

IRELAND. NON-INSPECTION ACTIVITIES

Title of the non-inspection activity: **Two Seminars on 'Managing Hidden Hazards – Human Behaviours at Work'**

Duration of the non-inspection activity: **Two half day sessions, one in Limerick and one in Dublin**

Aim of the non-inspection activity: **To raise awareness of less visible workplace hazards including psychosocial hazards, bullying, fatigue and violence and aggression.**

Scope of the non-inspection activity (description): **as above**

Sector covered by the non-inspection activity: **Employers, managers, workers and safety reps from public and private sectors » Policy Makers » OSH research community » Health and Safety Supervisors » HR and People Managers » Occupational Health Professionals**

The number of establishments covered by the non-inspection activity: **80 attendees at each event, 160 in total.**

The number of labour inspectors involved in implementing the non-inspection activity: **4**

The number of specialised staff (but not labour inspectors) involved in implementing the non-inspection activity: **1**

The number of persons involved in supervising the implementation of the non-inspection activity (including the preparation of communication and promotional materials and summing up its results): **2**

Background of the non-inspection activity: **This in-person seminar proposed delegates to: » recognise these less visible OSH issues and contributory causes, » understand the impact of these OSH issues on the organisation and the individual, » know the Health & Safety Authority perspective including legal responsibilities, » know the components of effective management systems, good practice and the guidance and supports available, » consider the measurement of success in managing these areas, and » reflect on your own and your organisation's approach to risk management in these areas.**

Budget of the non-inspection activity: **5600 EUR**

Short summary of the outcome of the non-inspection activity:

The Occupational Health Division of the Health and Safety Authority organised two seminars, one in Limerick and one in Dublin in May 2024 which aimed to raise awareness of less visible workplace hazards including psychosocial hazards, bullying, fatigue and violence and aggression. Attendees from both public and private sectors from all industries heard expert, industry and regulatory views on the management of these hidden and often challenging aspects of workplace behaviour in organisations. There were 160 attendees in total and feedback from attendees was very positive. The event was viewed as informative and novel

raising awareness of topics that were current. The audiences at both events were offered the opportunity to ask questions and speak to each of the experts after the presentations to address any queries in relation to their areas of work and the experts from the Health and Safety Authority have followed up with specific queries from attendees at both events.

The following were the speakers and topics covered in each seminar:

- **Patricia Murray, Senior HSA Organisational Psychologist /Inspector - Psychosocial Hazards**
- **Ciara Kirwan, HSA Inspector - Bullying in the Workplace**
- **Colleen Butler, Human Factors Specialist/ HSA Inspector - Worker Fatigue Risk Management**
- **Paraig Earley, HSA Inspector - Workplace Violence and Aggression**
- **Paul Daly, HSQE Operations Manager, Coffey Construction - Uncovering Hidden Hazards: An Industry Perspective**

No.	question	yes/no	comment
Non-inspection activity			
A. Stakeholders cooperating with the labour inspectorate in non-inspection activity			
1.	Were external stakeholders involved in the implementation of the non-inspection activity:		
b)	From the private sector?	YES	<p>Please specify them.</p> <p>Paul Daly, HSQE Operations Manager, Coffey Construction - Uncovering Hidden Hazards: An Industry Perspective</p> <p>What was the scope of such cooperation?</p> <p>Engagement with HSA Inspectors/experts</p> <p>Who verified consistency of the implemented project with the approved plans?</p> <p>Programme Manager HSA</p> <p>To what extent consistency of the implemented project with the approved plans was verified?</p> <p>100%</p>
2.	Does your national legislation specify the rules of cooperation with stakeholders in non-inspection activity?	NO	
3.	While selecting stakeholders for cooperation during the non-inspection activity, was any account taken of the results of the inspectorate's cooperation with such stakeholders during previous initiatives?	NO	
B. Sources of project financing in the labour inspectorate's activity			
4.	Was the project (of non-inspection activity) financed solely by the labour inspectorate?	YES	<p>Solely funded by HSA</p> <ul style="list-style-type: none"> Dublin event cost were approx. €3,300 euro, and Limerick event cost €2,300.
C. Preparation of the project (of non-inspection activity)			
6.	How was the project (of non-inspection activity) prepared?		

a)	By an organisational unit of the labour inspectorate	YES	<p>What is the range of the duties of the unit responsible for the preparation of the project?</p> <p>Occupational Health Unit in the HSA</p> <p>How many members of staff are employed in the unit responsible for the preparation of the project? number of staff employed in the unit: 5</p> <p>and number of staff preparing the project: 5</p>
b)	By a group/team established ad hoc to implement the project	YES	<p>Who were the members of the group?</p> <p>Occupational Health Unit</p> <p>Who verified consistency of the implemented project with the approved plans?</p> <p>Programme Manager</p> <p>To what extent consistency of the implemented project with the approved plans was verified?</p> <p>100%</p>
7.	Was the project (of non-inspection activity) related to an inspection task?	NO	
8.	During which phase was the inspection task launched?		No inspection task launched
D. Types of tasks undertaken during implementation of the non-inspection activity			
14.	What activities were carried out so as to implement the project of the non-inspection activity?		<input checked="" type="checkbox"/> training sessions <input checked="" type="checkbox"/> sharing experience and information during seminars and conferences
15.	How were the contents of the project (of non-inspection activity) disseminated?		
a)	The mass media used to disseminate the message (tick the appropriate answer)		
	– websites addressed to the target group of the LI's activities	YES	
	– others (please, specify)	YES	
	HSA website		

b)	Other ways of informing the general public about the non-inspection activity.	YES	What were they? (please specify) HSA social media channels
16.	Was effectiveness proven during previous projects taken into account while selecting activities for the described project of non-inspection activity?	YES	If so, how was the effectiveness of activities assessed and documented? Information and awareness session
E. Methods of disseminating information about the project of the non-inspection activity			
17.	Did you develop any plan to communicate the information about the project to:		
a)	stakeholders in the sector covered by the non-inspection activity ?	YES	If so, what information did the communication plan contain? Slides from event
18.	Did you assess the effectiveness of communication of the project contents to stakeholders in the sector covered by the non-inspection activity or to the general public?	YES	Please see attached powerpoint on evaluation.
a)	If so, who did it and in what way?		Entities which conducted such assessment: Communication Department Health & Safety Authority
b)	If so, please specify the three most effective ways to communicate information about the project to stakeholders in the sector covered by the non-inspection activity.		1. social media 2. email 3. HSA website
c)	If so, please specify the three most effective ways to communicate information about the project to the general public.		1. social media 2. HSA website

F. Evaluation of the non-inspection activity. Methods and tools used to evaluate non-inspection initiatives.			
19.	Were the project results evaluated?	YES	<p>Indicators used for evaluation</p> <p>Please see attached powerpoint on evaluation.</p> <p>Registration Experience, Overall Event Experience, Q&A Session Experience, Presentation Content, Event Location</p>
20.	How were the project results evaluated?		
c)	Did you prepare a formal document with evaluation of the promotional campaign after its completion?	YES	<p>The formal document on evaluation prepared by:</p> <p><input checked="" type="checkbox"/> the labour inspectorate</p> <p>If so, what aspects of the evaluation were included in the report? (Please specify and describe the evaluation shortly).</p> <p>Please see attached powerpoint on evaluation.</p> <p>Registration Experience, Overall Event Experience, Q&A Session Experience, Presentation Content, Event Location, Participants' Comments</p>