

# Health & Safety at Work





# WORK SAFETY

## Health and Safety –

1. Is vital to the persons wellbeing
2. Helps achieve good performance of work
3. Financially beneficial to business

# WORK SAFETY

## Some basic definitions

- **Health**

the wellbeing of the body and mind from *illness* resulting from:

- *Materials*
- *Processes*
- *Procedures*

- **Safety**

the protection from *physical* injuries.

- **Welfare**

provisions to *maintain* the health and well-being.

- *Washing*
- *drinking water*
- *heating*
- *lighting*
- *rest*

# WORK SAFETY



## Some basic definitions

### Accident

Unplanned event that results in:

- injury or ill health to people
- or damage or loss of property
- or causes business disruption

### Near Miss

An event that could have resulted in an accident, but happened not to.

Research has shown that approximately for every 10 near misses one accident will occur.

## Hazard

The potential of a substance to cause harm.  
e.g. Chemicals, electricity



## Risk

The likelihood of a substance, activity or process to cause harm.  
The risk can be reduced and the hazard controlled by good management.

- the change of loss
- possibility of unfavourable result



# H&S Laws





## Local H&S framework



AWTORITÀ GĦAS-SAĦĦA U S-SIGURTÀ FUQ IL-POST TAX-XOGĦOL  
OCCUPATIONAL HEALTH & SAFETY AUTHORITY

The Occupational Health and Safety Authority (OHSA) is the national regulatory entity responsible for ensuring that the physical, psychological and social well being of all workers in all workplaces are promoted as well as to ensure their safeguard by whosoever is so obliged to do.

Occupational Health and Safety Authority  
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Pieta PTA 1533.

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## Functions of the Authority

- **Monitor compliance** with relevant OHS legislation and take enforcement actions
- **Prepare regulations** or codes of practice
- **Promote education** and training on OHS
- **Collect and analyse data** and statistics on injuries, ill health and death
- **Carry out investigation** on any matter concerning OHS including investigations of accidents, as well as to ascertain the level of OHS at any work place



# Legal

The authority responsible for H&S in Malta is the **Occupational Health and Safety Authority (OHSA)**.

The OHSA was established by the introduction of the **OHSA Act XXVII of 2000**.

<i>OCCUPATIONAL HEALTH AND SAFETY AUTHORITY</i> [CAP. 424. 1	
<b>CHAPTER 424</b>	
<b>OCCUPATIONAL HEALTH AND SAFETY AUTHORITY ACT</b>	
<i>AN ACT to provide for the establishment of an Authority to be known as the Occupational Health and Safety Authority, an Occupational Health and Safety Appeals Board, and for the exercise by or on behalf of that Authority of regulatory functions regarding resources relating to Occupational Health and Safety and to make provision with respect to matters connected therewith or ancillary thereto.</i>	
3rd May, 2001 29th January, 2002	
<i>ACT XXVII of 2000, as amended by Act XXXII of 2007; Legal Notice 426 of 2007; and Act X of 2013.</i>	
<b>PART I</b>	
<b>Preliminary</b>	
1. The short title of this Act is the Occupational Health and Safety Authority Act.	Short title.
2. (1) In this Act, unless the context otherwise requires:-	Interpretation. <i>Amended by:</i> XXXII. 2007.17.
"Appeals Board" means the Occupational Health and Safety Appeals Board established by article 21(1);	
"Authority" means the Occupational Health and Safety Authority established by article 8(1);	
"Chairperson" means the Chairperson of the Authority;	
"Chief Executive" means the Chief Executive Officer appointed under article 10;	
"Code of Practice" means a standard, specification or any other written or illustrated form of practical guidance, instruction or control;	
"employer" means any person for whom work or service is performed by a worker or who has an employment relationship with a worker, and includes a contractor or subcontractor who performs work or supplies a service or undertakes to perform any work or to supply services, and	
(a) in relation to work performed under a contract for services means the contractor or subcontractor, but shall not include the directors, managers, partners or owners, occupiers or possessors on behalf of whom work is being carried out, except to such extent as regards any tools, materials or equipment provided by them with regard to any defects thereof or therein which are known and not declared or which could have been known;	
(b) in respect of all other organisations including voluntary ones, or in respect of any other form of employment under a contract of service includes any	

# Legal

## ACT XXVII of 2000

amended by Act XXXII of 2000 and Legal Notice 426 of 2007

To provide for the establishment of an Authority,

- establish its regulatory functions
- make provision with respect to matters of H&S
- give basic definitions
- establish the duties of employers
- establish the duties of workers
- establishes the powers of OHSa officers
- gives powers to introduce further legislations

### CHAPTER 424

#### OCCUPATIONAL HEALTH AND SAFETY AUTHORITY ACT

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- "employer" means any person for whom work or service is performed by a worker or who has an employment relationship with a worker, and includes a contractor or subcontractor who performs work or supplies a service or undertakes to perform any work or to supply services, and
- (a) in relation to work performed under a contract for services means the contractor or subcontractor, but shall not include the directors, managers, partners or owners, occupiers or possessors on behalf of whom work is being carried out, except to such extent as regards any tools, materials or equipment provided by them with regard to any defects thereof or therein which are known and not declared or which could have been known;
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AUTHORITY ACT

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(b) in respect of all other organisations including voluntary ones, or in respect of any other form of employment under a contract of service includes any

## OHSA Act (27 of 2000)

- Defines the powers of the Authority
- Duties of the Employer
- Duties of the Employee

L.N. 44 of 2002

**OCCUPATIONAL HEALTH AND SAFETY AUTHORITY  
ACT, 2000  
(ACT NO. XXVII OF 2000)**

**Work Place (Minimum Health and Safety Requirements)  
Regulations, 2002**

IN exercise of the powers conferred by article 12 of the Occupational Health and Safety Authority Act, 2000, the Deputy Prime Minister and Minister for Social Policy, in consultation with the Occupational Health and Safety Authority, has made the following regulations :

Citation and commencement.

1. (1) The title of these regulations is the Work Place (Minimum Health and Safety Requirements) Regulations, 2002.

(2) These regulations shall come into force:

(a) on the date of publication for workplaces used for the first time after the date of publication of these regulations; and

(b) on the 1st January, 2003 for all other workplaces already in use before the date of publication of these regulations.

Application of these regulations.

2. (1) These regulations shall be considered as the minimum occupational health and safety requirements applicable *mutatis mutandis* to every workplace and to every work activity, and shall apply whenever required by the features of the workplace, the work activity being carried out, the circumstances prevailing, and the degree or nature of a hazard.

(2) Nothing in these regulations shall debar the Authority from issuing any order to any employer or to any employee in any workplace if in the opinion of an Officer of the Authority there is a risk to the health or safety of a person or persons.

(3) For the purposes of these regulations, a homeworker shall be considered a self-employed person.

Non-application of these regulations.

3. These regulations shall not apply to:

(a) means of transport used outside the undertaking and, or the establishment, or workplaces inside means of transport;

(b) temporary or mobile work sites;

## Work Place (Minimum H&S Requirements)

- H&S of workplace
  - Safety of structure
  - Emergency routes and exits
  - Emergency doors
  - Fire and first aid equipment
- Welfare
  - Drinking
  - Resting and eating
  - Hygiene

SUBSIDIARY LEGISLATION 424.17  
PROTECTION AGAINST RISKS OF BACK  
INJURY AT WORK PLACES REGULATION

24th January,  
LEGAL NOTICE 35 of 2003.

1. The title of these regulations is the Protection against Risks of Back Injury at Work Places Regulations.

2. (1) The scope of these regulations is to establish minimum occupational health and safety requirements for the manual handling of loads, in particular where there is a risk of back injury to workers.

(2) Nothing in these regulations shall debar the Authority from issuing any order to any employer or to any employee in any workplace if in the opinion of an officer of the Authority there is a risk of injury during any operation involving the manual handling of loads.

3. In these regulations, unless the context otherwise requires: "Act" means the Occupational Health and Safety Authority Act; "Authority" means the Occupational Health and Safety Authority established by virtue of the Act; "manual handling of loads" means any transporting or supporting of a load, by one or more workers, including lifting, putting down, pushing, pulling, carrying or moving of a load by hand or by bodily force, whether applied directly to the load or indirectly, and which, by reason of its characteristics or because of unfavourable ergonomic conditions, involves a risk particularly of back injury to workers.

SUBSIDIARY LEGISLATION 424.17  
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4. (1) It shall be the general duty of an employer to take appropriate organizational measures, or to provide the appropriate means, in particular the mechanical equipment, in order to avoid the need for the manual handling of loads by workers whenever there exists a risk of injury, including injuries to the back, as a result of such operations. General duties.

(2) Where the need for the manual handling of loads by workers cannot be avoided, the employer shall take the appropriate organizational measures, use the appropriate means or provide workers with such means in order to reduce the risk involved in the manual handling of such loads, and in so doing, shall give due regard to the contents of Schedule I.

Provided that where the need for manual handling of loads by workers cannot be avoided, the employer shall organize workstations in such a way as to make such handling as healthy and safe as possible and, in particular, shall -

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# Other Legislations:

- Display screen equipment
- Workers in maternity
- Noise
- Safety Signs
- First Aid
- Confined spaces
- COMAH

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## Back injury at Work

- Mainly focuses on Lifting and Manual Handling
  - Characteristics of the load
  - Physical effort required
  - Characteristics of the working environment



# RISK ASSESSMENT

A **risk assessment** is a systematic examination of a task, job or process that you carry out at work for the purpose of identifying the significant hazards that are present and minimising the risks by implementing control measures.

# Risk assessment & Control measures

Risk assessment is an essential part of the planning stage for H&S management.

- Helps up priorities and set objectives to reduce risks.
- Identify significant risks and ignore the trivial once.
- Find adequate control measures.

## Risk assessment process:

1. Identify hazard
2. Evaluate risk
3. Control risk
4. Monitor and review





## Determine level of risk

The risk is the ***likelihood (or probability)*** of a hazard to cause harm.

This is calculated by considering the ***Severity*** of the accident occurring with the ***Likelihood***

$$\text{Risk} = \text{Likelihood} \times \text{Severity}$$



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	Hazard	People effected	Existing Control Measure	Additional Required Measures	Risk
1.	Damaged electrical equipment	Equipment users	n/a	Ensure that equipment is fixed or replaced	
2.	Locked emergency door	All building occupants	n/a	Ensure that all emergency exits are accessible at all times	
3.	Sharp cutting equipment	Equipment users	Safety guard	Enforce the use of the guard.	

# Determine level of risk

		A	B	C	D	E
		Negligible	Minor	Moderate	Significant	Severe
E	Very Likely	Low Med	Medium	Med Hi	High	High
D	Likely	Low	Low Med	Medium	Med Hi	High
C	Possible	Low	Low Med	Medium	Med Hi	Med Hi
B	Unlikely	Low	Low Med	Low Med	Medium	Med Hi
A	Very Unlikely	Low	Low	Low Med	Medium	Medium

## Evaluating risk

Likelihood

		1 Remote	2 Unlikely	3 Possible	4 Likely	5 Certain
Severity	1 Trivial	1	2	3	4	5
	2 Minor	2	4	6	8	10
	3 Lost time	3	6	9	12	15
	4 Major	4	8	12	16	20
	5 Fatal	5	10	15	20	25

## Assess Existing Control Measures

Look for ***control measures already available*** to control the risks. Then ***assess if that is enough*** to protect the workers, if not ***suggest other measures*** that would be required.

e.g.:

	Hazard	People effected	Existing Control Measure	Additional Required Measures	Risk
1	Damaged electrical equipment	Equipment users	n/a	Ensure that equipment is fixed or replaced	<b>High (20)</b>
2	Locked emergency door	All building occupants	n/a	Ensure that all emergency exits are accessible at all times	<b>High (15)</b>
3	Sharp cutting equipment	Equipment users	Safety guard	Enforce the use of the guard.	<b>Medium (12)</b>