



Health and Safety Executive for Northern Ireland

Proposals for the Health and Safety Information for Employees (Amendment) Regulations (Northern Ireland) 2008

Consultative Document

September 2008

**PROPOSALS FOR HEALTH AND SAFETY INFORMATION FOR
EMPLOYEES (AMENDMENT) REGULATIONS (NORTHERN IRELAND)
2008**

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This Consultative Document is based on proposals to amend the Health and Safety Information for Employees Regulations 1989 as contained in the Consultative Document "*Proposals for amendments to the Health and Safety Information for Employees Regulations 1989*", issued by the Great Britain Health and Safety Executive, whose assistance is gratefully acknowledged.

If you would prefer a printed version, it can be obtained on request. Furthermore, if you require a more accessible format, executive summaries are available in Braille or large print, on disc or audio-cassette, or in Irish, Ulster Scots and other languages of the minority ethnic communities in Northern Ireland. To obtain a summary in one of these formats, please contact Hilary Maguire at the address shown at paragraph 28.

INTRODUCTION

1. This Consultative Document (“CD”) seeks comments on proposals from the Health and Safety Executive for Northern Ireland (“HSENI”) for Regulations to be known as the Health and Safety Information for Employees (Amendment) Regulations (Northern Ireland) 2008 (see Annex 1).
2. The main purpose of the proposed Regulations is to amend the Health and Safety Information for Employees Regulations (Northern Ireland) 1991 (S.R. 1991 No. 105) (“HSIER”). The HSIER require employers to provide information to their employees relating to health and safety at work, generally by display of a poster or alternatively by giving out leaflets.
3. The proposed amendments would allow HSENI to approve and publish new posters and leaflets which do not require the addition or updating of information by businesses displaying them, so reducing an unproductive burden, whilst maintaining or improving employees’ access to useful information. The proposed amendments would also permit employers to continue to display their existing posters or give out existing leaflets, providing they are readable and provide up-to-date information on how to contact the enforcing authority.
4. A review of the current poster showed that it was very unappealing and very rarely read by employees. Publication of a new approved poster and leaflet provides an opportunity to present clear basic information about employees’ health and safety rights and responsibilities, and how to get further help and advice. In particular, the approved poster and leaflet need to be understood by employees who have visual and/or learning difficulties, poor English reading skills, and work in an environment where the risk of being denied employment rights is high. This will help all employees to understand their right to a safe and healthy workplace and to play their part in ensuring good standards of health and safety.
5. This document provides an overview of the proposals. HSENI is not consulting on how the revised law poster or leaflet should look or the type of information to be included. HSE in GB is seeking professional advice on design to improve the impact on the proposed content of the poster. HSENI has agreed to use outcome of HSE’s professional advice in designing the Northern Ireland poster.

BACKGROUND

6. The HSIER were introduced in 1991 and replaced specific requirements to display copies or abstracts of legislation in factories, construction sites, offices, shops and railway premises.
7. The Regulations require an employer either to display the HSENI approved poster so that an employee at their place of work can see it or to give the HSENI approved leaflet to the employee.

8. The employer must also ensure that the poster has written on it the enforcing authority's name and address. If an employee gives a leaflet to the employee then a written notice of the above needs to be provided.

9. Under the current Regulations, if HSENI approves a revised poster or leaflet there is a period of nine months grace after which all employers are required to display the new approved poster or give the new approved leaflet to the employee.

10. Failure to comply with the Regulations is a criminal offence, punishable by a fine.

REVIEW OF THE REGULATIONS IN GB HSE

11. The GB HSE conducted a review of the regulations (see HSC¹ paper HSC/07/64 available on HSE website at <http://www.hse.gov.uk/aboutus/hsc/meetings/2007index.htm>). The review showed that the regulations are of value, not least because in some businesses they may provide the only obvious source of health and safety information. But the current approved law poster and leaflet are visually unappealing and difficult to understand, particularly by those who have visual, learning difficulties or have poor English reading skills.

12. The review also found that it would save unproductive effort if employers were no longer required to find and write out the address of the local enforcing authority. Employees could easily get this, and wider, information from the HSE Infoline if the telephone number were printed on the poster. Infoline provides multilingual and multi-channel access to information, advice and support for those who need it.

13. The review also identified the need to minimise the additional one off cost to all employers when HSE approves a new poster or leaflet arising from the requirement to display the new poster or give out the new leaflet within nine months of the approval being published.

THE PROPOSALS

14. Proposal one: HSENI intends to publish new approved posters and leaflets which include the following words or similar:

Call HSENI's Helpline service on 0800 0320 121 to get information on health and safety in confidence or how to contact the enforcing authority for health and safety in your workplace.

¹ On 1 April 2008, the Health and Safety Commission (HSC) and the Health and Safety Executive (HSE) merged to form a single national regulatory body responsible for promoting the cause of better health and safety at work. The merged body is called the Health and Safety Executive. References in this Consultative Document to the Health and Safety Commission and HSC relate to the period before 1 April 2008.

Linked to this it is proposed to amend regulations 5(1) and 5(3) so that employers no longer need to write on new approved posters, or give notices detailing the enforcing authority's name and address for the premises.

15. Proposal two: HSENI intends that employers should be able to continue to display an old poster provided the information on it is current and readable.

16. To give effect to this intention **HSENI proposes to delete regulations 3(4) and 4(3)** and introduce transitional provisions allowing employers, when a new poster is approved, to continue to display the unrevised approved poster or provide the unrevised approved leaflet. Employers would still be required to ensure that the approved poster is displayed in a readable condition or to give an employee an approved leaflet as soon as reasonably practical after they commenced employment, and to ensure they communicate up-to-date information on contacting the enforcing authority.

17. Following these changes and given the current rate of poster sales HSENI might expect to see a newly approved poster and leaflet in the majority of workplaces within five years.

18. HSENI believes that by amending regulations 5(1) and 5(3) so that the approved poster and leaflet cite contact details for HSENI it will ensure that employees have notice of the best route to contacting HSENI for advice or for making a complaint about health and safety standards at their workplace.

19. HSENI's publications have for some time contained details such as the Organisation's contact telephone numbers, fax number, e-mail address and website address as the route to health and safety information and advice.

20. Anecdotal evidence has suggested that many displayed approved posters and approved leaflets either do not provide an employee with information about their enforcing authority or provide out of date information. The above changes to the Regulations will remedy this problem and will reduce the costs to business associated with making this information available to their employees.

21. The new approved poster would still retain optional boxes for inserting local information about health and safety representatives, and the persons appointed by the employer to assist with health and safety responsibilities.

RELATIONSHIP WITH GREAT BRITAIN

22. The proposals to amend HSIER do not differ in any significant way from proposals to amend the corresponding GB HSIER (see the acknowledgement on page 1 of this CD). Such differences as do occur relate only to Northern Ireland legislation and institutions.

COSTS AND BENEFITS

Great Britain

23. An impact assessment prepared for the GB Regulations concluded that the major benefit of changing the Regulations and approving a new poster would be realised by a reduced administrative burden for employers and would amount to a saving of £10.3m per annum or £88.4m over the ten year appraisal period. There would be no additional costs to employers with initial staff costs to HSE of £30K, with design costs of £30K. Over the ten year appraisal period HSE would incur costs of £1.2m (£130K per annum) through increased call volume to infoline.

Northern Ireland

24. The analysis and considerations set out in the GB impact assessment can be applied directly to Northern Ireland and on a proportional basis the savings through the reduced administrative burden for employers should amount to £257.5K per annum or £2.2m over a ten year period. There will be no addition costs to employers, with minimal costs to HSENI.

EQUALITY IMPACT

25. The proposals have been screened for any possible impact on equality of opportunity affecting the groups listed in section 75 of the Northern Ireland Act 1998 and no adverse or differential aspects were identified. A copy of the screening document is at Annex 3.

HUMAN RIGHTS

26. HSENI has considered the matter of Convention Rights and is satisfied that there are no matters of concern.

INVITATION TO COMMENT

27. HSENI would welcome your comments on the proposals in this CD. Comments are particularly welcome on the assumptions relating to costs relevant to Northern Ireland and the conclusion that the proposals would have no adverse effect on any section 75 groups.

28. Comments, in whatever format you choose to use, should be sent to:-

Miss Hilary Maguire
Health and Safety Executive for Northern Ireland
83 Ladas Drive
Belfast
BT6 9FR
(Tel: 028 9054 6817; Fax: 028 9054 5383; Textphone: 028 9054 6896;
E-mail: hilary.maguire@detini.gov.uk)

so as to arrive not later than noon on 12 December 2008.

29. HSENI tries to make its consultation procedures as thorough and open as possible. Responses to this consultation will be kept at the offices of HSENI at the above address after the close of this consultation period, where they may be inspected by members of the public or be copied to them. HSENI can only refuse to disclose information in exceptional circumstances. Before you submit your response, please read the paragraphs below on the confidentiality of information given by you in response to this consultation.

30. The Freedom of Information Act 2000 gives the public a right of access to any information held by a public authority, namely, HSENI in this case. This right of access to information includes information provided in response to a consultation. HSENI cannot automatically consider as confidential information supplied to it in response to a consultation. However, it does have the responsibility to decide whether any information provided by you in response to this consultation, including information about your identity, should be made public or treated as confidential. If you do not wish information about your identity to be made public, please include an explanation in your response.

31. This means that information provided by you in response to the consultation is unlikely to be treated as confidential, except in very particular circumstances.

September 2008

Health and Safety Executive for Northern Ireland

 STATUTORY RULES OF NORTHERN IRELAND

2008 No. XXX**HEALTH AND SAFETY**
**The Health and Safety Information for Employees (Amendment)
Regulations (Northern Ireland) 2008**

Made - - - - 2008

Coming into operation - 2008

The Department of Enterprise, Trade and Investment(a), being the Department concerned(b), makes the following Regulations in exercise of the powers conferred by Articles 17(1) to (6)(c), and 55(2) of, and paragraph 14(1) of Schedule 3 to, the Health and Safety at Work (Northern Ireland) Order 1978(d) (“the 1978 Order”).

The Regulations give effect without modifications to proposals submitted to it by the Health and Safety Executive for Northern Ireland under Article 13(1A)(e) of the 1978 Order after the Executive had carried out consultations in accordance with Article 46(3)(f) of that Order.

Citation and commencement

1. These Regulations may be cited as the Health and Safety Information for Employees (Amendment) Regulations (Northern Ireland) 2008 and shall come into operation on xxxxxxxx 2008.

Interpretation

2. In these Regulations “the principal Regulations” means the Health and Safety Information for Employees Regulations (Northern Ireland) 1991(g).

Amendments to the principal Regulations

3.—(1) The principal Regulations shall be amended as follows.

(2) In regulation 3 (Meaning of and revisions to the approved poster and leaflet)—

(a) in sub-paragraph (2)(b) after “shall take effect” delete the words “, being a date not less than 9 months after the date on which that revision is approved”.

(3) In regulation 5 (Provision of further information)—

(a) at the end of paragraph (1), insert “, or information as to how any of his employees may obtain the information referred to in this paragraph.”; and

(a) Formerly the Department of Economic Development; *see* S.I. 1982/846 (N.I. 11), Article 3 and S.I. 1999/283 (N.I. 1), Article 3(5)

(b) *See* Article 2(2) of S.I. 1978/1039 (N.I. 9)

(c) Article 17 must be read with S.I. 1992/1728 (N.I. 17), Articles 3(2) and 4(2)

(d) S.I. 1978/1039 (N.I. 9); the general purposes of Part II referred to in Article 17(1) were extended by S.I. 1992/1728 (N.I. 17), Articles 3(1) and 4(1)

(e) Article 13(1) was substituted by S.I. 1998/2795 (N.I. 18), Article 4

(f) Article 46(3) was amended by S.I. 1998/2795 (N.I. 18), Article 6(1) and Schedule 1, paragraphs 8 and 18(c)

(g) S.R. 1991 No. 105, as amended by S.R. 1996 No. 512, S.R. 1999 No. 150 and S.R. 2007 No. 291

- (b) at the end of paragraph (3), insert “, or information as to how any of his employees may obtain the information referred to in this paragraph.”.

Transitional provisions

4. Where an employer is required to display an approved poster or to provide an employee with an approved leaflet in accordance with regulation 4(1) of the principal Regulations, the employer may continue to distribute the unrevised approved leaflet and to display the unrevised approved poster:

- (a) until the unrevised approved poster ceases to be kept in a readable condition as required by regulation 4(1)(a), or
- (b) until the employer decides to replace with the revised poster and leaflet during the normal course of business.

Revocations

5. The statutory provision referred to in column 1 of the Schedule shall be revoked to the extent specified in the corresponding entry in column 3 of that Schedule.

Sealed with the Official Seal of the Department of Enterprise, Trade and Investment on 2008.



M. Bohill

A senior officer of Department of Enterprise, Trade and Investment

SCHEDULE

Regulation 5

REVOCATIONS

<i>Regulation revoked</i>	<i>References</i>	<i>Extent of revocation</i>
Health and Safety Information for Employees Regulations (Northern Ireland) 1991	S.R. 1991 No. 105	Regulations 3(4) and 4(3)

EXPLANATORY NOTE

(This note is not part of the Regulations)

These Regulations amend the Health and Safety Information for Employees Regulations (Northern Ireland) 1991 (S.R. 1991 No. 105), which require information relating to health, safety and welfare to be furnished to employees by means of posters or leaflets in the form approved and published for the purposes of the Regulations by the Health and Safety Executive for Northern Ireland.

The 1991 Regulations require the name and address of the enforcing authority to be written in the appropriate place on the poster (regulation 5(1)); and where the leaflet is given, the same information should be specified in a written notice accompanying it (regulation 5(3)). These

Regulations amend regulation 5(1) and 5(3) of the 1991 Regulations to enable an employer alternatively to provide information as to how any of his employees may obtain the name and address of the enforcing authority.

The Regulations also revoke regulations 3(4) and 4(3) of the 1991 Regulations and make transitional provisions so that, when the Health and Safety Executive for Northern Ireland approves and publishes a revised poster and leaflet, an employer may continue to display the unrevised approved poster and distribute the unrevised approved leaflet until the unrevised poster ceases to be kept in a readable condition or he decides to replace the unrevised poster and leaflet.

EQUALITY IMPACT SCREENING DOCUMENT

Proposals for Health and Safety Information for Employees (Amendment) Regulations (Northern Ireland) 2008

Summary

The Health and Safety Executive for Northern Ireland (“HSENI”) has screened the above proposals for any possible impact on equality of opportunity affecting the groups listed in section 75 of the Northern Ireland Act 1998. No adverse or differential aspects were identified and HSENI concludes that a full Equality Impact Assessment is not necessary in this case. However, HSENI will, if necessary, review the position in the light of any comments received as a result of consultation (see paragraph 3.3 below).

The following sections set out HSENI’s screening process.

Section 1 – The Legal Background

Under section 75 of the Northern Ireland Act 1998, HSENI is required to have due regard to the need to promote equality of opportunity:

- between persons of different religious belief, political opinion, racial group, age, marital status or sexual orientation;
- between men and women generally;
- between persons with a disability and persons without; and
- between persons with dependants and persons without.

Without prejudice to the obligations set out above, HSENI is also required, in carrying out its functions relating to Northern Ireland, to have regard to the desirability of promoting good relations between persons of different religious beliefs, political opinion or racial group.

Section 2 – Proposals to be Screened

2.1 Title of proposals

This screening concerns proposals for the Health and Safety Information for Employees (Amendment) Regulations (Northern Ireland) 2008 (“the proposals”).

2.2 Brief description of proposals

The proposals are to be submitted to the Department of Enterprise, Trade and Investment (“DETI”) to make health and safety Regulations under the Health and Safety at Work (Northern Ireland) Order 1978. The proposals involve amending the Health and Safety Information for Employees Regulations 1991 (S.R. 1991 No. 105) (“the 1991 Regulations”).

2.3 Aims/objectives of proposals

The main aims and objectives of the proposals are to amend the Health and Safety Information for Employees Regulations (Northern Ireland) 1991 (S.R. 1991 No. 105), which require information relating to health, safety and welfare to be furnished to employees by means of posters or leaflets in the form approved and published for the purposes of the Regulations by HSENI.

The proposed amendments would allow HSENI to approve and publish new posters and leaflets which do not require the addition or updating of information by businesses displaying them, so reducing an unproductive burden, whilst maintaining or improving employees' access to useful information. The proposed amendments would also permit employers to continue to display their existing posters or give out existing leaflets, providing they are readable and provide up-to-date information on how to contact the enforcing authority.

2.4. Persons affected by the proposals

The proposals will concern all employers who are required to ensure that their employees understand their right to a safe and healthy workplace and to play their part in ensuring good standards of health and safety.

2.5 Responsibility for devising and delivering the proposals

HSENI is responsible for devising and delivering the proposals to DETI. If DETI accepts the proposals, it is responsible for enacting the legislation.

2.6 Available data

Although there no data available, the proposals would affect all employers in Northern Ireland to the extent shown in paragraph 2.4. above.

Section 3 – Screening Analysis

3.1 Participation or uptake

The provisions of the proposed Regulations would apply universally and it is unlikely that their provisions would be influenced by any of the characteristics listed below:

Religious belief	Sexual orientation
Political opinion	Sex
Racial group	Disability
Age	Dependency
Marital status	

3.2 Needs, experiences, issues and priorities

The proposals require all employers to ensure that their employees understand their right to a safe and healthy workplace and to play their part in ensuring good standards of health and safety. Therefore, they would extend equally to all of the following groups:

Religious belief	Sexual orientation
Political opinion	Sex
Racial group	Disability
Age	Dependency
Marital status	

3.3 Consultation with relevant groups

This screening document will be included in HSENI's consultative document on the proposals, and the views of all groups listed in paragraphs 3.1 and 3.2 will be actively sought. The conclusions and the screening process will be reviewed in the light of comments made or information received.

3.4 Promotion of equality of opportunity or community relations

The proposals will not directly promote equality of opportunity. However, it will ensure that Northern Ireland is in the same position as Great Britain by ensuring that all employees are provided with help by their employers to understand their right to a safe and healthy workplace and to play their part in ensuring good standards of health and safety.

3.5 Obligation to have due regard to the need to promote equality of opportunity

For the reasons cited in paragraph 3.4, it is not considered that these proposals present any significant risk to HSENI's obligation to have due regard to the need to promote equality of opportunity.

3.6 Differential impact

The proposals have been developed to ensure that, by the publication of an approved health and safety poster and leaflet in the workplace, all employees are presented with clear basic information about their health and safety rights and responsibilities. There should be no differential impact on any group.

Section 4 – EQIA Recommendation

4.1 Estimated impact

The proposals will impact on all employers who will have to ensure that their employees understand their right to a safe and healthy workplace and to play their part in ensuring good standards of health and safety.

In view of this, it is considered that the proposals would not have any significant impact on social need, on people's daily lives or on economic, social and human rights.

4.2 Scale of expenditure

Based on conclusions reached in Great Britain on similar proposals, the indications are that there will be no impact in terms of costs to business in Northern Ireland.

4.3 Need for full Equality Impact Assessment (EQIA)

Subject to the outcome of consultation with relevant groups it is considered that these proposals should not be subject to a full EQIA.

4.4 Future monitoring

The requirements of the Regulations will be monitored by the Health and Safety Executive for Northern Ireland through the normal compliance procedures.

Section 5 – Disability Duties

Under the Disability Discrimination Act 1995 (as amended by the Disability Discrimination (Northern Ireland) Order 2006) HSENI is required to have due regard to the need:

- to promote positive attitudes towards disabled people; and
- to encourage participation by disabled people in public life.

The primary aim of the proposals is to ensure that employers provide their employees with clear basic information about their health and safety rights and responsibilities. As a result there is limited scope for these proposals to contribute towards promoting positive attitudes towards disabled people or towards encouraging participation by disabled people in public life.

September 2008

Health and Safety Executive
for Northern Ireland

LIST OF CONSULTEES

Name

Age Concern
 Agent for the Copyright Libraries
 Alliance Party
 Allpipe Engineering Ltd
 Amalgamated Engineering and Electrical Union
 Amalgamated Transport and General Workers Union
 AMEY BPO
 AMICUS
 Antrim Enterprise Agency
 Ards Business Centre
 Argyle Business Centre
 Armagh Business Centre Ltd
 Association of British Insurers
 Association of Chief Officers of Voluntary Organisations
 Association of Consulting Engineers (NI Branch)
 Association of Independent Advice Centres
 Association of Local Authorities of Northern Ireland
 Association of Teachers and Lecturers
 Association of University Teachers
 Atlas Environmental NI
 Autism Northern Ireland
 Baha'i Office for Northern Ireland
 Bakers, Food and Allied Workers Union
 Ballymena Business Development Centre Ltd
 Banbridge Enterprise Centre
 Bar Council
 Barnardos
 Belcoo Enterprise Ltd
 Belfast Centre for the Unemployed
 Belfast City Centre Management
 Belfast City Council
 Belfast Education and Library Board
 Belfast Harbour Commissioners
 Belfast Hebrew Congregation
 Belfast Marine Engineering Employers' Association
 Belfast Traveller Education and Development Group
 Borough Councils
 Boxmore Plastics Limited
 British Clothing Industry Association (NI)
 British Deaf Association (NI)
 British Medical Association
 British Oxygen Company
 Brookfield Business Centre Ltd
 Bryson House

Business in the Community
Calor Gas (NI) Limited
Cara-Friend
Carers NI
Carrickfergus Enterprise Agency Ltd
Castleberg and District Enterprises Co Ltd
Castlereagh Enterprises Ltd
Cedar Foundation
Central Services Agency
Chadwyck-Healey Limited
Chartered Institute of Environmental Health, NI
Chartered Institute of Marketing
Chief Executive's Forum
Child Care Northern Ireland
Child Poverty Action Group
Childrens Law Centre
Chinese Chamber of Commerce
Chinese Welfare Association Ltd
Church of Ireland
Cinematograph Exhibitors' Association
City Councils
Civic Forum
Civil Service Occupational Health Service
Coalisland and District Development Association
Coalition on Sexual Orientation
Coleraine Enterprise Agency
Commissioner for Children and Young People
Committee on the Administration of Justice
Communication Workers' Union (CWU)
Community Relations Council
Community Relations Training Learning Consortium
Community Union
CONCORDIA
Confederation of British Industry
CONNECT
Construction Employers' Federation
Construction Industry Training Board
Cookstown Enterprise Centre Ltd
Coolkeeragh Power Limited
Co-Operation Ireland
Council for Catholic Maintained Schools
Counteract
Craigavon Industrial Development Organisation Ltd
Creggan Enterprises Ltd
Democratic Left
Democratic Unionist Party
Department of Culture, Arts and Leisure
Department for Employment and Learning
Department for Regional Development
Department of Agriculture and Rural Development

Department of Education
Department of Enterprise Trade and Investment
Department of Finance and Personnel
Department of Health, Social Services and Public Safety
Department for Social Development
Department of the Environment
Department of the Environment, Environment and Heritage Service
Derry Well Woman
Desmond and Sons Limited
Disability Action
District Councils
Down's Syndrome Association
Driver and Vehicle Testing Agency
Driver Training Services
Du Pont (UK) Limited
Dungannon Enterprise Centre Ltd
East Belfast Community Development Agency
East Belfast Enterprise Park Ltd
Eastern Group Environmental Health Committee
Eastern Health and Social Services Board
Economic Research Institute of Northern Ireland
Employers' Forum on Disability
Engineering Employers' Federation
Engineering Training Council
Engineers' and Managers' Association (EMA)
Enterprise Ulster
Equality Commission
Equality Forum Northern Ireland
Equipment Hire Association of Northern Ireland Ltd
Equity
Eurocentre West Ltd
Falls Community Council
Farset Enterprise Park Ltd
Federation of Petroleum Suppliers
Federation of Small Businesses
Federation of Small Businesses Recruitment
Federation of the Retail Licensed Trade (NI)
Fermanagh Enterprise Ltd
Fire Brigades Union
Forensic Science Agency of Northern Ireland
Fortress Pro-Tec Ltd
Forum for Community Network
Foyle Meats
Foyle Women's Information Network
FPA NI (formerly Family Planning Association)
Freight Transport Association
Gingerbread Northern Ireland
Glenwood Enterprises Ltd
GMB
Graphical Paper and Media Union

Gray & Adams (Ireland) Ltd
Greater Belfast Community Network
Greater East Belfast Partnership Board
Greater Shankill Partnership
Green Party
Handkerchief and Household Goods Association
Harland and Wolff Heavy Industries Limited
Head of the Northern Ireland Civil Service
Health and Safety Executive
Heating and Ventilating Contractors' Association
Help the Aged
Heron Brothers Ltd
Homefirst Community Health and Social Services Trust
INCORE Conflict Resolutions Ltd
Indian Community Centre
Institute of Acoustics
Institute of Directors
Institute of Directors (NI Division)
Institute of Professionals, Managers and Specialists (IPMS)
Invest NI
Irish Bank Officials Association
Irish National Teachers Organisation
James G McAlorum Ltd
John Mackle (Moy) Limited
Joint Industry Board for the Electrical Engineering Industry
Justice for Asbestos Victims
Keady Business Centre
Kesh Development Association Charitable Trust
Labour Party
Labour Relations Agency
Lagan Group
Larne Development Forum
Larne District Partnership Board
Larne Enterprise Development Co Ltd
Law Centre (NI)
Law Society of Northern Ireland
Lilliput Services
Lisburn Enterprise Organisation Ltd
Local Strategy Partnership
Loughrey College
Lurgan Council for Voluntary Action
Magherafelt Womens Group
Mallusk Enterprise Park
Maritime and Coastguard Agency
Mastic Asphalt Federation (NI)
Mr B McClintock
McGrigors, Solicitors
MENCAP
Methodist Church in Ireland
Ministry of Defence

Moyle Enterprise Co Ltd
MPs MEPs
Mr George Condell
Mr T Mills
Mr Richard Steele
Multi-Cultural Resource Centre
Musicians Union
National Association of Schoolmasters/Union of Women Teachers
National Association of Teachers in Further and Higher Education
National Energy Action Charity
National Union of Rail, Maritime and Transport Workers
Newry and Mourne Enterprise Agency
Newry and Mourne Senior Citizen's Consortium
Newry and Mourne Women
Newtownabbey Senior Citizen's Forum
NI-CO (Northern Ireland Public Sector Enterprises Ltd)
NIGEN
North Belfast Partnership Board
North City Business Centre Ltd
North Down Development Organisation Ltd
North Eastern Education and Library Board
North West Community Network
North West Forum of People with Disabilities
North West Industrial Health and Safety Group
Northern Group Systems
Northern Health and Social Services Board
Northern Ireland African Cultural Centre
Northern Ireland Agricultural Producers' Association
Northern Ireland Anti-Poverty Network
Northern Ireland Assembly Members
Northern Ireland Association for Mental Health
Northern Ireland Association for the Care and Resettlement of Offenders
Northern Ireland Association of Citizens Advice Bureaux
Northern Ireland Audit Office
Northern Ireland Authority for Energy Regulation
Northern Ireland Bakery Council
Northern Ireland Bankers' Association
Northern Ireland Centre for Competitiveness
Northern Ireland Chamber of Commerce & Industry
Northern Ireland Chamber of Trade
Northern Ireland Committee/Irish Congress of Trade Unions
Northern Ireland Conservative Association
Northern Ireland Council for Ethnic Minorities
Northern Ireland Council for Integrated Education
Northern Ireland Council for the Curriculum, Examinations and Assessment
Northern Ireland Council for Voluntary Action
Northern Ireland Court Service
Northern Ireland Dairy Association
Northern Ireland Electricity
Northern Ireland Economic Research Centre

Northern Ireland Fire and Rescue Service
Northern Ireland Gay Rights Association
Northern Ireland Hotels Federation
Northern Ireland Housing Executive
Northern Ireland Human Rights Commission
Northern Ireland Islamic Centre
Northern Ireland Master Plumbers' Association
Northern Ireland Occupational Health and Safety Group
Northern Ireland Office
Northern Ireland Oil Federation
Northern Ireland Partnership Board
Northern Ireland Plastics Association
Northern Ireland Prison Service
Northern Ireland Public Service Alliance (NIPSA)
Northern Ireland Quarry Owners' Association
Northern Ireland Railways
Northern Ireland Resident Magistrates' Association
Northern Ireland Spinners Limited
Northern Ireland Statistics and Research Agency (NISRA)
Northern Ireland Textiles and Apparel Association Ltd
Northern Ireland Timber Trades' Association
Northern Ireland Tourist Board
Northern Ireland Unionist Party
Northern Ireland Voluntary Trust
Northern Ireland Volunteer Development Agency
Northern Ireland Women's Aid Federation
Northern Ireland Women's European Platform
NSPCC, Northern Ireland Regional Office
NUS/USI, Northern Ireland Student Centre
NW Community Network
Occupational Health Service
Office of Industrial Tribunals
Office of the First Minister and Deputy First Minister
Omagh Enterprise Co Ltd
Omagh Women's Area Network
Organisation for the Unemployed Northern Ireland
Ormeau Enterprises Ltd
Pass International
PDA Consultant Engineers
Peter Scott Health and Safety
Petrol Retailers Association
Pharmaceutical Society of Northern Ireland
Phoenix Natural Gas
POBAL
Police Federation for Northern Ireland
Police Service of Northern Ireland
Premier Power Limited
Presbyterian Church in Ireland
Press for Change
PricewaterhouseCoopers

Prince's Trust
Progressive Unionist Party
Public Commerce Services Union (PCS)
Quarry Products Association NI
Queen's University
Relate
Retail Motor Industry Federation
Richards PLC
Roads Service
Roe Valley Enterprises Ltd
Roman Catholic Church
Roslea Enterprises Ltd
Royal College of Midwives
Royal College of Nursing of the UK (NI Board)
Royal Group of Hospitals Trust
Royal Institution of Chartered Surveyors in Northern Ireland
Royal National Institute for Deaf People (NI)
Royal National Institute for the Blind (NI)
Rural Community Network
Rural Development Council
Rural Support
Safety Advice Centre
Save the Children
SDLP
Seagate Technology (Ireland)
Sense NI
Services Industrial Professional Technical Union
Shorts Bombardier PLC
Sikh Cultural Centre
Sinn Fein
Skyglaze Architectural Systems Ltd
Social Economy Agency (NI)
Social Security Agency
Society of Occupational Medicine
South Belfast Partnership Board
South Eastern Education and Library Board
South West Fermanagh Development Organisation Ltd
Southern Education and Library Board
Southern Group Environmental Health Committee
Southern Health and Social Services Board
Spence Bryson Limited
SRT Donnelly and Co
St John Ambulance NI
Strabane Industrial Properties Ltd
Staff Commission for Education and Library Boards
Sypol Ltd
Tennants Textile Colours Limited
Tesco Stores Limited
The British Chemical Distributors and Traders Association
The British Library

The Glass and Glazing Federation
The Guide Dogs for the Blind Association
The Institute of Quarrying
The Local Government Staff Commission for NI (LGSC)
The Northern Group
The Senior Citizens Consortium Sperrin Lakeland
The Workers' Party
The Women's Centre
Thermomax Limited
Townsend Enterprise Park Ltd
Trainfield Construction Ltd
Training for Women Network Ltd
Translink
Transport Salaried Staff Association
Transport Training Services Ltd
Transtec Automotive (Campsie) Limited
UK Unionist Party
Ulster Cancer Foundation
Ulster Community and Hospitals Trust
Ulster Farmers' Union
Ulster Furniture Federation
Ulster Scots Heritage Council
Ulster Teachers' Union
Ulster Unionist Party
Union of Construction, Allied Trades and Technicians
Union of Shop, Distributive and Allied Workers
UNISON
University of Ulster at Coleraine
Water Service
West Belfast Development Trust Ltd
West Belfast Economic Forum
West Belfast Partnership Board
Western Education and Library Board
Western Group Environmental Service
Western Health and Social Services Board
Westlink Enterprise Centre
Women's Forum Northern Ireland
Women's Information Group
Women's Resource and Development Agency
Women's Support Network
Women's Training, Enterprise and Childcare
Workspace
Youth Action Northern Ireland Gender Equality Unit
Youth Council for Northern Ireland