

Waste Industry Safety and Health Forum
Northern Ireland
MINUTES
Tuesday 10th November 2020 – 14:00
(Virtual Meeting via Zoom)

Kindly Hosted by Atlas World.

Item	Topic	Action
1.	<p>Attendance</p> <p>1.1 Present: Pete Gibson, Nicola Penman, Rachel Hunter, Jim King, Gemma Gibson, Michael McLaughlin, Jennifer Stephens, Elaine Kelly, Annemarie Donaghy, Justine McIntyre, Danielle Crockford, Kevin McLaughlin, Aidan Falon, David Beck, Brian Pryce, Damien Teague, Tony Mallon, Peter Kerr, David Donnelly, Wendy Doherty, Raymond Martin & Colin Bell.</p> <p>1.2 Apologies: Corrin Goodall, Heather Wilson, Martin Rafferty, Gordon Boyd, Darlene & Albert, Max Carnson.</p>	
2.	<p><u>Notification of any other business</u> None</p>	
3.	<p><u>HSENI Mental Wellbeing at Work Advisory Team Training session: ‘Managing Work-related stress – The HSE Management Standards’.</u></p> <p>3.1 JMCI introduced David Beck and Claire Kelly from the HSENI Mental Wellbeing at Work Advisory team.</p> <p>The WISHNI group was shown a video outlining the rationale behind businesses addressing Stress & Mental Health in the workplace. The video also outlined the 5 step approach businesses are recommended in taking to consequently ensure they are adequately addressing the issue (HSE management standards).</p> <p>3.2 Claire Kelly outlined the assistance available to organisations from the advisory team. CK recommended visiting the HSENI events page which has details of the next workshops and webinars being held. CK highlighted the advisory team are available to talk to senior management and facilitate the organisation of the questionnaires to employees.</p> <p>The team can be contacted via: stress@hseni.gov.uk or 02890243249.</p> <p>Video Link: https://www.youtube.com/watch?v=8w0IDjLDZIM</p> <p>3.3 <u>Q&A Session</u> DB emphasised the key element of the process is adequately preparing your workforce prior to the release of the questionnaire. DB suggested explaining what the standards are and sharing the HSENI video with your employees.</p> <p>DD queried the main issue in the waste industry is the 24/7 nature of the job leading to fatigue and burnout. DB and CK highlighted the availability of the burnout & fatigue workshop.</p>	

	<p>NP questioned if the HSENI would enforce stress and mental health in the same way that other health & safety risks are enforced and monitored. DB outlined currently the HSENI are not serving notices on organisations due to the complexity of determining if the stress and poor mental health is caused by work. DB outlined there has only been one improvement notice served in 2005. CK & DB both emphasised the HSENI were not taking an enforcement approach to stress & mental health but rather a preventative approach while focusing on the cost benefit to the employer with the huge statistics available to endorse. JMCI confirmed that the issues of stress and mental wellbeing would be looked at through site inspections and discussion with duty holders.</p> <p>DD highlighted with COVID and employees likely to not be taking their holidays & time out combined with working from home to have an expected huge impact on statistic figures for 2019-2020.</p> <p>JMCI emphasised the need for any attendees interested in adopting the management standards approach within their organisation to get commitment and input from senior management and directors within their business.</p> <p>DB & CK also recommended use of the organisation AWARE NI who also run periodic workshops.</p> <p>CK recommended organisations taking a pledge with the Equality Commission NI to commit to workplace wellbeing and welfare. (Information to be circulated).</p>	RH
<p>4.</p> <p>4.1</p> <p>4.2</p>	<p><u>HSENI Updates: Justine McIntyre</u></p> <p><u>Improvement Notices</u></p> <p>Since the date of the last meeting the EIWG Team have served 8 enforcement notices within the waste industry. These are broken down as follows:</p> <p>2 Improvement Notices relating to poor Covid-19 controls. 2 Improvement Notices relating to vehicle/ pedestrian segregation. 2 Prohibition Notices relating to machinery guarding. 2 Prohibition Notices relating to working at height.</p> <p><u>COVID Recommendations</u></p> <p>JMCI outlined HSENI are working from home in line with government advice and are primarily focused on COVID-19 inspections/ clusters and responding to Covid-19 complaints rather than proactive inspections. The team continue to respond to day to day complaints and react to RIDDOR reports received by industry.</p> <p>JMCI outlined some of the common issues which are being raised and discussed with dutyholders during recent Covid-19 inspections these include:</p> <ul style="list-style-type: none"> Recommended disconnecting hand dryers in the workplace to reduce the potential spread of COVID due to spreading infectious droplets if the contagious individual has not washed their hands correctly- use paper towel dispenser instead. 	

4.3	<ul style="list-style-type: none"> • JMCI also emphasised the importance of separate changing rooms to avoid PPE in the canteen/ contamination between employees personal belongings. • JMCI explained the HSENI are not discouraging employees from eating their lunch in their cars. Employees should also be encouraged to not car share in the first instance if they are not from the same household and not congregate in cars/ around vehicles at lunch times. • JMCI emphasised the need for social distancing to be maintained on site in areas such as smoking shelters/ picking lines/ canteens etc. • JMCI discussed the need to identify touch points and produce cleaning schedules. • JMCI discussed the requirement to limit persons using canteen at any one time- ensure social distancing, remove additional seating, place seating markers and install partitions as necessary. <p>Overall JMCI emphasised for safety professionals in the waste industry to go back to basics and ensure other risks are not overlooked due to the precedence of COVID-19. Idea of refresher toolbox talks to employees to keep them aware of the day to day risks on site.</p> <p><u>Update to WISHNI webpages on HSENI website.</u> JMCI used the share screen option to show WISHNI attendees around the new WISHNI pages on the HSENI webpage. Meeting details, dates, minutes etc will all be displayed here alongside a new page 'meet the team.'</p>	
5. 5.1	<p><u>Mention of thanks & Congratulations</u></p> <p>JK extended his thanks and congratulations to Martin Rafferty who has recently been promoted to principal inspector within HSENI. JK thanked Martin for all his support and hard efforts within the WISHNI group.</p>	
6. 6.1	<p><u>Safe Working Guidelines</u></p> <p>Raymond Martin asked that the safe working guidelines COVID document be shared with the WISHNI group.</p> <p>RH to share link within email and PG to share on LinkedIn.</p> <p>https://www.nibusinessinfo.co.uk/sites/default/files/Covid-19-Working-Through-This-Together.pdf</p>	RH & PG.
7. 7.1 7.2	<p><u>Safety Alerts</u></p> <p>JMCI asked members of the group to share examples of good practice, learning outcomes from any incidents and safety alerts moving forward. These will be displayed on the website and LinkedIn to share with other members.</p> <p>New initiatives and safety alerts will now be added to the agenda moving forward as a first discussion point.</p>	RH

