees, students, members of the public and contractors working on campus as far as reasonably practicable. Measures will be taken to ensure that discharges and disposal of radioactive waste do not harm the environment in any way.

The University will be compliant with Radiological Protection (Miscellaneous Provisions) Act 2014 which details the general radiation

protection requirements for all users of ionising radiation, and the Safety Health and Welfare at Work Act 2005 plus other relevant regulations.

UL will restrict exposure to ionising and non-ionising radiation in accordance with the ALARP principle (As Low as Reasonably Possible):

- (i) Heads of Department are responsible for the implementation of a radiation protection programme and that it is reviewed on a regular basis
- (ii) The Departmental Radiation Protection Supervisor (DPRS) and their equivalents for non-ionising radiation, once appointed by their Head of Department will have full responsibility for the supervision of work with radiation and in the case of ionising radiation that it complies with the University Radiation Safety Plan. They are responsible that all relevant documentation is distributed to relevant staff, and to new staff, and that they understand their responsibilities as regards radiation safety. The DPRS and Heads of Department are also required to forward relevant accident/incident reports to the Safety Officer
- (iii) UL will appoint a Radiation Safety Adviser (RPA) who will have full responsibility for providing advice to departmental heads and staff, managers and the public on ionising radiation matter
- (iv) The Radiation Protection Officer has an oversight role in ensuring that the University Radiation Safety Plan and local Radiation Safety Procedures are implemented. The RPO is authorized to enforce radiation safety procedures, and has the authority to temporarily suspend activities involving ionizing radiation deemed to be unsafe.
- (v) Radiation Safety Procedures contain general controls and policies, as well as Working Instructions which address individual hazards associated with ionising radiation. Temporary controls may be put in place by the Radiation Safety Committee or the RPO where oversights or hazardous situations are identified. These procedures will include steps to follow in the event of a radiation emergency. All relevant documents which should be available in individual departments should



be listed in the Radiation Safety Procedures for that department.

- (vi) Radiation Safety Monitoring Programmes, as advised by the RPA, will be conducted periodically by the RPO or the DPRS in specific areas where ionising radiation is in use. These will be detailed in the Radiation Safety Procedures.
- (vii) The European Communities (Medical Ionising Radiation Prevention) Regulations 2002, give instructions on the health protection of individuals against the dangers of ionising radiation in relation to medical exposures, also known as the Medical Exposures Directive.

University of Limerick has a Radiation Safety Plan which should be read and communicated to all staff affected before coming into contact with any of these sources.

RADIATION - Optical

Lasers can be classed based on their potential to cause harm to the body or to cause a fire. There are four different classes of lasers, with Class 1 being the lowest risk and Class 4 being the highest. Lasers must be labelled on campus and are classified based on the physical parameters of the laser, power, and wavelength and exposure duration. Users of Class 2, 3 and 4 lasers must undergo training, wear appropriate PPE and be provided with written operating and safety procedures i.e. risk assessments which must be adhered to at all times Laser users must have eye tests on a regular basis. Windows where Class 2, 3 or 4 lasers are being transmitted must be covered at all times to prevent hazards in uncontrolled areas.

Class 1:

Lowest risk, incapable of producing damaging radiation levels, very little control measures required

Class 2

Lasers which emit radiation in the visible portion of the spectrum, can be hazardous if viewed for prolonged periods, safety goggles must be worn

Class 3

Divided into two classes, 3a and 3b. 3a can present a hazard if viewed using collective optics e.g. telescopes. 3b lasers can cause serious eye injuries if beams are viewed directly. Safety goggles must be worn.

Class 4

Most dangerous of all, can cause serious eye and skin damage and also have the ability to cause fire.

All Class 3b and Class 4 lasers within the University must be equipped with a protective housing and have a deactivation key/switch present. Factors to consider when conducting a risk assessment include:

- Level of Eye Protection
- Access Restriction
- Training
- Barriers, beam stops



- Area controls (interlocking doors, warning notice when laser is in use)
- Administrative and or procedural controls

Where lasers are being used in departments, it is necessary to:

- Carry out relevant risk assessments and install appropriate safety features.
- Appoint a departmental laser safety officer before the laser can be used
- Pay special attention to potential risks from equipment and eliminate these if possible, otherwise control measures are to be put in place to reduce the risk.

3.16 PERSONAL PROTECTIVE EQUIPMENT

In circumstances in which it is not reasonably practicable to eliminate or control the hazards in the workplace the University of Limerick will provide and maintain such suitable protective clothing or equipment as appropriate to ensure the safety, health and welfare of workers.

The type of personal protection depends on the hazards to which the worker is exposed. Where permanent fixed controls and changes in working arrangements cannot wholly eliminate hazards, or where such measures may be impractical because of short duration of the work or for some other reason, personal protective equipment may be required. The University keeps abreast of new information on hazards which require personal protection and only purchases equipment to the highest standard. All equipment bought by the University for use by employees is manufactured to approved codes of practice.

- (i) The identification of the correct personal protective equipment for any specific application and user acceptability is the responsibility of the line supervisor or Head of Department of the operation who will liaise with the Safety Officer,
- (ii) Where personal protective equipment is not disposable but designed for re-use, it shall be subject to periodic inspection to confirm its continued suitability, and where appropriate subject to routine maintenance,
- (iii) Supervisory staff are responsible for ensuring that the employees have the training to complete safely a task which requires personal protection and also to ensure that the equipment is worn,
- (iv) The University is committed to training and re-training personnel in the use of personal protective equipment. It is equally committed to ensuring that the equipment is worn at all appropriate times.
- (v) Staff issued with personal protective equipment are reminded that they have an obligation to use it as instructed, to maintain it in a state of good repair, to report any defects or other problems promptly.
- (vi) The University will take account of the Personal Protective Equipment Regulations, Part 2, Chapter 3 of the SHWW (General Application)



Regulations, 2007 and carry out assessments in compliance with the Regulations as needs be.



3.17 PROTECTION OF PREGNANT, POST NATAL AND BREASTFEEDING EMPLOYEES

Pregnancy is a part of normal everyday life and should not be equated with ill health, and in most cases women work quiet safely until a matter of weeks before their baby becomes due. The University will, as far as possible, identify hazards in the workplace which could affect the health of the pregnant woman or of her unborn child and these hazards will be carefully assessed and managed to avoid harm. The University will comply with the provisions of the SHWWA, 2005, and the SHWW (General Application) Regulations, 2007, Part 6 Chapter 2.

- (i) All female staff shall be advised on recruitment that they are required to advise their Head of Department or supervisor should they become either pregnant or a 'new' mother (that is a woman who has given birth within the last six months and who is breast feeding),
- (ii) On receipt of a notification of pregnancy, recent birth or breastfeeding, the Head of Department or supervisor shall review the risk assessments relevant to that person's work and shall complete the Pregnant Employees Assessment Checklist (appendix 3). The assessments are to be used to determine what the pregnant woman is exposed to, how often the exposure occurs and for how long,
- (iii) For any risks to which the pregnant or new mother is potentially exposed, and which represent an additional risk because of the pregnancy, recent birth or breast-feeding, efforts shall be made to reduce the risks,
- (iv) If the assessments reveal there is a risk, the University will inform the woman about the risk and what will be done to ensure neither she nor the developing child is injured,
- (v) Following action to reduce the risks, they shall be reassessed. If the risks remain significant, the pregnant or new mother shall be reassigned to other work for which the risks are assessed as not significant.



3.18 REVISION

This Safety Statement will be reviewed annually and revised as necessary. People who have been assigned responsibilities in this statement will be especially alert to any change which may be required, based on their own observations and consultations with their staff.

Safety Audits organised by the Safety Officer on behalf of the University will also be used to highlight deficiencies in the system and the reports will be examined at revision time.

Any changes in work practices, machinery, buildings or processes will also require the Safety Statement and/or Local Safety Statement to be revised.

The Safety Statement will also be revised on the direction of an Inspector from the Health and Safety Authority.



3.19 SAFETY INSPECTIONS

The Safety Officer will organise Annual Safety Inspections in conjunction with the Department Head/Manager. These inspections will consist of a check on:

- Housekeeping, including floors, walkways and stairs,
- Safe place of work above and below ground level,
- Machinery guarding,
- Correct procedures,
- Fire exits and equipment,
- Suitability of personal protective equipment,
- Use of personal protective equipment,
- Hand tools,
- Electrics,
- Storage of gases and chemicals,
- Control of contractors,
- Any accidents in the area since the previous audit,
- Any other hazards,
- Action taken on the improvements recommended since the previous audit,
- Training Programme Development,
- Maintenance Programme.

The Safety Officer shall prepare a report on the results of the above inspections and issue copies to Department Head/Manager, Safety Representatives and Executive Committee.

Heads of Department shall organise Departmental Safety Inspections on the following basis:

- Laboratory/Workshop based departments every semester,
- Non-laboratory/workshop based departments every year.

The findings of these inspections shall be reported to the Safety Officer.



3.20 SAFETY REPRESENTATION AND CONSULTATION

It is the policy of the University to comply with the SHWWA 2005 and the SHWW (General Application) Regulations, 2007 by consulting employees for the purpose of the making and maintenance of arrangements to enable the University and its employees to co-operate effectively in promoting and developing measures to ensure their safety, health and welfare at work and in ascertaining the effectiveness of such measures.

- (i) The University is committed to taking account of any representations made by the employees' or their representatives, so far as is reasonably practicable,
- (ii) The University recognises the employees' right to appoint a representative to represent them in consultations on safety with the University,
- (iii) The University will co-operate with the Safety Representatives:
 - In providing information necessary for safety,
 - In advising the Representative when an inspector is touring the place of work,
 - In facilitating the Representative in the discharge of his/her functions,
 - In allowing time off for training,
 - In providing information on notifiable accidents and dangerous occurrences.
- (iv) The Safety Representative Committee meets on a regular basis to review safety performance to make recommendations to management on safety issues. An agenda will be circulated prior to each meeting and the proceedings will be minuted. Without unnecessarily inhibiting the Committee the Chairperson will ensure that the themes of safety, health and welfare are maintained throughout the meeting.



(v) The membership of the Safety Representatives Committee includes:

Dean, Faculty of Science and Engineering Nominee	
Director, Human Resources	Chairperson
Safety Representative	Main Building
Safety Representative	Robert Schuman Building
Safety Representative	Kathleen Lonsdale Building
Safety Representative	Schrödinger Building
Safety Representative	Sports Building
Safety Representative	Library and Information Services Building
Safety Representative	Foundation Building
Safety Representative	Computer Science Building
Safety Representative	Irish World Academy of Music & Dance
Safety Representative	Graduate Entry Medical School
Safety Representative	Bernal Institute
Safety Representative	Health Sciences Bld
Buildings Services Manager	
Safety Officer	



3.21 TRAINING

The University is committed both to the maintenance of a safe place, safe plant, the provision of safe procedures and also of safe people. The University recognises that training is an important way of achieving competence and helps to convert information into safe working practices. It contributes to the organisation's health and safety culture and is needed at all levels. The risk assessment will help determine the level of training needed for each type of work as part of the preventative and protective measures. To this end:

- (i) The University shall provide instruction and training in a form, manner and language that would be reasonably likely to be understood by those receiving it.
- (ii) Health and safety training shall be provided at no financial cost to the employee. Such training shall include information and instruction in the job to be carried out and measures to be taken in an emergency.
- (iii) In assigning an employee to a specific task, the University will take account of his or her capabilities in relation to safety, health and welfare. Employees must not be put at risk by being given work that they do not have the competence to undertake.
- (iv) In the case of groups of particularly sensitive employees and employees covered by specific safety and health legislation, such as persons with disabilities, pregnant workers or young persons, the University shall endeavour to ensure they are protected against the dangers that affect them.
- (v) Employees and students will be provided with safety induction training on appointment to a new post or at the commencement of a new academic year.
- (vi) Employees and students shall be trained on the general issues associated with safety, and those specific to work they are required to undertake.
- (vii) Training will be repeated periodically to ensure continued competence.
- (viii) Training shall be adapted to changed circumstances or new risks. Training shall be provided to employees on recruitment, in the event of transfer or change of task, or when new work equipment, systems of work or new technology is introduced.
- (ix) The University shall ensure that employees of another employer (for example, maintenance contractors, cleaners, etc.) carrying out work at the University must receive appropriate instruction in any risks associated with the place of work by means of short induction presentations.
- (x) Employees are required to take the training opportunities provided, to make reasonable efforts to develop competence and implement what they have learnt about safe systems of work, and to report to their managers any perceived gaps in their knowledge and understanding of the health and safety requirements and systems of work.



- (xi) Training records will be kept, and staff attending training courses are required to sign the attendance sheets.

Course	Refresher Frequency
First Aid	2 years
AED Training	2 years
Chemical Agent RA	N/A
General Hazard ID +RA	N/A
Work at Height	3 years
Manual Handling	3 years
Abrasive Wheels	3 years
Basic Tractor Awareness	3 years
Pesticide Application	3 years
Brushcutter/Strimmer	3 years
Gas Safety Awareness	2 years
Fire Warden	3 years
Fire Fighting Training	3-5 years
Evacuation Chair	5 years
Radiation Safety	3-5 years



3.22 DISPLAY SCREEN EQUIPMENT

The University recognises that only a small proportion of people using VDU equipment suffer health problems as a result, but because there are so many users this can be a significant number. In most cases the problems do not arise directly from the VDU's themselves, but from the way they are used. The University believes that problems can be avoided altogether by good workplace and job design and by the way the equipment and workstation is used.

The Display Screen Equipment Regulations apply to employees who are habitual users of display screens.

The University will comply with requirements of the Display Screen Equipment Regulations, Part 2 Chapter 5 of the SHWW (General Application) Regulations, 2007

- (i) The University shall purchase and provide appropriate equipment (hardware) and processing systems (software) and a working environment suitable for display screen work,
- (ii) Each workstation will be risk assessed and appropriate steps taken to reduce risks (see VDU Workstation Checklist in appendix 2),
- (iii) Offices will be maintained at a comfortable temperature and humidity and the lighting arranged to avoid screen glare,
- (iv) The University will provide information, instruction and training to employees in relation to the risks associated with VDU work and how these risks are minimised,
- (v) Users of VDU equipment should have activities arranged so as to provide regular breaks from screen/keyboard work,
- (vi) The University will offer eye and eyesight tests to employees:
 - Prior to commencing work,
 - At regular intervals thereafter,
 - Or as required.

Where an employee is found to require corrective lenses (or an alteration of existing lenses) for VDU work, the basic cost will be borne by the University (excluding employee PRSI entitlements). If other than the basic frames are requested by the employee all additional costs resulting from this must be borne by the user. If the Optician determines that the employee for normal day-to-day use requires spectacles, the University will not cover the costs of these and the employee must make their own arrangements for the supply of these and will be responsible for the full cost, [Eye and Eyesight Testing Policy](#)

- (vii) All users are requested to report to their supervisor or manager in the event of any problem with their display screen work, defects in environment or equipment, or personal health status which could affect their ability to work safely and in comfort.



3.23 CONSTRUCTION PROJECTS

The safety, health and welfare of all stakeholders (staff, students, contractor staff and the public) must be taken into consideration when a construction project is being planned and managed. Construction work is hazardous by nature and employees may be exposed to many dangers when visiting or working on a construction site. The most common cause of fatal accidents on a construction site results from falls; either off buildings, off scaffolding, or through fragile roofs or unguarded openings, etc.

The Buildings and Estates (B&E) Department plays a key role in ensuring the Health & Safety of the campus community in accordance with the University's obligations under the current safety legislation – the principal documents being:

- Safety, Health & Welfare at Work Act 2005
- Safety, Health & Welfare at Work (Construction) Regulations 2013

The B&E Department maintains a “Local Safety Statement” which outlines policy and procedures relating to safety issues including duties and responsibilities, hazard identification and risk assessment.

The B&E Department also acts on behalf of the University in appointing project supervisors for the design and construction phases of projects in accordance with statutory requirements. On completion of a project the B&E Department formally takes over responsibility for the particular building/area together with the project safety files and manuals.



3.24 OCCUPATIONAL HEALTH MANAGEMENT

In accordance with the Safety, Health & Welfare at Work Act 2005, the University has an obligation “to ensure that health surveillance is made available for every employee appropriate to the health and safety risks which may be incurred at the place of work”

The Health & Safety Unit currently contracts out the Occupational Health Service available to employees. Where Regulation or Risk Assessment requires that health assessment or health surveillance be carried out (especially for those involved in certain work activities, work with chemicals etc.) such employees are referred to the Occupational Health Service for appropriate assessment.

Apart from the requirement under the Safety, Health & Welfare at Work Act 2005 the University will provide the necessary health surveillance required by some regulations, such as the Safety, Health & Welfare at Work (Exposure to Asbestos) Regulations 2006 and the provisions of the General Application Regulations 2007.



3.25 SMOKING AND VAPING ON CAMPUS

University of Limerick aims to create a healthier, smoke free, vape free environment for its employees, students, contractors and visitors. As a result, smoking and vaping is prohibited on all University campuses from 1st June 2018.

The UL Smoke and Vape Free Policy has been developed to;

- Protect all employees, students and visitors from exposure to second-hand smoke
- Comply with the Public Health (Tobacco) Act 2002 and the Regulations made under the Act
- Improve the health, safety and welfare of staff, students, contractors and visitors.
- Ensure a safe working environment.

It is the duty of each employee to take reasonable care for his or her own safety, health and welfare. The ultimate responsibility for the implementation of this policy rests with the University. It is the responsibility of Heads of Departments to ensure that the statutory requirements are met. The term "Head of Department" is defined in this University of Limerick Safety Statement.

Compliance with the "[Smoke and Vape Free Policy](#)" is mandatory for everyone. New employees shall be informed of the policy at the Induction Programme and students shall be informed during Orientation Week.

It is the policy of the University of Limerick that its campuses are smoking and vaping free. This policy applies to all staff, students, contractors, visitors, and any other persons who enter university grounds and facilities for any purpose. The policy prohibits smoking anywhere on the campus.

This policy incorporates the statutory requirements of the Public Health (Tobacco) Act 2002 and the recommendation of the Report of the Tobacco Policy Review Group (Department of Health, 2013) to "promote tobacco free campuses for all third-level institutions in consultation with key stakeholders".

This policy sets out to improve health outcome for all staff, students, visitors and contractors. The policy applies to the entire campus, including:

- Buildings and residences,
- doorways and entrances,
- walkways, parkland, roads and car parks,
- pitches and sports facilities (including spectator spaces),
- the curtilage, balconies, terraces, outdoor seating of accommodation, restaurant and club/bar facilities,
- cars parked on university campus grounds,
- bicycle sheds and bus shelters on university grounds.

In addition to the main Castletroy campus, this policy also applies to off campus student accommodation owned by the University, Park Point, the city centre FABLab/Health Hub, the UL Activity Centre, the CERC building at the UL Hospital Group and any other locations owned, leased or operated by the University.



3.26 ROADS & TRAFFIC

All road markings, speed limits and traffic signs must be observed. Be aware of pedestrians and cyclists on campus roads, at junctions and particularly at pedestrian crossings.

Restrictions apply to parking on campus – you can only park in designated car parks and where required, a valid parking permit must be displayed on your vehicle. Cars that are found to be illegally parked may be clamped and/or removed from campus.



3.27 SAFETY SIGNS

Part 7, Chapter 1 of the Safety, Health and Welfare at Work (General Application) Regulations 2007 deals with the issue of safety signs at places of work. As part of the general risk assessments for employers under the Safety, Health and Welfare at Work Act 2005, where certain risks remain that necessitate specific instruction or warning, then employers must use safety signs in and around that place of work.

These signs are set into 5 distinct categories (*Prohibition, Mandatory, Warning, Emergency Escape / First Aid and Fire Equipment*) and are based on a pictogram rather than wording or text. University of Limerick acknowledges its duty to assess if, and where these would be necessary due to existing risks and install them where they are visible.

Reference will be made to Schedule 9 of the *Safety, Health and Welfare at Work (General Application) Regulations 2007* by University of Limerick when installing safety signs. Examples of safety signs on site include; emergency exits, fire-fighting equipment etc.

Control

University of Limerick will ensure that signs will be designed and made to specific standards as per the 2007 Regulations. Consideration will also be given to circumstances where several signs are needed and the placing of the signs as too many signs can be confusing for staff, visitors and contractors.

Monitor

University of Limerick will review signage on a regular basis and ensure that it is still valid. Signs that no longer apply to the workplace will be removed. In addition, they will be reviewed regularly to ensure signs are still visible – i.e. they haven't been moved, defaced or blocked by other signs etc.

Educate

University of Limerick will ensure that no information is contained on a sign that employees or visitors to their operation have not been made aware of already. Employees will be trained in recognising signs and what they mean / relate to in the workplace.



3.28 DRIVING POLICY

A staff member may be required to use a vehicle during their duties. Staff using their private vehicle for business on behalf of University of Limerick must obey *The Road Traffic Act 1961* (and its later amendments) and be prepared to react to other drivers and driving conditions.

Only full-licenced drivers are permitted to use their personal vehicles for use on University business.

Safe driving practice must be followed travelling to and from official University business;

- Driver must wear a seat belt at all times.
- The use of a mobile device is strictly prohibited whilst driving the vehicle.
- Ensure your supervisor or another person is aware of where you are travelling to.
- Be well rested before driving, if you become tired take a break, such as get out and stretch your legs when on a long journey.
- Maintain your vehicle in good working order at all times.
- Do not operate vehicle if on medication which will make you drowsy.
- Stay alert to any potential reactions which may require quick action.
- Keep your cool in traffic.
- Be patient and courteous to other drivers.
- Arrive safely.

Reduce your stress by planning your journey/route and avoid peak times where there is potential for heavy traffic, if possible.

Road Traffic Accident Involving Staff

If you are involved in a road traffic accident during the course of your work with University of Limerick, you must firstly contact emergency services and secondly advise their Line Manager of the situation.

Accidents that have resulted in a staff member being injured for more than 3 consecutive days, not including the day of the accident, are reportable to the Health & Safety Authority using the

General breakdown procedures

- If it is safe to do so, drop your speed, continue driving and try to pull off the road completely, or onto a straight section of road
- If possible, avoid stopping in dangerous places such as roundabouts and corners
- Switch on your hazard lights
- If you have to stop on a road, display your emergency triangle at least 45 metres behind your vehicle (Do not do this on a motorway)
- Do not attempt to fix your vehicle yourself by the roadside. Call your insurance company's designated breakdown service. Switch off your engine and wait in a safe place, away from traffic, and out of the vehicle.



Breakdown procedures

If your vehicle develops a problem, you should never attempt repairs yourself. Call your insurers designated breakdown service and follow all their instructions.

Insurance

Private motor vehicles must be adequately insured while used on official University business. Staff must confirm with their insurance broker/company that University of Limerick is indemnified. Staff claiming mileage are required to have made the appropriate arrangements with their insurers as part of the submission process.

University of Limerick will not accept liability for any loss or damage resulting from the use of a private motor vehicle on official University business.



3.29 WELFARE FACILITIES

The provision of welfare facilities required by legislation will be provided in accordance with the Safety, Health and Welfare at Work (General Application) Regulations 2007. Employees are reminded that:

- Each employee is responsible for maintaining safe housekeeping standards in their work area.
- University of Limerick is committed to providing the highest standards of cleanliness and hygiene throughout its operation.
- Designated areas have been allocated for employees to have their rest break while on the premises. The restaurants have adequate numbers of tables and appropriate chairs.
- Restaurant facilities with hot and cold water, microwave etc. are provided.
- Toilet facilities are in place for all users.
- All appropriate PPE will be supplied to employees, where necessary.
- Locker rooms and showers should be kept clean and tidy
- Shower heads must be cleaned and flushed through with hot running water on a regular (weekly) basis in order to avoid stagnant water accumulating. Cleaners should be advised to include this procedure in their weekly cleaning schedule.



3.30 CONTROL OF CONTRACTORS

Members of Public, Contractors and Visitors

Section 15 of the Safety, Health and Welfare at Work 2005 Act provides that where a person controls, to any extent, a non-domestic place of work, where persons other than his or her employees are working, the person in control must ensure, so far as reasonably practicable, that the means of access to and egress from that place of work, or any article or substance provided for use at that place of work are safe and without risk to health.

Section 15 applies where an employee is working in premises that are not under the control of his or her employer, such as a Contractor. Where any contract, tenancy, license or other interest places an obligation to any extent on a person to maintain or repair a place of work, or the access to or egress from that place of work, or the provision of any substance or article for use at that place of work, to the extent of their obligation, the duty under this section falls upon them.

University of Limerick recognises that it will be necessary for members of the public (such as Contractors, Trainees, Delivery Companies etc.) to have access to our premises. University of Limerick recognises that members of the public are more susceptible to our occupational hazards due to unfamiliarity of the site and the activities being carried out. Therefore, all employees must be made aware of the dangers of having members of the public on site and take all reasonable measures to ensure that no member of the public is injured in any way while visiting our premises.

The following procedures have been put in place to eliminate or minimise the risk to visitors and these procedures must be strictly enforced:

- All Visitors e.g. trainees, delivery companies etc. must be accompanied at all times whilst in any high risk areas such as labs, plant rooms etc. All Contractors work will be arranged to take place during specific hours.
- It is the responsibility of University of Limerick Host to ensure the safe evacuation of the visitor, contractor etc. in the event of an emergency.
- Visitors and Contractors must observe the Safety Rules and any instructions given by University of Limerick's Personnel.
- They should not enter unauthorized areas where they are not authorized to visit.
- Contractors carrying out work on site must be approved by the Safety Officer/Building Maintenance Representative prior to commencement of work.
- The proposed Contractor must submit a signed copy of their insurance details, most recent Safety Statement or Code of Practice and Method Statements, as appropriate. Only when these documents have been reviewed and approved as adequate by the Building and Estates Department may the proposed Contractor be approved.
- Arrangements to ensure that security systems and procedures are not exposed and where practicable and appropriate, that items of value are secured.

- Contractors are required to devise and implement such strategies as are necessary to eliminate or control, in so far as is reasonably practicable, all



unsafe work practices and behaviour by their Employees and sub-contractors. It is expected that Contractors will: -

- Comply with the relevant safety legislation
- Attend any Safety Inductions and use a Permit to Work System
- Adhere to effective risk management by adopting current Codes of Practice, Standards and Guidance material published by the Authorities.
- Provide and maintain safe, clean and tidy work areas, plant and equipment.
- Maintain adequate levels of Supervision, information, training and instruction.
- Ensure their Employees are adequately trained to safely and competently carry out contracted tasks.
- Possess all necessary insurances, licenses, skills and certificates for contracted works.

Contractor Employees or Sub-Contractors on site will be accountable for: -

- Informing the Building Maintenance Representative of their presence on site and not starting work until a Contractor Assessment has been conducted, and Safety Inductions carried out and Permit to Work issued (where applicable).
- Keeping their workplace safe, clean and tidy
- Complying with all work Method Statements, Safe Systems of Work Plans (SSWPs) and or Risk Assessments
- Reporting all accidents, incidents or near misses to Management
- Reporting all hazards they identify to Management
- Encouraging safe behaviour and complying with any other instructions from University of Limerick
- Maintaining adequate Health and Safety records where required under local legislation or contracted requirements.
- On completion of their work, reporting to the Safety Officer/Building Maintenance Representative so that any relevant paperwork may be finalised.



3.31 WORKING ALONE

Where a staff member needs, or is required, to work alone outside of normal office hours, they should notify their Line Manager in advance. *Section 19 of the Safety, Health and Welfare at Work Act 2005* requires University of Limerick to undertake a risk assessment, and so this shall determine whether or not staff may work alone. If deemed necessary, the following procedures apply;

- In the event of an emergency, the designated staff member will be responsible for ensuring all safety and evacuation procedures are followed.
- Where out of hours to inform security when entering and leaving the building.
- The designated staff member will be responsible for ensuring the offices are vacant,
- The staff member using the car park does so at their own risk.
- When working off site, the staff member should communicate with someone that they are working alone, leave their mobile on so they are contactable and do periodic checks where required.
- The staff member must report all accidents, injuries, near-misses and other dangerous occurrences immediately to their supervisor who will relay this information to their Line Manager.



3.32 WORKING AT HEIGHT

Work at height means working in a place (except a staircase in a permanent workplace) where a person could be injured by falling from it, even if it is at or below ground level. Access to and from a place of work can also be classed as work at height. Examples of work activities that are classified as working at height at University of Limerick include working on a ladder or stepladder.

Part 4 of the Safety, Health and Welfare at Work (General Application) Regulations 2007 deals with Work at Height. The regulations cover the key requirements with regard to preventative measures, equipment used, inspection, records, working conditions, etc.

University of Limerick adopts a simple hierarchy for managing work at a height:

- Avoid work at height where this is reasonably practicable;
- Use work equipment or other measures to prevent falls where you cannot avoid working at height; and
- Where you cannot eliminate the risk of a fall, use work equipment or other measures to minimize the distance and consequences of a fall.
- As a guide, only use a ladder or stepladder:
- Where the work is of short duration – ladders are not suitable where they are in one position for 30 minutes or more;
- Where the risk is low, i.e. because the nature of the work makes a fall unlikely, or where there is a fall that the nature of the fall would be unlikely to cause injury;
- For work that does not involve carrying heavy or awkward boxes or equipment;
- Where you can maintain three points of contact (hands and feet) at the working position.
- DO NOT Overload it - the person and anything they are taking up should not exceed the highest load stated on the ladder;
- DO NOT Overreach - keep your belt buckle (navel) inside the stiles and both feet on the same rung throughout the task.
- When working on ladders and step ladders you should avoid work that imposes a side loading by having the rungs or steps facing the work activity.



3.33 ELECTRICAL SAFETY

Electricity can harm individuals through electric shock, but it can also lead to fires and explosions. University of Limerick will ensure that the equipment they supply is suitable for the workplace and the environment within which it is to be used.

Part 3 of the Safety, Health and Welfare at Work (General Application) Regulations 2007 deals with electricity. These regulations will be read in conjunction with the various standards and guidance notes that exist (such as the Electro Technical Council of Ireland National Rules) to ensure all practicable guidance and advice is followed. University of Limerick will ensure that their electrical installations are inspected by a competent person on an annual basis. Electrical installations will be identified, and a programme developed to ensure that they are inspected.

All electrical equipment used by University of Limerick will be designed so as to prevent danger.

University of Limerick will put in place measures to prevent ingress of moisture or of particles and foreseeable impacts on all electrical equipment and installations.

Testing of electrical Equipment will be carried out by a competent person

Only competent persons are permitted to work on or with electrical equipment.

How can I tell if it is damaged?

By looking!! This is the most important maintenance precaution. Around 95% of faults or damage can be found by just looking. Things that you are looking for on the equipment, the cable and plug (after disconnecting it) are signs of:

- Damage, e.g. cuts, abrasion to the cable covering;
- Damage to the plug, e.g. the casing is cracked, or the pins are bent;
- Non-standard joints including taped joints in the cable;
- The outer covering (sheath) of the cable not being gripped where it enters the plug or equipment;
- Equipment that has been used in conditions where it is not suitable, e.g. a wet or dusty environment;
- Damage to the outer cover of the equipment or obvious loose parts or screws;
- Overheating (look out for burn marks or staining).



3.34 TOOLS AND EQUIPMENT

- All tools and equipment used by University of Limerick will be maintained in good working condition and only operated by trained and competent staff.
- All damaged equipment must be reported to your Line Manager who will remove the equipment from service and make arrangements for its repair.
- No items of equipment or machinery will be operated without suitable guards.
- All portable electric equipment should be disconnected when not in use.
- No equipment or machinery will be modified, have guards removed or be used, except in a manner that complies with the manufacturer's instructions.
- Power cords on all portable equipment will be checked on a regular basis.

3.35 PROTECTION OF CHILDREN AND YOUNG PERSONS

- Chapter 1 of part 6 (Protection of Children and Young Persons) of the General Application Regulations 2007 must be followed with regards to children and young persons
- Appropriate supervision to be in place for children and young persons and where applicable a risk assessment to be in place.



SECTION 4

HAZARD IDENTIFICATION AND CONTROL MEASURES



4.1 HAZARD IDENTIFICATION AND CONTROL MEASURES

The Safety Statement is based on the identification of hazards and an assessment of the risks to safety and health at work.

A risk assessment is nothing more than a careful examination of what, in your area, could cause harm to people, so that you can weigh up whether you have taken enough precautions or should do more to prevent harm. The aim is to ensure that no one gets hurt or becomes ill.

The important things you need to decide are whether a hazard is significant and whether you have covered it by satisfactory precautions so that the risk is small.

Contact the Safety Officer for help and advice in carrying out the assessment and for information on the Hazard Identification and Risk Assessment Training Course.

Complete the Risk Assessment Sheet (Appendix 3) in the following sequence:

(i) **Significant Hazards and Risks:**

A hazard means anything that can cause harm (e.g. Chemicals, electricity, working with machines, heights, ladders, etc.). Risk is the chance that somebody will be harmed by the hazard. Walk around your work area and look afresh at what could reasonably be expected to cause harm. Ignore the trivial and concentrate on significant hazards which could result in serious harm or affect several people. Ask staff in the area what they think. They may have noticed things which are not immediately obvious. Manufacturers' instructions or data sheets can also help you to spot hazards and put risks in their true perspective. Look out for anything that can result in slips, trips and falls.

(ii) **Persons at Risk:**

Decide who might be harmed and how and don't forget:

- Students, young employees, new and expectant mothers, people with
- disabilities, lone workers, etc. who may be particularly at risk,
- Cleaners, visitors, contractors, maintenance and security staff, etc., who
- may not be in the workplace all the time,
- Members of the public, customers (both adults and children) who use the sports facilities, sales representatives and people who share our workplace.

(iii) **Existing Controls:**

List all the precautions you have in place to ensure the safety and health of anyone who may come into contact with the hazard.

(iv) **Risk Class:**

Even after all precautions have been taken, some risk usually remains. What you have to decide is whether this remaining risk is high, medium or low.



- High (H)** Probability of fatality, serious injury or significant loss, possibly of minor injury to a number of people.
- Medium (M)** Unlikely possibility of fatality, serious injury or significant material loss, possibility of minor injury to a small number of people.
- Low (L)** Injury or material loss unlikely though conceivable.

(v) **Further Controls Required:**

For the hazards listed, do the precautions already taken:

- Meet the standards set by legal requirement?
- Comply with recognised industry standards?
- Represent good practice?
- Reduce risk as far as reasonably practicable?

Are the following provided?

- Adequate information, instruction, training and supervision?
- Adequate systems or written procedures (i.e. Departmental Codes of Practice or Manuals)?

Your aim is to make all risks small by adding to your precautions as necessary. If you find that something needs to be done, draw up an action list and give priority to any remaining risks that are high and/or those which could affect most people. In taking action ask yourself:

- Can I get rid of hazard altogether?
- If not, how can I control the risks so that harm is unlikely?

In controlling the risks apply the principles below, if possible in the following order:

- Try a less risky option,
- Prevent access to the hazard (e.g. by guarding),
- Organising work to reduce exposure to the hazard,
- Issue personal protective equipment,
- Provide welfare facilities (e.g. washing facilities for removal of contamination and first aid).

(vi) **Persons Responsible:**

Identify individuals or departments who are responsible for implementing the controls necessary to keep the risks low.

(vii) **Target Completion Date:**

Set a time scale, commensurate with the risk, to allow remedial action to be taken by the persons responsible.



Most of the risks on the University's premises will be categorised as high. Of course, once the controls are placed on the risks they will be reduced to within the levels required by the Safety, Health and Welfare at Work Act, 2005. The University does recognise that some risks are more difficult to control than others because they cannot be contained or guarded, such as:-

- Electricity,
- Fire,
- Certain chemicals,
- Maintenance Operations.

The level of training and supervision will reflect the hazardous nature of these operations. The risks from all the hazards identified will be assessed periodically and corrective action will be taken if the standards are not being met.

The following pages outline the hazards identified, risks assessed and measures to control the risks.



4.2 HAZARD: FIRE – GENERAL PRECAUTIONS

RISK:

Risk of being burned - HIGH.

Risk from smoke inhalation - HIGH.

Fire spread and emergency escape – LOW

PERSONS AT RISK Staff, students and visitors

CONTROLS:

1. Fire drills to be carried out twice annually.
2. Adequate and suitable fire extinguishers to Code of Practice I.S.291.
3. Detailed emergency plan.
4. Employees trained in fire duties, evacuation.
5. Fire alarm and detection in accordance with I.S.3218.
6. Emergency lighting in accordance with I.S.3712.
7. Flammable liquid storage and use controlled.
8. Smoking policy in place.
9. Electrical equipment tested regularly.
10. Permit to Work system for hot work.
11. Good housekeeping.
12. Adequate and suitable means of escape.
13. Materials used in building and compartmentation in accordance with Building Regulations 1997-2016.
14. Access to building for Fire Brigade in accordance with Building Regulations 1997-2016.
15. Training programme.

RESOURCES:

1. Provision of firefighting equipment, well maintained.
2. Employee Training Programme.
3. Provision of emergency lighting where necessary.
4. Provision of alarm facilities.
5. Provision of fire and emergency plan.
6. University Code of Practice.

MAIN OWNERS:

Buildings and Estates

LEGISLATION

Fire Services Act 1981 & 2003

Building Regulations 2006 (Technical Document B) Fire Safety

Code of Practice for the Management of Fire Safety, Place of Work



4.3 HAZARD: FORK LIFT TRUCKS AND PALLET TRUCKS

RISK:

Risk of lift overturning - HIGH

Risk of crush injury to pedestrian - HIGH

Risk of load shedding or lift mechanism failure – HIGH

Risk of overturning - MEDIUM

PERSONS AT RISK Staff, students and visitors

CONTROLS:

1. Fork lifts inspected by Insurance Company's Engineer in accordance with the terms of Safety in Industry Acts, 1955 and 1980.
2. All Fork Truck drivers certified as competent.
3. All workers trained in awareness of Fork Truck hazards.
4. Safe working load not to be exceeded.
5. Regular servicing.
6. Supervision to ensure safety.
7. No passengers on truck
8. Ignition key removed when parked
9. Pedestrian routes and traffic routes are clearly identified for the protection of employees, where the use and equipment of places of work so require.

RESOURCES:

1. Training programme.
2. University Code of Practice.
3. Maintenance programme.
4. Resource for provision of inspection facility.
5. Provision of adequate supervision.

MAIN OWNERS

Buildings and Estates

LEGISLATION

Code of Practice for Rider Operated Lift Trucks: operator training and Supplementary Guidance (2005)

Code of Practice for avoiding danger from overhead electricity lines

SHWW (General Application) Regulations 2007 (Chapter 2 of Part 2, Use of Work Equipment)



4.4 HAZARD: LIQUID PETROLEUM GAS - BOTTLES

RISK:

Risk of fire/explosion - HIGH

PERSONS AT RISK Technical staff

CONTROLS:

1. Gas bottles stored in accordance with the terms of the Dangerous Substance (Storage of LPG) Regulations, 1990 and COP 7:1998 - cylinders not to be placed on their side.
2. Operators trained in the hazards of LPG.
3. Supervision to ensure safety.
4. Personal protection to be worn.

RESOURCES:

1. Adequate and suitable storage facilities for bottle storage of LPG and propane.
2. Warning signs.
3. Provision of personal protection.
4. Provision of adequate supervision.
5. University Code of Practice.

MAIN OWNERS

Buildings and Estates



4.5 HAZARD: HOISTS AND GANTRIES

RISK:

Risk of mechanism failing - HIGH

Risk of load falling - HIGH

PERSONS AT RISK B&E staff, Engineering Technicians

CONTROLS:

1. All hoists and gantries examined by Insurance Engineer within statutory period.
2. All defects rectified within statutory period.
3. Operators trained in the use of hoists.
4. Correct procedures to be followed.
5. Personal protection (boots, gloves, overalls) to be worn as specified.
6. Supervision to ensure safety.

RESOURCES:

1. Provision of resource to provide Insurance Engineer's examination.
2. Employee training programme.
3. University Code of Practice.
4. Preventative Maintenance Programme.
5. Provision of personal protection.
6. Provision of adequate supervision.

MAIN OWNERS

Buildings and Estates, University Concert Hall

LEGISLATION

SAFETY, HEALTH AND WELFARE AT WORK (GENERAL APPLICATION)

(AMENDMENT) REGULATIONS 2016 S.I. No. 36 of 2016 part 11

SHWW (General Application) Regulations 2007 (Chapter 2 of Part 2, Use of Work Equipment)



4.6 HAZARD: WELDING

To include: ARC WELDING, TIG WELDING

RISK:

Risk of eye damage - MEDIUM

Risk of welding fume poisoning - MEDIUM

Risk of fire - HIGH

Risk of ozone inhalation - HIGH

PERSONS AT RISK B&E Contractors, Engineering Technicians

CONTROLS:

1. Areas where welding is taking place to be screened off to prevent eye damage to passers-by.
2. Personal protection, especially eye protection, (welding shield or welding goggles) to be worn.
3. Correct earthing of work piece.
4. Correct welding procedures to be followed.
5. Adequate ventilation and fume extraction to be provided.
6. Welders trained in safe operation of welding equipment.
7. Equipment well maintained.
8. Permit to Work system when welding near combustibles.

RESOURCES:

1. Adequate and suitable screens to be provided.
2. Provision of personal protection.
3. Training programme for welders and all exposed employees in danger from arc - eye.
4. Maintenance Programme for equipment.
5. Time for tidying up.
6. Engineering Workshops Code of Practice.
7. Permit to Work system.

MAIN OWNERS

Buildings and Estates, School of Engineering



4.7 HAZARD: ELECTRICITY

RISK:

Risk of electrocution, burns, fire - HIGH

PERSONS AT RISK

Staff, students and contractors

CONTROLS:

1. All installations to standard laid down in Factories Electricity Regulations and E.T.C.I. Codes of Practice.
2. All electric apparatus to be maintained and worked so as to prevent danger.
3. Low voltage supply for portable and transportable appliances (under 2 H.P.) in damp or confined situations.
4. 30mA R.C.D. protection for all socket outlets over 125V A.C.
5. Employees trained in correct use of electricity, including risks from electricity.
6. Correct procedures followed for operating equipment.
7. All electrical switch rooms to be kept under lock and key.
8. Only qualified personnel to maintain and repair apparatus.
9. Panels to be kept on all electrical control boxes.
10. Supervision to ensure safety.

RESOURCES:

1. Employee Training Programme.
2. Programme of electrical preventative maintenance.
3. Provision of qualified maintenance personnel.
4. Provision of adequate supervision.
5. University Code of Practice.

MAIN OWNERS

Buildings and Estates, University Concert Hall

LEGISLATION

SHWW (General Application) Regulations 2007

Code of Practice – Avoiding Danger from Underground Services



4.8 HAZARD: NOISE

RISK:

Risk of noise induced hearing damage / loss – HIGH

Tinnitus – HIGH

Social isolation - HIGH

PERSONS AT RISK Engineering technicians and grounds staff.

CONTROLS:

1. Terms of the SHWW (General Application) Regulations 2007, Part 5 Chapter 1:
 - The levels of exposure to noise of your employees averaged over a working day or week; and
 - The maximum noises (peak sound pressure) to which employees are exposed in a working day. The values are:
 - lower exposure action values:
 - daily or weekly exposure of 80 dB;
 - peak sound pressure of 135 dB;
 - upper exposure action values:
 - daily or weekly exposure of 85 dB;
 - Peak sound pressure of 137 db.
2. Provision of ear defenders if noise level is likely to be over 80dBA (8-hour day).
3. Supervision to ensure wearing of protection over 80dBA.
4. Where necessary, health surveillance audiometric testing will be set up to protect employees from hearing damage (over 85dBA).
5. Engineering controls have been used to reduce noise at source (so far as is reasonably practicable).
6. Employees trained to wear protection.
7. Noise areas clearly defined.

RESOURCES:

1. Health Surveillance and audiometric testing facility.
2. Provision of adequate and suitable ear defenders.
3. Provision of adequate supervision.
4. Training programme for employees.
5. Safety signs.
6. University Code of Practice.

MAIN OWNERS

Buildings and Estates, School of Engineering

LEGISLATION

SHWW (General Application) Regulations 2007



4.9 HAZARD: MANUAL HANDLING (LOADS TO BE HANDLED)

RISK:

Heavy – strain, injury, or injury to feet - MEDIUM.

Bulky or unwieldy – strain or injury - MEDIUM.

Difficult to grasp – strain, injury or injury to feet - MEDIUM.

Unstable / unpredictable – strain, injury, or injury to feet - MEDIUM.

Sharp or hot – cuts, burns, strain, injury, or injury to feet - MEDIUM.

PERSONS AT RISK Staff, students and visitors

CONTROLS:

1. Employees are trained to only lift up to certain weights
2. Many loads should be repackaged to make them less bulky / unwieldy
3. Containers and boxes are fitted with handles, where possible
4. Personal protection to be worn as required, foot, hand, head protection.
5. Manual Handling tasks assessed according to Part 2 Chapter 4 of the SHWW (General Application) Regulations 2007.

RESOURCES:

1. Operator training programme.
2. Provision of personal protection.
3. Qualified instructor in manual handling.

MAIN OWNERS

All Departments

LEGISLATION

SHWW (General Application) Regulations 2007



4.10 HAZARD: MANUAL HANDLING (HANDLING TASK)

RISK:

Holding load away from body – strain, injury - MEDIUM.

Twisting – strain or injury - MEDIUM.

Stooping - – strain, injury - MEDIUM.

Reaching upwards – strain, injury - MEDIUM.

Large vertical movements – injury - MEDIUM.

Long carrying distances – strain, injury – MEDIUM

Pushing or pulling – strain, injury – MEDIUM

Repetitive handling – strain, injury – MEDIUM

Insufficient rest or recovery – strain, injury – MEDIUM

PERSONS AT RISK Staff, students and visitors

CONTROLS:

1. Suitable PPE are provided so that employees do not have to hold load away from their bodies
2. Where possible, employees use mechanical aids to minimise twisting
3. Employees are trained to move feet instead of twisting body
4. Where possible, working procedures are carried out at waist height to avoid stooping
5. Most items are not stacked so high that employees need to reach upwards
6. Lift trucks and sack trucks are used to transport items on the campus.
7. Employees are trained in safe pushing and pulling techniques when moving items on trolleys
8. Tasks are varied and adequate rest breaks are taken

RESOURCES:

1. Operator training programme.
2. Provision of mechanical lifting aids and trolleys
3. Provision of information, instruction and supervision

MAIN OWNERS

All Departments

LEGISLATION

SHWW (General Application) Regulations 2007



4.11 HAZARD: MANUAL HANDLING (ENVIRONMENT AND INDIVIDUAL CAPACITY)

RISK:

Poor layout – strain, injury - MEDIUM.

Limited space – strain or injury - MEDIUM.

Slips, trips and falls – injury - MEDIUM.

Temperature – injury - LOW.

Poor lighting – injury - LOW.

Manual handling differences between individuals – injury - LOW

PERSONS AT RISK Staff, students and visitors

CONTROLS:

1. Sufficient space is available to carry out manual handling tasks
2. Work chairs are adjustable for the individual employee
3. Floors are kept clean and tidy
4. Heating / cooling systems are installed for the thermal comfort of employees
5. Lighting is maintained, repaired and replaced when necessary
6. Pregnant employees do not undertake the same manual handling tasks as employees who are not pregnant
7. Employees with health problems inform their supervisor before a manual-handling task is undertaken.
8. Individual capacity is taken into account regarding manual handling, particularly the capacity differences between men and women.

RESOURCES:

1. Sufficient and adequate workplace furniture is supplied
2. The floors of offices, laboratories and workshops are maintained in a clean and tidy state.
3. Department, Buildings and Estates maintain the infrastructure of the workplace by ensuring that heating, cooling and lighting are operating adequately.
4. Manual handling risk assessments are carried out

MAIN OWNERS

All Departments

LEGISLATION

SHWW (General Application) Regulations 2007



4.12 HAZARD: HOUSEKEEPING HAZARDS

RISK: Risk of slips, trips, falls, collisions – MEDIUM/HIGH

PERSONS AT RISK Staff, students and visitors

CONTROLS:

1. Control on rubbish.
2. Oil spills cleaned up.
3. Walkways kept clear.
4. Stairways kept clear.
5. Tight control on hoses and trailing cables.
6. Fire exits and access to fire extinguishers not blocked.
7. Employees trained in good housekeeping.
8. Warning signs to be displayed for temporary risks, e.g. wet floors, obstacles.

RESOURCES:

1. Programme for disposal of rubbish.
2. Regular supervision on housekeeping.
3. Time to tidy up.
4. Adequate and suitable storage space.
5. Departmental Codes of Practice.
6. Provision of Warning Signs.

MAIN OWNERS

All Departments



4.13 HAZARD: FLAMMABLE GASES - OXYGEN, ACETYLENE, HYDROGEN, HELIUM, POISONOUS GAS - CARBON MONOXIDE

RISK:

Risk of fire/explosion - HIGH

Risk of damage to feet from falling bottles - HIGH

Risk from inhalation - HIGH

PERSONS AT RISK

Engineering and Science staff and students, and B&E contractors

CONTROLS:

1. Strict handling procedures on gas bottles.
2. Flame arrestors fitted to bottles to prevent flash-back.
3. Bottles always strapped, never free standing.
4. Employees trained in correct procedures for opening valves and using gases.
5. Personal protection (safety glasses, safety boots and overalls) to be worn.
6. Adequate and suitable storage facilities for gas bottles.
7. Oxygen to be kept away from oils/greases.
8. Acetylene draw off to be within safety limits.
9. Alarm, extraction and enclosure for carbon monoxide.

RESOURCES:

1. Employee training programme.
2. Provision of adequate and suitable storage facilities for gas bottles.
3. Provision of personal protection.
4. Safety in use of compressed gas cylinders - booklet from suppliers.
5. Adequate and suitable spanners.
6. Trolleys for transporting cylinders.
7. H.S.C. Code of Practice for Safety of Transportable Gas Cylinders.
8. Material Safety Data Sheets.
9. Provision of alarm system, extraction and enclosure system for carbon monoxide.

MAIN OWNERS

Buildings and Estates, School of Engineering, School of Natural Science and Research Centres



4.14 HAZARD: COMPRESSED AIR (AIR RECEIVERS)

RISK:

Risk of puncturing skin and entering body - HIGH

Risk of air receiver explosion - HIGH

Risk of entrapment in belt and pulleys drive of air compressor - HIGH.

PERSONS AT RISK Engineering and Science staff and students, and B&E contractors

CONTROLS:

1. Employees trained in hazards of compressed air.
2. Compressed air never to be directed at body of clothes (while being worn).
3. Nozzles to be of the air curtain type or reduced jet velocity type.
4. Air receiver to be examined by competent person every 26 months, in accordance with the terms of the Safety in Industry Acts, 1955 and 1980.
5. Air compressor drive guarded in accordance with the requirements of the Safety in Industry Acts, 1955 and 1980, the SHWW (General Application) Regulations 2007.
6. Supervision to ensure safety.
7. Well maintained equipment.
8. Warning signs to be displayed.

RESOURCES:

1. Employee training programme.
2. Maintenance Programme.
3. Provision of adequate supervision.
4. Provision of warning signs.
5. University Code of Practice.

MAIN OWNERS

Buildings and Estates, Faculty of Science and Engineering



4.15 HAZARD: NON FLAMMABLE COMPRESSED GASES

To include: NITROGEN, ARGON, CARBON DIOXIDE, and AIR

RISK:

Risk of asphyxiation in high concentrations - MEDIUM

Risk of damage to feet from bottles - MEDIUM

PERSONS AT RISK

Engineering and Science staff and students, and B&E contractors

CONTROLS:

1. Strict handling procedures on gas bottles.
2. Bottles always strapped, never free standing.
3. Employees trained in correct procedures for opening valves and using gases.
4. Personal protection (safety glasses, safety boots, overalls) to be worn.
5. Adequate and suitable storage facilities for gas bottles.

RESOURCES:

1. Employee Training Programme.
2. Provision of adequate and suitable storage facilities.
3. Provision of personal protection.
4. Safety in use of compressed gas cylinders - booklet from suppliers.
5. Adequate and suitable spanners.
6. Trolleys for transporting cylinders.
7. H.S.C. Code of Practice for Safety of Transportable Gas Cylinders.
8. Material Safety Data Sheet.

MAIN OWNERS

Buildings and Estates, Faculty of Science and Engineering



4.17 HAZARD: ABRASIVE WHEELS AND GRINDING MACHINES

RISK:

Risk of wheel shattering - HIGH

Risk of foreign objects in eye - HIGH

PERSONS AT RISK

School of Engineering technical staff

CONTROLS:

1. Guards on machines to requirements of Safety in Industry Acts, 1955 and 1980, Code of Practice B.S.P.D.5304 and the SHWW (General Application) Regulations 2007.
2. Employees trained in use of abrasive wheels - also in mounting and dressing.
3. Correct procedures to be followed.
4. Personal protection to be worn.
5. Supervision to ensure safety.
6. Warning signs to be put up.

RESOURCES:

1. Guards for machines.
2. Engineering Workshops Code of Practice.
3. Employee Training Programme.
4. Provision of personal protection.
5. Provision of adequate supervision.
6. Abrasive Wheels Regulations.
7. Warning signs.

MAIN OWNERS

Buildings and Estates, School of Engineering

LEGISLATION

Safety, Health and Welfare at Work (General Application) Amendment) Regulations 2016 Part 12 Abrasive Wheels
SHWW (General Application) Regulations 2007



4.18 HAZARD: ENVIRONMENTAL HAZARDS

To include: DUST, FUME, and LIGHTING

RISK:

Risk of fire/explosion - MEDIUM

Risk from inhalation (bronchitis, emphysema, pneumoconiosis, asthma and cancer) -
MEDIUM

PERSONS AT RISK

Engineering and Science staff and students, and B&E contractors

CONTROLS:

1. All dust leaks to be controlled at source (as far as is reasonably practicable).
2. All equipment to be regularly maintained.
3. Employees trained in explosive risks from dust.
4. If practicable, dusty raw materials to be to dust-suppressed pellets and pastes.
5. Local exhaust installation is installed.
6. Personal protection to be worn as required.
7. Supervision to ensure safety.
8. Extraction to be provided where necessary.
9. All lighting to be adequate and suitable.
10. Atmosphere/lighting levels to be measured as needed.

RESOURCES:

1. Preventive Maintenance Programme.
2. University Code of Practice.
3. Employee Training Programme.
4. Provision of adequate supervision.
5. Provision of personal protection as required.
6. Provision of local exhaust ventilation

MAIN OWNERS

All Departments

LEGISLATION:

1. Safety Health and Welfare at Work (Chemical Agent) Regulations 2001 (SI 619/01) and amended Regulations 2015.
2. 2007 Code of Practice for the Safety, Health and Welfare at Work (Chemical Agents) Regulations 2001
3. Safety, Health and Welfare at Work (Biological Agent) Regulations 2013
4. European Communities (Protection of Workers) (Exposure to Chemical, Physical and Biological Agents) Regulations 1989 (SI 1251/89)



4.19 HAZARD: OIL

RISK:

Fire and explosion risk - HIGH

Risk to body from contact with oil - MEDIUM

Risk of hydraulic oil penetrating body - HIGH

PERSONS AT RISK

B&E contractors

CONTROLS:

1. Boilers to have cut-off valves.
2. Bomb extinguishers over burners.
3. Oil stored in adequate and suitable tanks - bunds to be provided.
4. All oil spillages to be soaked up with inert absorbent material.
5. All usage of oil in accordance with Material Safety Data Sheets.
6. Supervision to ensure safety.
7. Employees trained in hazards of oil.
8. Well maintained equipment.
9. Personal protection to be worn.

RESOURCES:

1. Cut-off valves for boilers.
2. Bomb extinguishers for burners.
3. Provision of adequate and suitable storage facilities.
4. Provision of cleaning up facilities and materials.
5. Material Safety Data Sheets.
6. Provision of adequate supervision.
7. Maintenance programme.
8. Provision of personal protection.
9. Training Programme.
10. University Code of Practice

MAIN OWNERS

Buildings and Estates



4.20 HAZARD: OFFICE HAZARDS

To include FIRE, ELECTRICITY, V.D.U., MANUAL HANDLING, ACCESS/EGRESS, MACHINERY, ENVIRONMENTAL, SEATING

RISK:

There are a range of risks from the above hazards already covered. However, the following controls in the office will help reduce the probability of accidents.

PERSONS AT RISK

All staff

CONTROLS:

1. Access/egress kept clear.
2. Electric cables not lying across floor.
3. Plugs and sockets in good repair.
4. 30ma R.C.D. protection for sockets.
5. Manual handling training.
6. Ventilation to be provided.
7. Adequate lighting based on current standards.
8. Correct storage of paper, files.
9. Training of employees.
10. Correct procedures for fire evacuation.
11. Sufficient space per person.
12. Assessment under Display Screen Equipment Regulations of all workstations.

RESOURCES:

1. ETCI Code of Practice on Safe Electrical Installations.
2. Training programme in correct procedures for emergencies.
3. Maintenance Programme.

MAIN OWNERS

All Departments



4.21 HAZARD: DRILLING MACHINES

RISK:

Risk of eye damage from flying pieces - MEDIUM

Risk of entrapment of body in machine - MEDIUM

PERSONS AT RISK

Engineering and Science staff and students, and B&E contractors

CONTROLS:

1. Personal protection to be worn (eye, foot).
2. No loose clothing to be worn.
3. Correct operating procedures to be followed.
4. Employees trained in safe operation.
5. Machine guarded to greatest extent practicable.

RESOURCES:

1. Provision of personal protection.
2. Engineering Workshops Code of Practice.
3. Training programme for employees.
4. Maintenance programme.

MAIN OWNERS

School of Engineering



4.22 HAZARD: ACCESS/EGRESS AND PLACE OF WORK HAZARDS

RISK:

Risk of trips, slips, falls and collisions - MEDIUM/HIGH

PERSONS AT RISK

All staff

CONTROLS:

1. All floors to be cleaned up as often as practicable.
2. All spills to be cleaned up as soon as possible.
3. All air lines and water hoses to be reeled up when not in use.
4. Temporary electrical connections to be routed overhead, not on the floor.
5. All portable ladders to be used within the terms of the Code of Practice.
6. All scaffolding to be erected and used within the terms of the Code of Practice.
7. All walkways, corridors and passageways to be kept clear and free from all obstructions.
8. All lighting to be adequate and suitable.
9. Employees trained in good housekeeping.
10. Supervision to ensure safety.
11. All access/place of work platforms to have guard rails if 2 metres high or over.

RESOURCES:

1. Floor maintenance programme, including time for cleaning up.
2. Training programme for employees.
3. Well maintained access arrangements - ladders, stairs, walkways, corridors, passageways.
4. University Code of Practice.

MAIN OWNERS

Buildings and Estates



4.23 HAZARD: CHEMICALS

To include: CORROSIVE, TOXIC, FLAMMABLE, EXPLOSIVE, OXIDIZING, HARMFUL IRRITANT

RISK:

Risk of damage to eyes, face, body, lungs - HIGH

Risk of fire/explosion - HIGH

PERSONS AT RISK

Engineering and Science staff and students, and B&E contractors

CONTROLS:

1. Adequate and suitable storage facilities to be provided.
2. Correct procedures for handling chemicals.
3. Employees trained in handling procedures.
4. First aid, including eye wash and shower facilities to be readily available.
5. Personal protection, including goggles and acid-resistant gloves, to be worn.
6. Adequate ventilation of work area.
7. Chemical Agent Risk Assessments to be carried out wherever chemicals are employed.

RESOURCES:

1. Provision of adequate and suitable storage facilities.
2. CES Code of Practice.
3. Training programme for employees.
4. Provision of personal protection.
5. Provision of adequate ventilation.
6. Material Safety Data Sheet.
7. Provision of emergency shower facilities.
8. UL Special Case Hazardous Substances Procedure

MAIN OWNERS

Buildings and Estates, Faculty of Science and Engineering

LEGISLATION

Safety, Health and Welfare at Work (Chemical Agent) Regulations 2001 and Amendment Regulations 2015. 2010 Code of Practice for the Safety, Health and Welfare at Work (Chemical Agent) Regulations 2001



4.24 HAZARD: POWER WASHERS

RISK:

Risk of electrocution - HIGH

Risk of damage to body from high pressure jet - MEDIUM

Risk of burns - LOW

PERSONS AT RISK

ULAC staff and B&E contractors

CONTROLS:

1. All socket outlets protected by 30 mA ELCBs.
2. Equipment well maintained.
3. Correct operating procedures to be followed.
4. Operators trained in correct procedures.
5. Personal protection to be worn.
6. Supervision to ensure safety.

RESOURCES:

1. Provision of earth leakage protection.
2. Preventive Maintenance Programme.
3. University Code of Practice.
4. Operator Training Programme.
5. Provision of personal protection.
6. Provision of adequate supervision.

MAIN OWNERS

University of Limerick Activity Centre (ULAC)



4.25 HAZARD: STEAM

RISK:

Risk of burns - LOW.

Risk of boiler explosion - HIGH

PERSONS AT RISK

B&E contractors

CONTROLS:

1. Operators trained in correct use of steam.
2. Well maintained equipment, including boiler, steam lines.
3. Boilers checked in accordance with the requirements of Safety in Industry Acts 1955 and 1980, by Insurance Company's engineer.
4. Supervision to ensure safety.

RESOURCES:

1. Operator Training Programme.
2. Preventive Maintenance Programme.
3. Resource to provide inspection facility.
4. Provision of adequate supervision.
5. University Safety Statement.

MAIN OWNERS

Buildings and Estates



4.26 HAZARD: BIOLOGICAL HAZARDS

RISK:

Risk of bacterial infection - MEDIUM

Risk of dermatitis – LOW

Risk of harm to the environment and human health - MEDIUM

PERSONS AT RISK

Faculty of Science and Engineering students and Grounds Staff

CONTROLS:

1. Employees instructed in personal hygiene.
2. Personal protection to be worn as required.
3. Adequate and suitable welfare facilities, toilets, hot and cold water, soap and towels, canteen to be provided.
4. Supervision to ensure safety.
5. GMO's to be allocated an initial class (1-4) depending on the severity of the risks associated with it.
6. Sealed fermentation vessels are used to reduce exposure to GMO's
7. Assign appropriate containment level to control risk of GMO's i.e. Measure's/Equipment/System of Work
8. Establishment of biological safety committee's
9. Standard operating procedures to ensure safety
10. Safe storage of materials

RESOURCES:

1. Operator Training Programme.
2. Provision of personal protection.
3. Provision of adequate and suitable welfare facilities.
4. Provision of adequate supervision.
5. CES Code of Practice.

MAIN OWNERS

PESS, School of Natural Sciences

LEGISLATION

Safety, Health and Welfare at Work (Biological Agents) Regulations 2013 S.I No 572/2013

GMO (Contained Use) Regulations S.I. No 73 of 2001



4.27 HAZARD: LABORATORY HAZARDS

To include: FLAMMABLE CHEMICALS, CONCENTRATED ACIDS, CORROSIVE AND IRRITANT CHEMICALS, and GLASSWARE

RISK:

Risk of fire - HIGH.

Risk of damage to body from chemicals - MEDIUM

Risk of cuts – LOW

PERSONS AT RISK

Engineering and Science staff and students, and B&E contractors

CONTROLS:

1. Chemicals stored in secure flame-proof storage area in accordance with H.S.E. Guidance Note.
2. Chemicals used according to terms of Material Safety Data Sheet.
3. Staff trained in correct usage procedures.
4. Only minimum quantity of chemicals held.
5. Personal protection to be worn.
6. Supervision to ensure safety.
7. All glassware regularly checked.
8. Fume cupboards to be used where necessary.
9. Correct handling procedures for chemicals.

RESOURCES:

1. Adequate and suitable storage area for chemicals.
2. CES Code of Practice.
3. Operator training programme.
4. Provision of personal protection.
5. Well laid out laboratory, including fume cupboard, regularly maintained.

MAIN OWNERS

Faculty of Science and Engineering



4.28 HAZARD: MACHINERY IN VARIOUS DEPARTMENTS

To include: TEST EQUIPMENT, PILOT PLANT, FRACTIONATING COLUMNS, PRINT ROOM MACHINERY, MACHINE SHOP MACHINERY, I.T. MACHINERY, E.L.E. MACHINERY, SPORTS BUILDING MACHINERY

RISK:

Risk of entrapment in machinery - HIGH

Risk of burns from hot surfaces - LOW

Risk of electrocution from live machinery - HIGH

Risk of bodily damage from uncontrolled action - HIGH

PERSONS AT RISK

Engineering / Science / ITD staff and students, and B&E contractors

CONTROLS:

1. All machinery guarded to requirements of Safety in Industry Acts 1955 and 1980, Code of Practice B.S.P.D.5304, and General Application (Use of Work Equipment) Regulations 2007.
2. Correct operating procedures to be followed.
3. Employees trained in procedures.
4. Personal protection, as required, to be worn.
5. Machinery well maintained.
6. Supervision to ensure safety.

RESOURCES:

1. Adequate and suitable machinery guards.
2. University Code of Practice.
3. Employee Training Programme.
4. Provision of personal protection.
5. Preventive Maintenance Programme.
6. Provision of adequate supervision.

MAIN OWNERS

All Departments



4.29 HAZARD: TRACTORS AND TRAILERS

RISK:

Risk of falling from tractor or tractor turning over - HIGH
Risk of damage caused by trailer breaking loose - HIGH
Risk of pedestrians being run over - HIGH
Risk of hydraulic hose failure and damage to body – HIGH
Risk of entanglement – PTO and rotating shaft – HIGH
Risk from noise - LOW

PERSONS AT RISK

B&E Grounds Staff

CONTROLS:

1. Tractors and trailers regularly maintained including hoses.
2. Correct procedures to be followed when operating tractor and coupling and uncoupling parts.
3. Safety cab always in place.
4. Supervision to ensure safety.
5. Operator training programme.
6. Suitable protective clothing – no loose ends
7. No passengers
8. Speed limit – careful on sloping ground
9. Keys removed when parked
10. Tyre pressure equal on both sides
11. PTO fitted with guard shield, power driven rotating shafts and universal joints securely covered

RESOURCES:

1. Preventive Maintenance Programme
2. University Safety Statement.
3. Operator Training Programme to Coillte standard
4. Provision of adequate supervision.
5. Hearing defenders provided and worn.

MAIN OWNERS

Buildings and Estates



4.30 HAZARD: HAND TOOLS

RISK:

Risk of cutting, bruising - MEDIUM.

PERSONS AT RISK Engineering staff and students, and B&E contractors

CONTROLS:

1. All hand tools to be in good condition and free from patent defect.
2. Correct procedures to be followed.
3. Employees trained in procedures.
4. Personal protection to be worn (as required).
5. Supervision to ensure safety.

RESOURCES:

1. Adequate and suitable hand tools.
2. Engineering Workshops Code of Practice.
3. Employee Training Programme.
4. Provision of personal protection.
5. Provision of adequate supervision.

MAIN OWNERS

School of Engineering, Buildings and Estates



4.31 HAZARD: HOT SURFACES

RISK:

Risk of burns - LOW / MEDIUM

PERSONS AT RISK

Engineering and Science staff and students, and B&E contractors

CONTROLS:

1. Employees trained in risks of hot surfaces.
2. All hot surfaces marked.
3. Employees trained in correct operating procedures.
4. Supervision to ensure safety.
5. All equipment well maintained.

RESOURCES:

1. University Code of Practice.
2. Warning Signs.
3. Provision of adequate supervision.
4. Preventive Maintenance Programme.
5. Employee Training Programme.

MAIN OWNERS

Buildings and Estates, School of Engineering and School of Natural Sciences.



4.32 HAZARD: GROUNDS SECTION EQUIPMENT

To include: LAWN MOWERS, CHAIN SAWS, and STRIMMERS.

RISK:

Risk of amputation/bodily injury/noise/vibration – HIGH

PERSONS AT RISK

B&E Grounds Staff

CONTROLS:

1. Machinery to be well maintained with all guards in proper adjustment.
2. Personal protection to be worn, as required.
3. Correct operating procedures to be followed.
4. Employees to be trained in procedures.
5. Supervision to ensure safety.

RESOURCES:

1. Adequate and suitable machinery guards.
2. University Grounds Code of Practice.
3. Employee training programme.
4. Provision of personal protection.
5. Preventative Maintenance Programme.
6. Provision of adequate supervision.

MAIN OWNERS

Buildings and Estates



4.33 HAZARD: RADIATION (IONISING)

RISK:

Overexposure to radiation – burns and dermatitis – LOW

X-rays – cancer – LOW

Gamma Rays – cell damage – LOW

PERSONS AT RISK Engineering and Science staff and students.

CONTROLS:

1. All radioactive sources operated within terms of licence issued by R.P.I.I
2. Designated person named in the licence.
3. Adequate and suitable storage.
4. All staff involved to receive adequate training, information and instruction
5. Equipment adequately maintained.
6. Supervision to ensure safety.
7. Radiation Safety Manual to be read and followed
8. Stocktaking of controlled items
9. Leak testing of sources
10. Ensures safety measures in place when materials are being transported.
11. Disposal to take place safely and records kept.

RESOURCES:

1. Licence from R.P.I.I
2. Designated person to act as Radiological Protection Officer (RPO)
3. Designated person to act as Radiological Protection Advisor (RPA)
4. Dual Energy X-Ray Absorptiometry Risk Assessment
3. Provision of adequate storage facilities.
4. Preventative maintenance programme.
5. Provision of adequate supervision.
6. Radiation Safety Manual

MAIN OWNERS

School of Engineering, School of Natural Sciences and Research Centres.

LEGISLATION

Radiological Protection Act 1991 (Ionising Radiation) Order 2000 (SI 144/93)

Radiological Protection (Miscellaneous Provisions) Act 2014

European Communities (Medical Ionising Radiation Protection) Regulations 2002 (SI 478/02)



4.34 HAZARD: RADIATION – OPTICAL

RISK:

Ultraviolet light – Conjunctivitis, skin cancer – LOW

Visible light – LASERS - retinal damage - HIGH

Infrared sources – LOW

PERSONS AT RISK

Engineering and Science staff and students.

CONTROLS:

- 1) Maintenance of equipment which produces high intensity optical radiation
- 2) Personal protective equipment such as welding visors where exposure to optical radiation cannot be avoided by any other means.
- 3) The wearing of suitable clothing, hats and, where necessary, sun screens for Grounds staff.
- 4) Restriction of exposure using design features and engineering controls.
- 5) Check exposure levels per worker per working day
- 6) Supervision to ensure safety.
- 7) All staff involved to be provided with appropriate training and instruction.
- 8) Safety signage and identification marking on equipment that generates optical radiation and in the rooms / enclosures where lasers are located.
- 9) A laser safety officer is appointed to supervise the safe use of Class 3B and 4 Lasers and ensure provision of suitable personal eye protection to all affected staff.

(Refer to individual Departmental Local Safety Statements for Laser risk assessments and University of Limerick Radiation Safety Plan.)

RESOURCES:

1. System for maintaining sources
2. Designated persons to act as Laser Safety Officer
3. Provision of personal protective equipment
4. Preventative maintenance programme.
5. Provision of adequate supervision.
6. Department Safety Code of Practice

MAIN OWNERS

School of Engineering, School of Natural Sciences and Research Centres

LEGISLATION

Safety, Health and Welfare at Work Act 2005



SHWW (General Application) Regulations 2007 (Chapter 2 of Part 2, Use of Work Equipment)

SHWW (General Application) (Amendment) Regulations 2010 (SI176/01 Part 9)

4.35 HAZARD: GLASS AND SHARP OBJECTS

RISK:

Risk of puncturing the skin.

PERSONS AT RISK

Faculty of Science staff and students.

CONTROLS:

1. All glassware to be sound and free from patent defect.
2. Procedures laid down for handling sharp object.
3. Employees trained in glass handling procedures.
4. Supply of adequate and suitable disposal bins.
5. Supervision to ensure safety.

RESOURCES:

1. Provision of suitable equipment.
2. CES Code of Practice.
3. Provision of adequate supervision.

MAIN OWNERS

PESS, School of Engineering, School of Natural Sciences and Research Centres



4.36 HAZARD: VARIOUS WOODWORKING MACHINERY

To include: BAND SAW, BAND RE-SAW, SURFACER, THICKNESSER, SPINDLE MOULDER, TENONING MACHINE, CHISEL AND CHAIN MORTISER, BELT SANDER, PANEL SAW, CIRCULAR SAWS, CROSS CUT, MANUAL LATHES, COPYING MACHINE, ROUTER

RISK:

Risk of laceration / amputation of fingers, hand, thigh - HIGH

PERSONS AT RISK School of Engineering Woodworking staff and students, and B&E carpentry contractors

CONTROLS:

1. All woodworking machines guarded to requirements of SHWW (Gen Application) Amendment) regulations (S.I. 36 of 2016) Part 11.
2. Correct procedures to be followed.
3. Employees trained in correct procedures.
4. All machines to be regularly maintained.
5. Floor to be kept clear and free from chips, dust and material.
6. Adequate space to be allowed between machines.
7. Supervision to ensure safety.
8. Dust extraction equipment provided and maintained.
9. Personal protection to be worn.

RESOURCES:

1. Provision of adequate and suitable guards and riving knives.
2. MST Code of Practice.
3. Employee Training Programme.
4. Preventative Maintenance Programme.
5. Good layout of machinery.
6. Provision of adequate supervision.
7. Provision of adequate and suitable dust extraction.
8. Provision of personal protection.

MAIN OWNERS

Buildings and Estates, MST

LEGISLATION

Safety in Industry Acts 1955 and 1980

Safety, Health and Welfare at Work Act 2005

SHWW (General Application) Regulations 2007 and 2016 Amendment



4.37 HAZARD: GAS

RISK:

Risk of fire - HIGH

PERSONS AT RISK

Engineering and Science staff and students, and B&E contractors

CONTROLS:

1. Gas installation in accordance with Code of Practice ICP-4.
2. Operators trained in hazards of gas.
3. Correct procedures for delivery and use of gas to be followed.
4. Supervision to ensure safety.
5. Personal protection to be worn as required.
6. System well maintained.

RESOURCES:

1. Warning signs.
2. Provision of personal protection.
3. Provision of adequate supervision.
4. Preventive Maintenance Programme.
5. University Code of Practice.

MAIN OWNERS

Buildings and Estates, Faculty of Science and Engineering

LEGISLATION

Safety, Health and Welfare at Work (Chemical Agent) Regulations 2001 (SI 619/01)
2010 Code of Practice for the Safety, Health and Welfare at Work (Chemical Agent)
Regulations 2001



4.38 HAZARD: CANTEEN EQUIPMENT

RISK:

Risk of laceration/entrapment – HIGH

PERSONS AT RISK Catering Contractors

CONTROLS:

1. Machines guarded to greatest extent practicable.
2. Correct procedures followed when using equipment.
3. Contractors' employees trained in using equipment.
4. Equipment regularly maintained.
5. Personal protection to be worn as required.
6. Supervision to ensure safety.

RESOURCES:

1. Provision of adequate and suitable guards.
2. Training programme.
3. Provision of personal protection.
4. Provision of adequate supervision.

MAIN OWNERS

Buildings and Estates and Catering Contractors



4.39 HAZARD: CHLORINE CYLINDERS

RISK:

Risk of poisoning – HIGH

PERSONS AT RISK: B&E contractors

CONTROLS:

1. Adequate and suitable storage facilities provided.
2. Correct procedures for handling chlorine.
3. Employees trained in handling procedures.
4. Gas masks to be readily available.
5. Personal protection as specified in MSDS to be worn when handling chlorine.
6. Adequate storage for empty cylinders to be provided.
7. All equipment to be well maintained.

RESOURCES:

1. Provision of adequate and suitable storage, including emptier.
2. University Code of Practice.
3. Provision of adequate and suitable personal protection.
4. Training programme for employees.
5. Preventive Maintenance Programme.
6. Provision of Material Safety Data Sheets.

MAIN OWNERS

Buildings and Estates, Faculty of Science and Engineering



4.40 HAZARD: POOL HAZARDS

RISK:

Risk of drowning - HIGH

Risk of slips - MEDIUM

PERSONS AT RISK Staff, students and public

CONTROLS:

1. Floors maintained as far as reasonably practicable - life saving equipment provided and maintained.
2. Pool safety rules strictly adhered to.
3. Competent staff provided with first aid and water rescue skills.
4. Supervision to ensure safety.

RESOURCES:

1. Preventive Maintenance Programme.
2. Employee Training Programme.
3. University Arena Safety Code of Practice.
4. Provision of adequate supervision.
5. Provision of adequate signage.

MAIN OWNERS

University Arena



4.41 HAZARD: VEHICULAR TRAFFIC ON ROADS

RISK

Risk of physical contact MEDIUM

PERSONS AT RISK

Staff, students and visitors

CONTROLS

1. Where appropriate, speed reduction measures to be in place (speed ramps, etc.)
2. Warning notices informing drivers of campus speed limit (e.g. 40km/h)
3. Roadways to be maintained free from deep potholes.
4. All vehicle access routes to be provided with adequate lighting during the hours of darkness
5. Parking outside of designated areas to be discouraged, e.g. on driveways, footpaths, on front of emergency exits, etc.

RESOURCES:

1. Campus roads and pedestrian ways are maintained to a high standard
2. Campus Security personnel patrol roads and car parks
3. Clamping procedures in place
4. Car Parking Policy (DEPARTMENT, BUILDINGS & ESTATES).

MAIN OWNERS

Buildings and Estates

LEGISLATION

SHWW (General Application) Regulations, 2007
Road Traffic Act 2006



4.42 HAZARD: ASBESTOS FIBRES IN AIR

RISK

Risk of cancers or asbestosis MEDIUM

PERSONS AT RISK

Staff, contractors

CONTROLS

1. Prevent or reduce exposure (seal it in place if possible)
2. Survey of Asbestos at UL completed to the standard of the Health and Safety Executive's '*Method for the Determination of Hazardous Substances*' (MDHS 100)
3. UL Asbestos Register maintained by the Department, Buildings and Estates, and must be consulted prior to any buildings works being carried out.
4. UL Asbestos Safety Policy (11 Nov. 2004) requires that external contractors and internal in-house contractor maintenance staff must be informed of the presence of known or suspected asbestos.
5. Adequate information and training will be given to maintenance staff to enable them to take appropriate precautions should they encounter asbestos.

RESOURCES:

1. Use of an Occupational Hygienist to identify suspect materials and to survey air quality
2. Training and supervision provided to maintenance staff
3. UL Asbestos Register
4. Asbestos Safety Policy (DEPARTMENT, BUILDINGS & ESTATES).
5. Use of specialist contractors to remove or encapsulate asbestos.

MAIN OWNERS

Buildings & Estates

LEGISLATION

Safety, Health and Welfare at Work (Exposure to Asbestos) Regulations, 2006 (SI 000/06)

4.43 HAZARD: CARCINOGENS

RISK

All cancer causing substances which can be inhaled, ingested or absorbed through the skin - MEDIUM

PERSONS AT RISK

Staff and students who use carcinogens

CONTROLS

1. Alternative substances are used where possible
2. Some systems / processes are totally enclosed
3. Eating, drinking or smoking is prohibited in potentially contaminated areas
4. Substances containing carcinogens are safely stored, handled and disposed of.
5. As a last resort, suitable personal protective equipment (PPE) is provided to protect against risks.

RESOURCES

1. Fume cupboards are provided for enclosure purposes
2. Instruction, training and supervision is provided
3. Individual activities involving the use of carcinogens must be risk
4. assessed
5. PPE is provided
6. Safety Data Sheets (SDS) and signs are provided

MAIN OWNERS

School of Engineering, School of Natural Sciences, Research Centres

LEGISLATION

Safety, Health and Welfare at Work (Carcinogens) Regulations 2001 (SI 78/01)

European Communities (Protection of Workers) (Exposure to Chemical, Physical and Biological Agents) Regulations 1989 (SI 251/89)

Safety, Health and Welfare at Work (Chemical Agent) Regulations 2001 (SI 619/01)

2010 Code of Practice for the Safety, Health and Welfare at Work Act (Chemical Agent) Regulations



4.44 HAZARD: FLAMMABLE SUBSTANCES

RISK

Ignition and explosion resulting in burns and death - LOW

PERSONS AT RISK

Staff and students in chemical laboratories

CONTROL MEASURES

1. All flammable liquids are stored in suitable closed containers
2. The containers are not placed in direct sunlight
3. Some flammable liquids (less than 50 litres) are stored in
4. Laboratories in suitably positioned fire-resisting cupboards.
5. Adequate fire control measures are in place
6. Employees are competent in the safe use of flammable liquids

RESOURCES

1. Provision of fire detection and firefighting equipment
2. Trained and competent staff
3. Control, supervision and safe working systems for laboratories
4. Provision of fire resisting storage cupboards and purpose built
5. Chemical and waste chemical stores.

MAIN OWNERS

School of Engineering, School of Natural Sciences. .

LEGISLATION

Safety, Health and Welfare at Work (Chemical Agent) Regulations, 2001 (SI 610/01)
2010 Code of Practise for the Safety, Health and Welfare at Work (Chemical Agent)
Regulations 2001



4.45 HAZARD: VIBRATION

RISK

Whole-body vibration – musculoskeletal disorders - LOW

Hand-arm vibration – vibration white finger, etc. – LOW

PERSONS AT RISK

Grounds people / workshop technical officers / contractor maintenance staff

CONTROLS

1. Vehicles, ride-on lawn mowers and machinery are adequately maintained
2. Vehicles are fitted with correct tyres, which are inflated to the correct pressures
3. Tools are used that are designed to avoid for employees to grip high-vibration parts
4. Specific action shall be taken to reduce the risk to the safety and health of employees who are exposed to the 'Exposure Action Value' of 2.5m/s² over an eight hour reference period.

MAIN OWNERS

3B&E, School of Engineering

LEGISLATION

SHWW (General Application) Regulations 2007 (Chapter 2 of Part 5, Control of Vibration at work)



4.46 HAZARD: CONFINED SPACES

RISK

Toxic gases / fume / vapour – Serious injury / death – HIGH

Liquids – Drowning – HIGH

Flammable gases – Fire / explosion – HIGH

Oxygen deficiency – Asphyxiation – HIGH

Heat – Loss of consciousness - HIGH

PERSONS AT RISK

Contractor maintenance staff

CONTROLS

1. Prohibit the need for entry to confined spaces if reasonably practical alternative measures are available.
2. Contractor employees are properly supervised, trained and competent to undertake the work.
3. The Department, Buildings and Estates shall maintain a listing of confined spaces in University buildings and around the campus.
4. Where practicable, entry into confined spaces shall be prohibited to all staff (including contractor staff) and/or minimized by modifications to equipment, work arrangements, etc.
5. The Department, Buildings and Estates shall develop a policy to establish the way in which the University manages confined spaces, legally defined as places which are substantially even if not entirely closed, and where there is a reasonable foreseeable risk of serious injury from hazardous substances or conditions within the confined space. The policy shall form part of the Department Buildings and Estates Safety Code of Practice.

MAIN OWNERS

Buildings and Estates

LEGISLATION

Safety, Health and Welfare at Work Act 2005

Safety, Health and Welfare at Work (Confined Spaces) Regulations 2001 (SI 281/01)

Safe Work in Confined Spaces; code of practice for working in confined spaces (2002)

H.S.A.



4.47 HAZARD: LONE WORKING

RISK

Pre-existing medical condition – Stress and anxiety – LOW

Tiredness and inattentiveness – delay in responding - LOW

Hazardous tasks – mechanical / chemical / etc. – HIGH

PERSONS AT RISK

All staff and postgraduate students

CONTROL MEASURES

1. Avoid the need to work alone whenever practicable
2. Identification of pre-existing medical conditions
3. Restricting tasks to those that can be done safely by those having to work alone
4. Internal and external telephones are readily available.
5. Safe systems of work such as sign-in security logs at the reception desks and/or Departmental approval procedures
6. Individual assessments done of particularly hazardous environments i.e. near rivers and electricity.

RESOURCES

1. Departmental Local Safety Statements.
2. Provision of adequate and suitable personal protection.
3. Training programme for employees.
4. Preventive Maintenance Programme.
5. Provision of security service and competent staff.
6. Buildings and Estates Departmental Policy 'Out of Hours Access to Buildings

MAIN OWNERS

All departments

LEGISLATION

Safety, Health and Welfare at Work Act 2005

SHWW (General Application) Regulations 2007



4.48 HAZARD: NEW AND EXPECTANT MOTHERS

RISK

Manual handling – miscarriage – LOW

Standing for long periods – harm to foetus – LOW

Sitting for long periods – work related stress and fatigue - LOW

Exposure to radiation / chemicals / pathogens – risk to expectant mother and foetus LOW

PERSONS AT RISK

Female staff and students of childbearing age.

CONTROL MEASURES

1. No lifting of heavy or bulky objects
2. Where necessary, introduce regular short breaks in activity
3. Provision of facilities where pregnant and breastfeeding mothers can rest and express and store milk.
4. Prohibit the use of chemicals which can be absorbed through the skin.
5. Individual risk assessments done for individuals that are specific to the task.

RESOURCES

1. Departmental Local Safety Statements.
2. Provision of instruction, training and competent supervision
3. Safe workplace and safe systems of work
4. Provision of equipped private rest room

MAIN OWNERS

All departments

LEGISLATION

Safety, Health and Welfare at Work Act 2005

Pregnant Employee Regulations 2000

SHWW (General Application) Regulations 2007(Pregnant, Post Natal and Breastfeeding Employees)



4.49 HAZARD: PROVISION OF PERSONAL PROTECTIVE EQUIPMENT

RISK

PPE not provided – injury / ill health from physical / chemical / biological hazards –
LOW

Inadequate foot protection – harm to feet/toes – LOW

Inadequate training in PPE use - LOW

PERSONS AT RISK

Laboratory/workshop/grounds/maintenance staff and engineering and science students.

CONTROL MEASURES

1. PPE is freely available for use by staff and of a size to match the individual's needs.
2. If specified, engineering and science students must provide their own PPE (e.g. lab coat/safety glasses/goggles/safety shoes/boots) to a standard specified by their Departments. Where necessary, additional PPE shall be provided by the student's Department (i.e. gloves, masks, aprons, breathing apparatus, visors, etc.).
3. The suitability of PPE has been assessed to be suitable for the particular risks involved.
4. Information, instruction, training and supervision provided for those who are required to use and maintain PPE.

RESOURCES

1. Departmental Local Safety Statements.
2. Provision of instruction, training and competent supervision
3. Safe workplace and safe systems of work
4. Provision of equipped private rest room

MAIN OWNERS

All departments

LEGISLATION

Safety, Health and Welfare at Work Act 2005

SHWW (General Application) Regulations 2007(Chapter 3 of Part 2 Personal Protective Equipment)



4.50 HAZARD: SPACE

RISK

Insufficient space in which to carry out tasks – Physical injury resulting from impact with objects or other people – LOW

Overcrowding - LOW

Slips, trips and falls – LOW

Poor manual handling – Injury from poor manual technique as a result of working in restricted space – LOW

Stress - LOW

PERSONS AT RISK All staff

CONTROL MEASURES

1. Layout of workplace to facilitate workflow
2. Clearly defined traffic routes
3. Good standard of cleaning and housekeeping
4. Forward planning for manual handling tasks.
5. Information, instruction, training and supervision provided for staff

RESOURCES

1. Departmental Local Safety Statements.
2. Provision of instruction, training and competent supervision
3. Safe workplace and safe systems of work.

MAIN OWNERS

All departments

LEGISLATION

Safety, Health and Welfare at Work Act 2005

SHWW (General Application) Regulations 2007



4.51 HAZARD: OFFICE WORKSTATIONS AND SEATING

RISK

Incorrect desk height and/or chair not adjustable – musculoskeletal injuries – LOW

Poor lighting and lighting conditions (i.e. screen reflections and glare) – headaches and eyestrain – LOW

Poor housekeeping – accidents – LOW

Extremes of temperature – stress and discomfort – LOW

Noise - LOW

PERSONS AT RISK

Academic, administrative, technical and research staff

CONTROL MEASURES

1. Workstations are provided which provide freedom of movement and the ability to stand upright.
2. Chairs which are adjustable and which offer good lower back support
3. Adjustable display screen equipment
4. Blinds at windows to reduce glare as required
5. Measures to reduce the exposure to unwanted sound such as screens and enclosures
6. Sufficient clear and unobstructed space at workstations to allow for safe working.
7. Information, instruction, training and supervision provided for those who are required to use and maintain PPE.

RESOURCES

1. Departmental Local Safety Statements.
2. Provision of instruction, training and competent supervision
3. Safe workplace and safe systems of work

MAIN OWNERS

All departments

LEGISLATION

Safety, Health and Welfare at Work Act 2005

SHWW (General Application) Regulations 2007



4.52 HAZARD: SLIPS, TRIPS AND FALLS

RISK

Uneven floors – LOW

Poor housekeeping - LOW

Floors slippery when wet – LOW

Poor access and egress to areas / inappropriate footwear – LOW

Bad lighting – LOW

Trailing cables - LOW

PERSONS AT RISK

All staff

CONTROL MEASURES

1. Safe working practices include the immediate mopping up of spillages and erection of slippery floor signs
2. Provision of suitable access equipment and appropriate footwear worn
3. Workplace is maintained in a good condition and is clean and tidy.
4. Appropriate footwear is worn.

RESOURCES

1. Departmental Local Safety Statements.
2. Provision of instruction, training and competent supervision
3. Safe workplace and safe systems of work

MAIN OWNERS

All departments

LEGISLATION

Safety, Health and Welfare at Work Act 2005

SHWW (General Application) Regulations 2007



4.53 HAZARD: PROVISION OF A SAFE WORKING ENVIRONMENT

RISK

Lack of sufficient ventilation – dependent on location – LOW

Insufficient temperature control – heat exhaustion - LOW

Insufficient lighting – Inability to do tasks safely – LOW

Accumulation of waste – proliferation of hazardous materials - LOW

Bad lighting – LOW

Glazing – Impact with glazing/lacerations - LOW

PERSONS AT RISK

All staff and students

CONTROL MEASURES

1. A system of maintenance for ventilation systems including inspection, testing, adjustment and cleaning at regular intervals and the use of competent people to undertake programmed inspection and maintenance of equipment, devices and systems.
2. The maintenance of comfortable working temperatures throughout the workplace and the provision and maintenance of artificial lighting.
3. The collection of waste materials as required and the regular cleaning of the workplace.
4. All glazing within windows, doors, roofs and walls is made of a safety material, and when in an exposed position, its presence is indicated to help prevent accidental impacts.
5. Floors, passageways, etc. are maintained in a safe condition and cleaned daily.
6. Traffic routes those are clearly defined and adequately signed.
7. Lifts are subject to a programme of inspection and maintenance, testing and repair.

RESOURCES

1. Buildings and Estates Departmental Local Safety Statements.
2. Provision of instruction, training and competent supervision
3. Safe workplace and safe systems of work

MAIN OWNERS

Buildings and Estates

LEGISLATION

Safety, Health and Welfare at Work Act 2005 / SHWW (General Application)
Regulations 2007.



4.54 HAZARD: PEDESTRIAN ACCESS / EGRESS

RISK

Personal injury – slips, trips and falls – LOW

PERSONS AT RISK

All staff, students and visitors

CONTROL MEASURES

1. Access and egress routes (footpaths and driveways) to the University are to be maintained to a good standard, e.g. free from potholes and general trip hazards at all times.
2. Adequate standards of lighting (artificial) should be provided, particularly to steps, stairways and passageways, during hours of darkness.
3. Issues requiring attention are to be reported to Department Buildings and Estates so that remedial action can be taken.
4. Moss and lichen should be removed from walkways/paved areas on a regular basis in order to help prevent slips, trips and falls.
5. Ensure that all paved areas and footpaths are safe for the use of people who are blind, partially sighted or who use wheelchairs or walking aids.

RESOURCES

1. Buildings and Estates Departmental Local Safety Statements.
2. Provision of instruction, training and competent supervision
3. Safe workplace and safe systems of work

MAIN OWNERS

Buildings and Estates

LEGISLATION

Safety, Health and Welfare at Work Act 2005
SHWW (General Application) Regulations 2007



4.55 HAZARD: VEHICLE ACCESS / EGRESS

RISK

Contact physical – personal contact – LOW

PERSONS AT RISK

All staff, students and visitors

CONTROL MEASURES

1. Where appropriate, speed reduction measures are in place (speed ramps)
2. Warning notices informing drivers of campus speed limit (i.e. 40Km/Hr) and the location of speed reduction ramps are to be clearly displayed.
3. Appropriate separation of vehicular traffic and pedestrians routes to be in place, e.g. footpaths, barriers, bollards, pedestrian crossings, etc.
4. Campus roads to be maintained free from deep potholes
5. All vehicle access routes to be provided with adequate lighting during the hours of darkness.

RESOURCES

1. Buildings and Estates Departmental Local Safety Statements.
2. Provision of instruction, training and competent supervision
3. Safe workplace and safe systems of work

MAIN OWNERS

Buildings and Estates

LEGISLATION

Safety, Health and Welfare at Work Act 2005
SHWW (General Application) Regulations 2007



4.56 HAZARD: CAMPUS SECURITY SERVICE

RISK

Personal injury – physical harm – LOW

PERSONS AT RISK

Security staff

CONTROL MEASURES

1. All external campus areas to be patrolled and doors to be checked to ensure that they remain locked.
2. Serviceable torches to be available and carried at all times when undertaking security checks, especially to external areas.
3. All intruder alarms (if fitted) are to be maintained in good working order at all times.
4. Garda to be contacted immediately if an intruder is in any building.
5. Report all incidents to the line manager / supervisor.

RESOURCES

1. Buildings and Estates Departmental Local Safety Statements.
2. Provision of instruction, training and competent supervision
3. Safe workplace and safe systems of work
4. Security Company safe operating procedures

MAIN OWNERS

Buildings and Estates / Security Contractor

LEGISLATION

Safety, Health and Welfare at Work Act 2005



4.57 HAZARD: EMERGENCY PLANNING AND FIRST AID

RISK

Personal injury – physical harm – LOW

PERSONS AT RISK

Staff, students and visitors

CONTROL MEASURES

1. Procedures to be adopted for any injury, illness, fire or other emergencies.
2. First aid facilities will be provided (including trained first aiders).
3. Ensure that the emergency services can gain easy access to all parts of the campus.
4. Ensure that emergency evacuation procedures are in place and rehearsed.
5. Assign responsibilities to competent staff who can assist in the event of any emergency incident.
6. Ensure that staff nominated to assist are fully trained in the required duties that they are expected to perform.

RESOURCES

1. Executive Crisis Management Plan and Emergency Evacuation Procedures
2. Training provided in firefighting, first aid and fire drills are carried out.
3. Provision of instruction, training and competent supervision.

MAIN OWNERS

All Departments

LEGISLATION

Safety, Health and Welfare at Work Act 2005
SHWW (General Application) Regulations 2007



4.58 HAZARD: LIFT MAINTENANCE

RISK

Isolation – physical harm – LOW

Slips and falls – falls from height - LOW

PERSONS AT RISK

Contractor staff

CONTROL MEASURES

1. Regular lift maintenance to be undertaken by specialist contractors, under a service agreement.
2. Appropriate warning signs (i.e. 'lift out of service') to be provided by the lift engineers and displayed on all landings/in the machine room when working in the lift.
3. Lift engineer to provide suitable and sufficient barriers whenever it is necessary to unlock or open a lift-landing door.
4. Landing doors must not be left open any longer than is necessary and not left open whilst unattended.
5. Records of all lift inspections, maintenance and statutory test and thorough examinations are to be maintained by the Department, Buildings and Estates.
6. Door closing mechanisms on lifts to be monitored to ensure that they do not close too fast or strongly which may cause injury.
7. Floor level tolerances to be monitored to ensure that the lift comes to rest at the required position and does not create a trip hazard.

RESOURCES

Provision of competent list service engineering company

MAIN OWNERS

Buildings and Estates

LEGISLATION

Safety, Health and Welfare at Work Act 2005



4.59 HAZARD: GAS BOILER ROOMS

RISK

Explosion / Fire – Personal injury – LOW

Slips and falls – Personal injury - LOW

Contact with hot surfaces - Personal injury – LOW

Hazardous substances - Personal injury - LOW

PERSONS AT RISK

Buildings and Estates and contractor staff

CONTROL MEASURES

1. Plant rooms should preferably be fitted with gas leakage detectors, which are to be periodically checked by competent persons.
2. Plant rooms are not to be used for general storage
3. Fire control measures such as extinguishers, smoke/heat detectors, sprinklers, automatic cut-off valves etc. to be subject to regular service by contractors
4. Master gas control switches to isolate gas supplies to be clearly marked, e.g. painted yellow.

RESOURCES

Provision of competent list service engineering company

MAIN OWNERS

Buildings and Estates

LEGISLATION

Safety, Health and Welfare at Work Act 2005



4.60 HAZARD: SERVICE CUPBOARDS – GAS AND ELECTRICITY

RISK

Fire / Electric Shock– personal injury – LOW

PERSONS AT RISK

Buildings and Estates and contractor staff

CONTROL MEASURES

1. Service cupboards not to be used for general storage
2. Service cupboards to be locked when not in use.
3. Service cupboards to display appropriate safety notices – i.e. gas intake, main electrical intake, fireman’s switch, etc.
4. Clear access to be maintained to all service cupboards at all times.

RESOURCES

1. Provision of competent list service engineering company

MAIN OWNERS

Buildings and Estates

LEGISLATION

Safety, Health and Welfare at Work Act 2005



4.61 HAZARD: STRESS

RISK

Personal health – long term absence and health affected - LOW

PERSONS AT RISK

All Staff

CONTROL MEASURES

1. All staff to be provided with relevant information and workloads assessed in order to mitigate the effects of stress. Where reasonably practicable:
 - i. Reduce irritant noise levels
 - ii. Introduce controls over work processes and the pace of operations
 - iii. Support staff and colleagues who deal with difficult or abusive staff, members of the public or students.
 - iv. Staff should discuss work issues with their immediate supervisor.
2. All identified victims will be offered counselling
3. Ensure that all managers, supervisors and safety representatives are trained in how to recognise signs that a person is being bullied and the various forms of bullying.

RESOURCES

1. University of Limerick Dignity and Respect in the Workplace Policy
2. Provision of instruction, training and competent supervision
3. Safe workplace and safe systems of work
4. University of Limerick Grievance Procedure
5. University of Limerick Employee Support Service

MAIN OWNERS

Human Resources

LEGISLATION

Safety, Health and Welfare at Work Act 2005

Code of Practice on the Prevention of Workplace Bullying (H.S.A)



4.62 HAZARD: ACCESS TO EXTERNAL ROOF AREAS

RISK

Slips, trips, falls and lockout – personal injury - LOW

PERSONS AT RISK

Buildings and Estates staff and contractors

CONTROL MEASURES

1. Identify and inform Buildings and Estates staff and contractors of third party equipment i.e. microwave transmitting equipment, etc.
2. Work actioned or equipment positioned that prevents the use of trailing leads, etc.
3. Tools / equipment not to be left loose or unsecured on roof area.
4. Roof edges to be protected or access to the edge to be restricted.
5. Secure door/hatch when leaving roof area.

RESOURCES

1. Provision of instruction, training and competent supervision
2. Safe workplace and safe systems of work

MAIN OWNERS

Buildings and Estates

LEGISLATION

Safety, Health and Welfare at Work Act 2005



4.63 HAZARD: STUDENT FIELD TRIP TO CONSTRUCTION SITES

RISK

Inexperienced young person – injury – LOW
Horseplay – personal injury – LOW
Head injury – fatal/major injury – LOW
Eye protection – loss of sight – LOW
Foot injury – object falling on foot – LOW
Noise – irreversible hearing loss - LOW
Respiratory dusts – respiratory disease - LOW

PERSONS AT RISK

Staff and students from the School of Design

CONTROL MEASURES

1. Provision of close supervision by a responsible and competent member of staff.
2. Safety helmets to be worn
3. Ensure that suitable eye protection is provided and worn.
4. Provision of safety boots and ensure they are worn.
5. Action must be taken to reduce personal exposure to noise over 80dB(A) and hearing protection must be worn if noise levels exceed 85dB(A)
6. Isolate students from sources of dust, or issue respiratory protective equipment if other measures cannot effectively reduce exposure.
7. Hi-Visibility vests to be worn
8. Provide adequate instruction and training in the use of PPE.
9. Adherence to safety requirements of site main contractor
10. Notify any accidents to the Project Supervisor Construction Stage (PSCS) and the University of Limerick Safety Officer.

RESOURCES

1. Provision of instruction, training and competent supervision
2. Safe workplace and safe systems of work

MAIN OWNERS

School of Design

LEGISLATION

Safety, Health and Welfare at Work Act 2005
Safety, Health and Welfare at Work (Construction) Regulations 2013



4.64 HAZARD: ALCOHOL AND DRUG MISUSE

RISK

Health effects associated with the misuse of alcohol – inflammation of the liver, increased blood pressure, depression, psychiatric disorders and mood swings, increased risk of accidents – MEDIUM

Health effects associated with the misuse of drugs - inflammation of the liver, infections or poisoning, depression or elation, psychiatric disorders and mood swings, HIV/hepatitis, increased risk of accidents - MEDIUM

PERSONS AT RISK

Staff and contractors

CONTROL MEASURES

1. Staff must manage alcohol consumption such that no member of staff presents for work under the influence of alcohol and if alcohol is consumed during the working day (such as during lunch breaks, etc.) this is in moderation.
2. Drug misuse by staff is strictly prohibited such that no member of staff may present for work under the influence of misused drugs, nor may any member of staff misuse drugs during the working day (on-campus or off-campus).
3. All staff must comply with the University of Limerick Alcohol Policy. A copy of the policy can be downloaded from:
[ULAlcoholPolicy](#)

RESOURCES

1. Provision the University of Limerick Alcohol Policy
2. Provision of adequate supervision.
3. Provision of access to an occupational health service
4. Provision of a confidential employee support service

MAIN OWNERS

Human Resources

LEGISLATION

Safety, Health and Welfare at Work Act 2005



4.65 HAZARD: VIOLENCE

To include: VERBAL ABUSE, PHYSICAL VIOLENCE, THREATS, and SEXUAL INTIMIDATION

RISK

Stress, Fear, anxiety, Injury– HIGH

PERSONS AT RISK

Staff, Students, Visitors and Contractors

CONTROL MEASURES

1. Distribution of tasks to suitable employees, taking account of age, sex, experience and other factors to ensure safety.
2. Certain tasks to be carried out accompanied, not alone.
3. Design of public areas to minimise discomfort and aggression.
4. Security: cameras, designated and restricted areas, adequate lighting.

RESOURCES

1. Provision of the University Dignity & Respect Policy.
2. Provision of a campus Security Service.
3. Provision of an Employee Support Service.

MAIN OWNERS

Human Resources

LEGISLATION

Safety, Health and Welfare at Work Act 2005
HSA booklet, Violence at Work



4.66 HAZARD: LADDERS

RISK

Fall - HIGH

Injury/death - HIGH

Injury to person on ground - MEDIUM

Shock/burns from contact with electrical lines - HIGH

PERSONS AT RISK

Staff, Students, Visitors and Contractors

CONTROL MEASURES

1. Ladders properly checked/maintained on a regular basis.
2. Safe working procedures are in place.
3. If ladders are more than 3 meters in height they are secured or supported by a second person at the bottom.
4. Ladders reaching a vertical height of 9 meters or more are provided with safe landing areas at suitable intervals on the ladder.
5. There are adequate handholds at the landing place.
6. Loose objects are carried up ladder in a suitable tool belt etc.

RESOURCES

1. Provision of information, instruction and supervision.
2. Provision of personal protective equipment.
3. Safety Signs.

MAIN OWNERS

Buildings & Estates

LEGISLATION

Safety, Health and Welfare at Work Act 2005

SHWW (General Application) Regulations 2007



4.67 HAZARD: LEGIONNAIRES' DISEASE

RISK

Fatal pneumonia - HIGH

Pontiac fever - MEDIUM

Lochgoilhead fever - MEDIUM

PERSONS AT RISK

Staff, Students, Visitors and Contractors

CONTROL MEASURES

1. Assess water systems likely to create risk.
2. Safe working procedures.
3. Ensure the proper control and release of water spray.
4. Avoid water temperatures and conditions that favour the growth of legionella and other micro-organisms.
5. Ensure water cannot stagnate in systems.
6. Avoid materials that encourage legionella growth.
7. Keep water and their systems clean.
8. Treat water to either kill legionella or limit their ability to grow.
9. Treatments carried out to required standards.
10. Preventative maintenance records.

RESOURCES

1. Provision of proper control strategy and management policy.
2. Provision of responsible person.

MAIN OWNERS

Buildings & Estates

LEGISLATION

SHWW (Biological Agent) Regulations **2013**. S.I. No. 572/2013

Part 6 of the Safety, Health and Welfare at Work (General Application) Regulations, 2007, (S.I. No. 299 of 2007)

The Safety, Health and Welfare at Work Act (No. 10 of 2005)

Approved Code of Practice and Guidance *Legionnaires' disease*



APPENDICES

APPENDIX 1: ACCIDENT&DANGEROUS OCCURRENCE FORMS

[Accident & Dangerous Occurrence Forms](#)

APPENDIX 2: UL RISK ASSESSMENT FORMS

[UL Risk Assessment Forms](#)

APPENDIX 3: UL FIRST AIDERS & FIRST AID BOX CONTENTS

[First-aid](#)

APPENDIX 4: DEPARTMENTAL SAFETY MANUALS & CODES OF PRACTICE

[ULFacilities&AcademicDepartments](#)

APPENDIX 5: MEDICAL EMERGENCY RESPONSE PROCEDURE

<http://www.ul.ie/hr/automated-external-defibrillatoraed>