

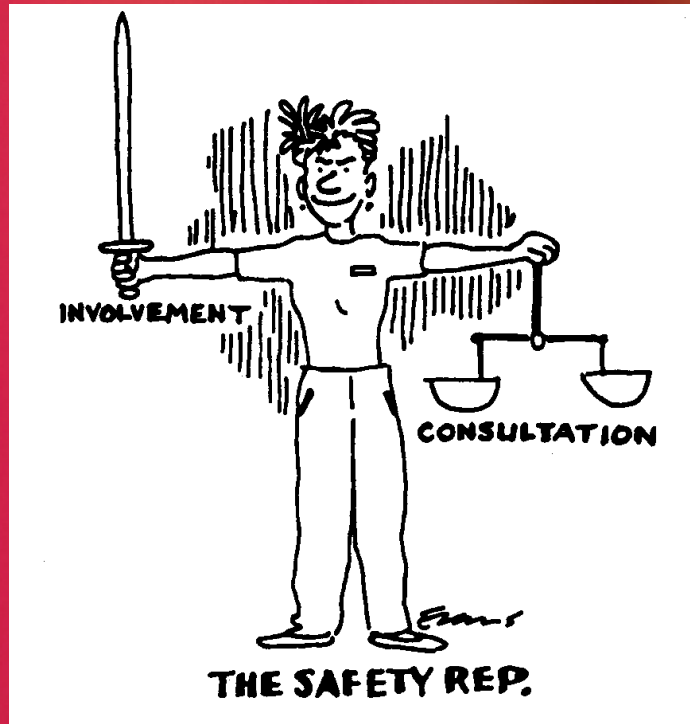


Annual PRAISE seminar
25 April 2012
Brussels

Participative
risk-mapping techniques

Susan Murray
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Working together for risk prevention



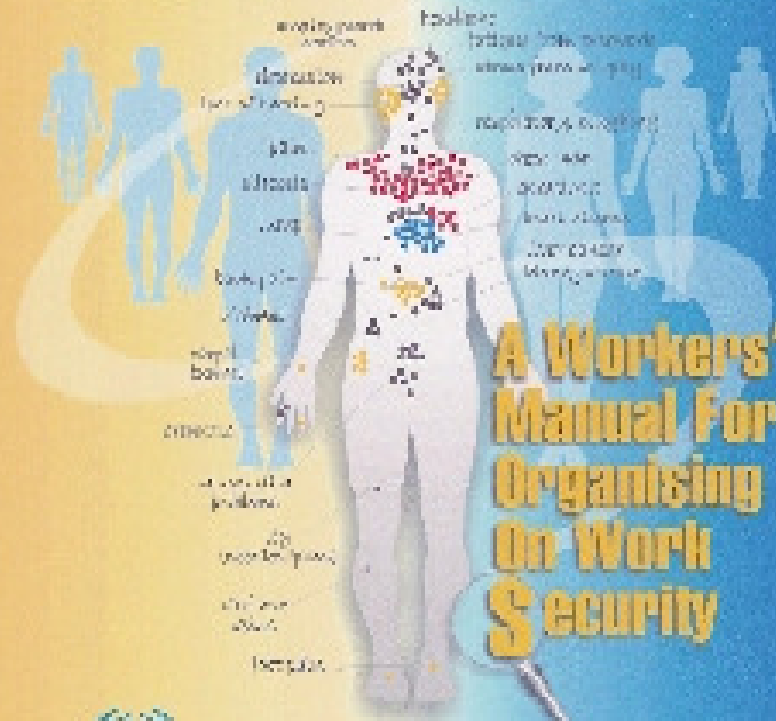
*Unionised workplaces are safer than
non unionised workplaces*

Participative risk mapping



Introduction to the concept
Examples of different types
How applied to our
campaigning and other
activity

BAREFOOT research



A Workers' Manual For Organising On Work Security

By
Margaret Paul, James Smith,
Peter Kirby, Ellen Ruschman



Infocore Programme on
Globalisation and Labour

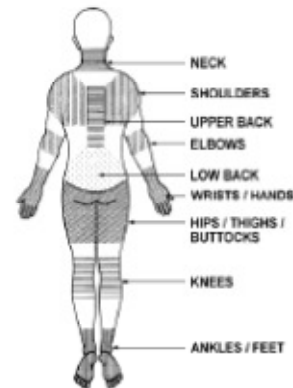

unite
the UNION

Body mapping tool

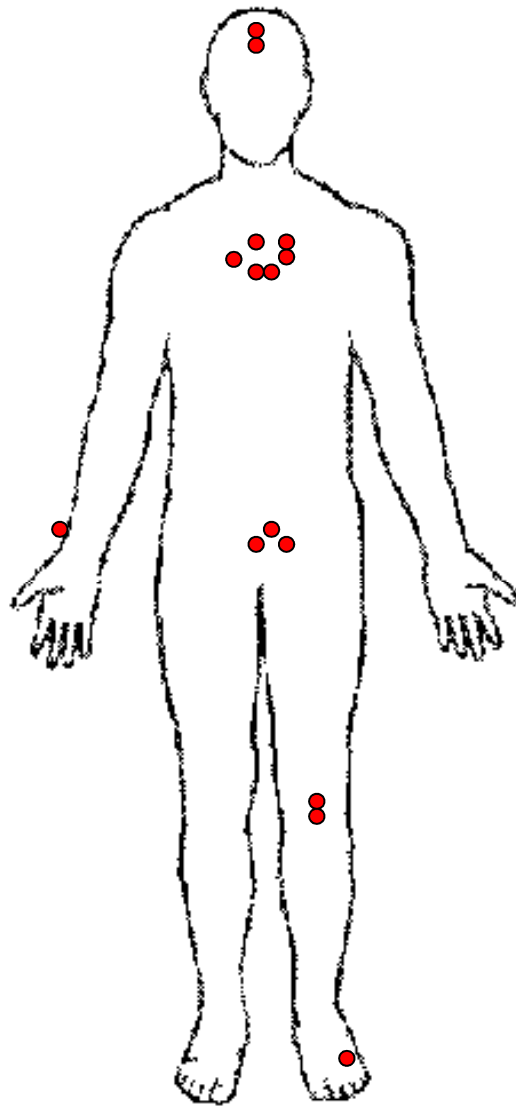
This section asks about musculoskeletal disorders, such as aches or pains, you may have had recently. Please use the tick boxes - - to answer each of the four questions for each part of the body shown in the picture on the right.

The picture shows how the body has been divided. The areas of the body are not sharply defined and some parts overlap. You should decide for yourself which part (if any) is or has been affected.

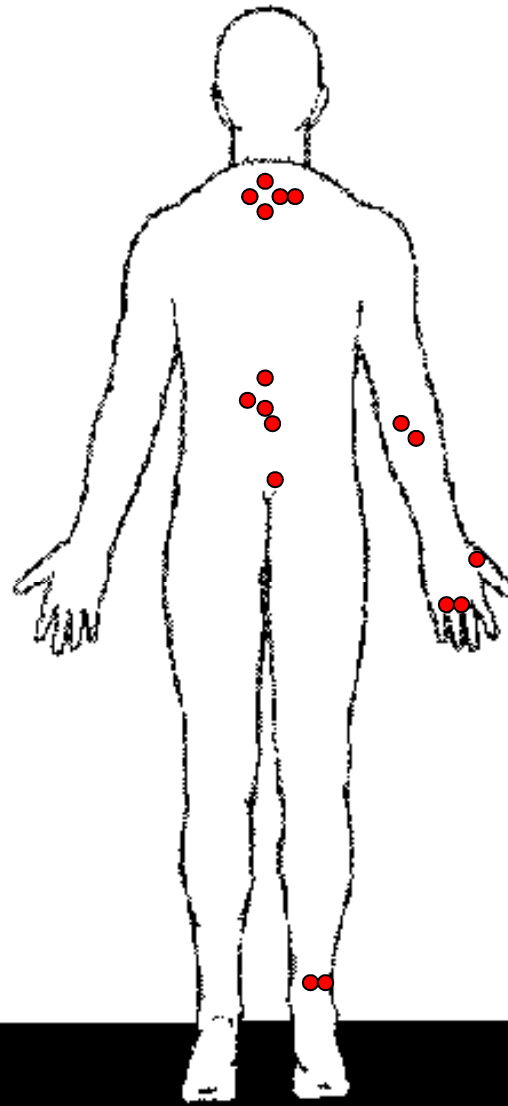
Please make sure you put one tick only for each question. For example, you could answer 'Yes' for the right elbow, or the left elbow, or both elbows.



	Have you at any time during the last three months had trouble (such as ache, pain, discomfort, numbness, tingling, or pins and needles) in your:	Have you had this trouble during the last seven days?	During the last three months has this trouble prevented you carrying out normal activities (e.g. job, housework, hobbies)?	During the last three months has this trouble been caused or made worse by your job?
Neck	1 No <input type="checkbox"/> Yes <input type="checkbox"/>	2 No <input type="checkbox"/> Yes <input type="checkbox"/>	3 No <input type="checkbox"/> Yes <input type="checkbox"/>	4 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Caused <input type="checkbox"/> Made worse
Shoulders	5 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Right only <input type="checkbox"/> Left only <input type="checkbox"/> Both	6 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Right only <input type="checkbox"/> Left only <input type="checkbox"/> Both	7 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Right only <input type="checkbox"/> Left only <input type="checkbox"/> Both	8 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Caused <input type="checkbox"/> Made worse
Elbows	9 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Right only <input type="checkbox"/> Left only <input type="checkbox"/> Both	10 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Right only <input type="checkbox"/> Left only <input type="checkbox"/> Both	11 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Right only <input type="checkbox"/> Left only <input type="checkbox"/> Both	12 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Caused <input type="checkbox"/> Made worse
Wrists/ hands	13 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Right only <input type="checkbox"/> Left only <input type="checkbox"/> Both	14 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Right only <input type="checkbox"/> Left only <input type="checkbox"/> Both	15 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Right only <input type="checkbox"/> Left only <input type="checkbox"/> Both	16 No <input type="checkbox"/> Yes <input type="checkbox"/> <input type="checkbox"/> Caused <input type="checkbox"/> Made worse

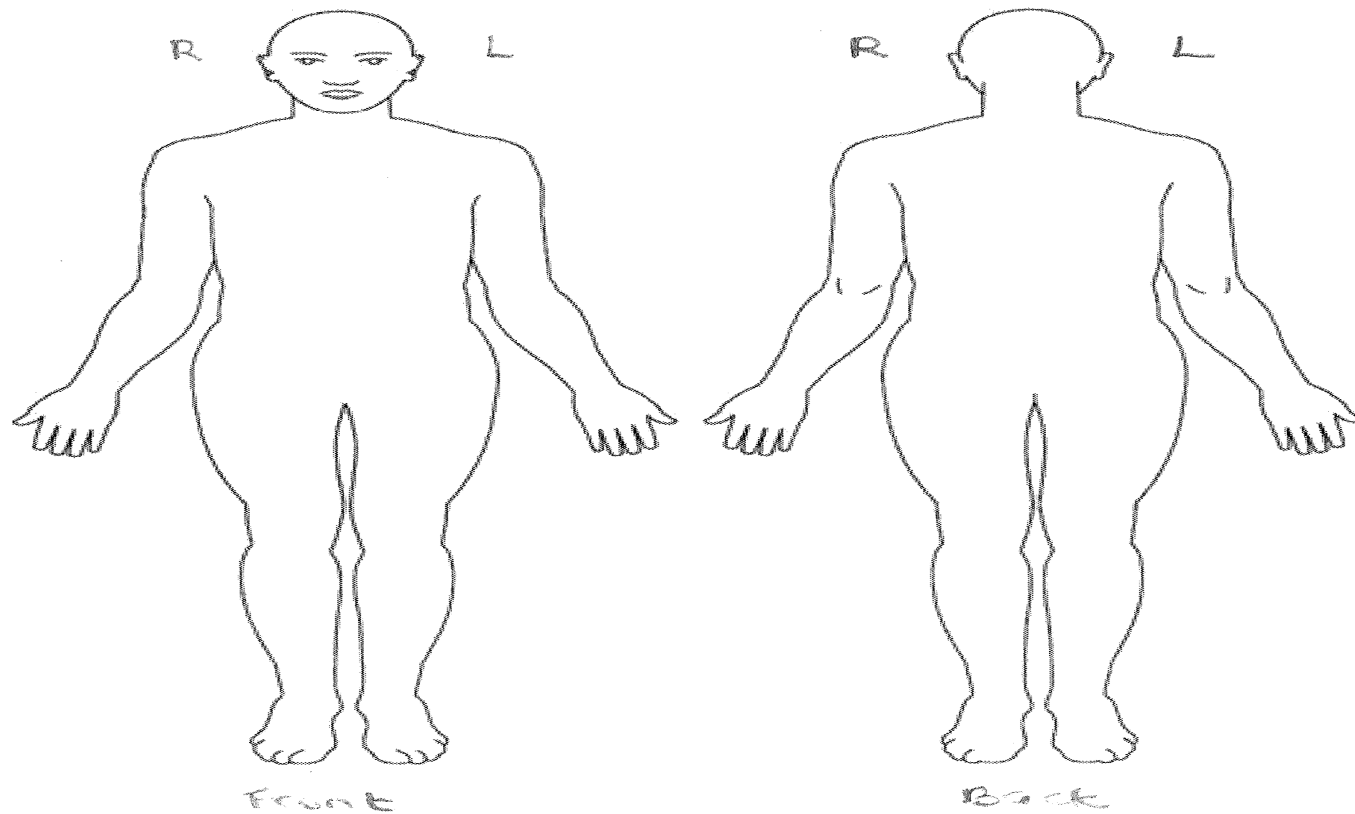


Front



Back

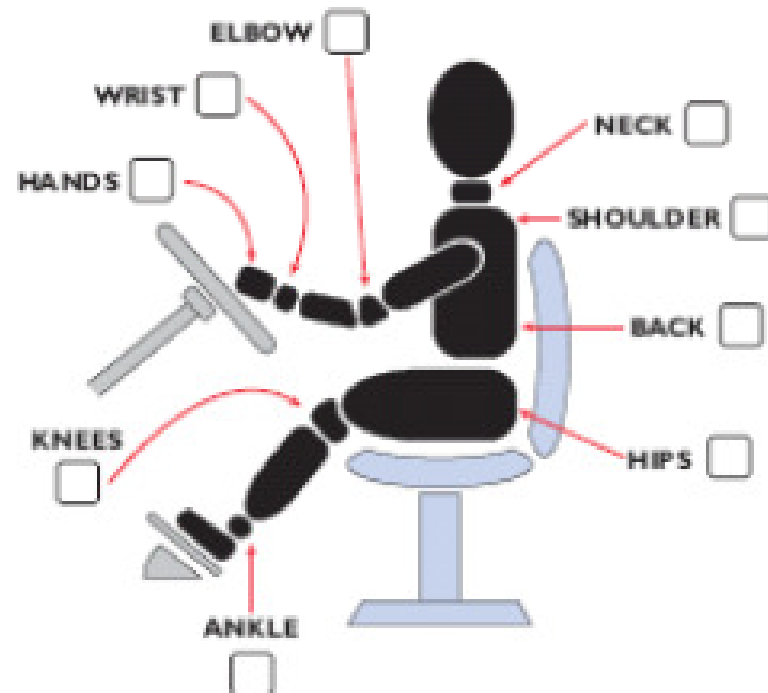
Where does it hurt?



Body Mapping for PCV Drivers

Could you please mark the appropriate boxes on the body map using the coloured stickers provided.

KEY - Constant **Occasional**



PLEASE BE AS HONEST AS POSSIBLE TO ENSURE ACCURACY

Thank you for your cooperation

Mapping out work hazards

Over the past few years, the health and safety community has been busy mapping out the hazards of the workplace. The result is a series of maps that show the hazards of the workplace. These maps are being used to help employers and workers understand the risks of the workplace and to take steps to reduce those risks.



Using these maps will help in identifying hazards.

Risk assessment is a key part of the health and safety process. It involves identifying the hazards in the workplace and assessing the risk of those hazards to workers. This process is often done using a risk assessment matrix, which takes into account the likelihood of an incident occurring and the severity of the consequences if it does.

Overexposed workers are those who are exposed to high levels of a hazard for a long period of time. This can lead to serious health problems, such as lung disease or cancer. Employers should take steps to reduce the exposure of workers to hazards, such as by providing protective equipment or by changing the way the work is done.

Psychological hazards are those that can cause stress, anxiety, or depression. These hazards can be caused by factors such as heavy workloads, long hours, or a lack of control over the work environment. Employers should take steps to reduce psychological hazards, such as by providing support and resources for workers.

Physical hazards are those that can cause physical injury or illness. These hazards can be caused by factors such as noise, vibration, or repetitive motions. Employers should take steps to reduce physical hazards, such as by providing protective equipment or by changing the way the work is done.

Ergonomic hazards are those that can cause musculoskeletal problems, such as back pain or carpal tunnel syndrome. These hazards can be caused by factors such as poor posture, repetitive motions, or heavy lifting. Employers should take steps to reduce ergonomic hazards, such as by providing ergonomic equipment or by changing the way the work is done.

Mapping hazards in the workplace is a key part of the health and safety process. It involves identifying the hazards in the workplace and assessing the risk of those hazards to workers. This process is often done using a risk assessment matrix, which takes into account the likelihood of an incident occurring and the severity of the consequences if it does.

WORKED OVER

How a worker's health and safety can be affected by the way they work. For more information, visit www.unite.org.uk.

A worker's health and safety can be affected by the way they work. For example, working long hours can lead to stress, fatigue, and a higher risk of accidents. Working in a noisy environment can lead to hearing loss, and working in a hot or cold environment can lead to heat stress or hypothermia. Employers should take steps to reduce these risks, such as by providing protective equipment or by changing the way the work is done.



Long hours can lead to stress, fatigue, and a higher risk of accidents. Working long hours can also lead to a higher risk of heart disease and other health problems. Employers should take steps to reduce the risk of long hours, such as by providing flexible working arrangements or by encouraging workers to take breaks.

Stress can lead to a range of health problems, including depression, anxiety, and heart disease. Stress can also lead to a higher risk of accidents. Employers should take steps to reduce the risk of stress, such as by providing support and resources for workers.

Smoking is a major cause of lung disease and heart disease. Smoking can also lead to a higher risk of cancer and other health problems. Employers should take steps to reduce the risk of smoking, such as by providing smoking cessation services or by creating a smoke-free workplace.

Gastrointestinal problems can be caused by factors such as stress, poor diet, and lack of exercise. Gastrointestinal problems can lead to a range of health problems, including ulcers and irritable bowel syndrome. Employers should take steps to reduce the risk of gastrointestinal problems, such as by providing support and resources for workers.

Back pain is a common health problem that can be caused by factors such as poor posture, repetitive motions, and heavy lifting. Back pain can lead to a range of health problems, including disability and reduced productivity. Employers should take steps to reduce the risk of back pain, such as by providing ergonomic equipment or by changing the way the work is done.

Hand injury can be caused by factors such as repetitive motions, heavy lifting, and the use of power tools. Hand injury can lead to a range of health problems, including pain, swelling, and reduced productivity. Employers should take steps to reduce the risk of hand injury, such as by providing protective equipment or by changing the way the work is done.

Foot injury can be caused by factors such as repetitive motions, heavy lifting, and the use of power tools. Foot injury can lead to a range of health problems, including pain, swelling, and reduced productivity. Employers should take steps to reduce the risk of foot injury, such as by providing protective equipment or by changing the way the work is done.

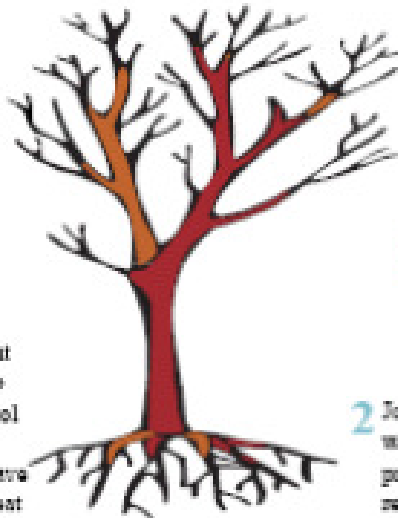
Leg injury can be caused by factors such as repetitive motions, heavy lifting, and the use of power tools. Leg injury can lead to a range of health problems, including pain, swelling, and reduced productivity. Employers should take steps to reduce the risk of leg injury, such as by providing protective equipment or by changing the way the work is done.



Are you on the right road?



- 1 Workers and their children have rashes on their hands
- 1 Pesticide exposure; no protective equipment; no labels on pesticide containers
- 1 No minimum wage; payment based on crops sprayed; no child care provision or school on the plantation; basic pay rate so poor that children have to work to earn enough to eat

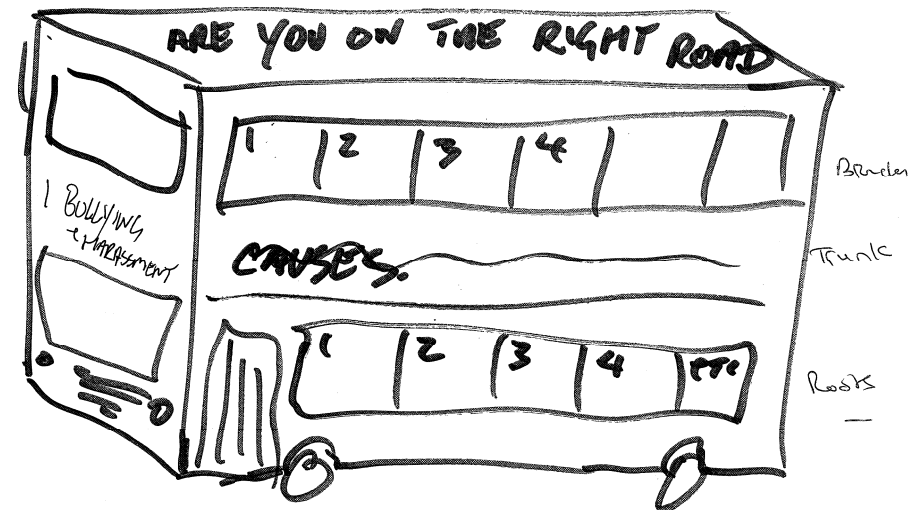


2 Aching backs

2 Lifting heavy loads, no lifting aids

2 Jobs assigned: workers on pregnant work regulations on!

Adapted from: Ferreira, BC and Ferreira, JC. 1997. Making Sense of the. A handbook of popular education techniques. (New York, USA: Monthly reviews



Are you on the right road?



Group work

Draw a simple outline of a double-decker on a flip chart or large piece of paper.

Discussion in your group

Step 1

What hazards and ill health problems exist at work relating to bullying and harassment?

Number them and write them beside the top deck of the bus (or use the windows if you want).

Step 2

What are the immediate causes of these problems?

Give the immediate causes the same number as the hazards or ill health problems to which they relate and write these alongside the bottom deck on the bus (or use the windows if you want).

Step 3

3. What are the basic or root causes of the problems? Give the basic or root causes the same number as the problems to which they refer.

Write these next to the wheels of the bus.

Step 4

Elect a spokesperson to report back on your findings to the full group.

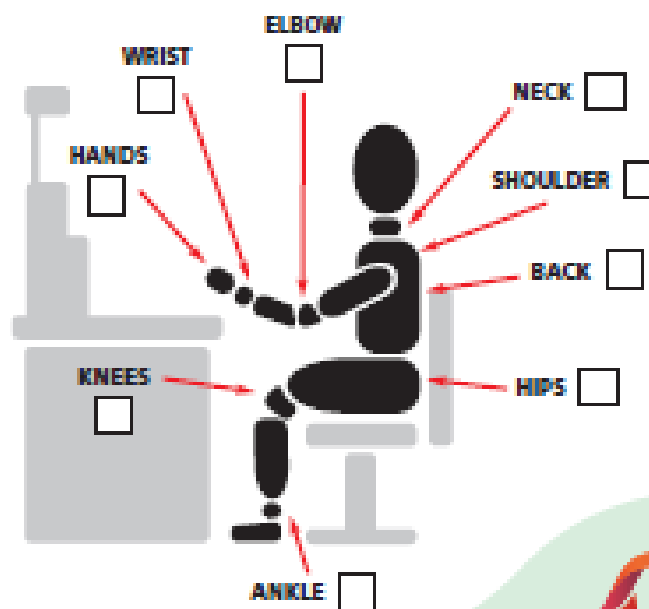
Your Name: _____

Supervisor's Name: _____ Date Map Completed: _____

Body Mapping for Checkout Staff

Could you please mark the appropriate boxes on the body map

KEY: Constant = A Occasional = B



www.uniteattheunion.org

UNITE 10/2011

Feedback from stewards



Reluctance to report problems

Workers using painkillers

Survey format user friendly

Raises awareness

Raises union profile

More stewards volunteered

What we want

- Joint commitment to health and safety
- Recognise positive role of union reps
- Awareness raising/training
- Maintenance and replacement of equipment
- Joint site specific assessments and inspections
- Scheduling for rotation
- Use body mapping as a local tool

EUROPEAN CAMPAIGN ON SAFE MAINTENANCE

National Inspection Day 26 October 2011

UNITE SAFETY REPS:
use your rights to
inspect your workplace



Safety inspections save lives



SAFETY REPS' RIGHTS

Unite safety reps are a key part of providing better health and safety for Unite members at work. Safety reps have specific rights enshrined in law, which enable them to:

- Inspect the workplace regularly.
- Investigate employee complaints concerning health and safety issues at work.
- Investigate accidents, dangerous occurrences and potential hazards.
- Represent workers on health, safety, and welfare matters to their employer.
- Inspect health and safety documents.
- Receive information from HSE inspectors.
- Establish a joint union-management Safety Committee.
- Receive time off to fulfil those rights and receive training.

Employers are required to consult safety reps, especially about:

- Measures introduced at a workplace that may substantially affect health and safety.
- Arrangements for appointing health & safety competent persons and emergencies.
- Health & safety information required to be provided to employees.
- Health & safety training arrangements for the workforce, such as induction training.
- New technology introduced and planned, regarding consequences to health & safety.

Employers must provide safety reps with the resources to carry out their role. ACAS suggest:

- Room with desk and chairs at work, for carrying out interviews and meetings.
- Secure facilities for storing documents.
- Access to internal and external telephones, word processor (now IT facilities).
- Access to duplicating facilities.
- Notice board.

Other facilities should include copies of relevant statutes, Regulations, Approved Codes of Practice and HSE guidance, copies of safety journals, and legal and international standards that are relevant to the workplace.

www.uniteunion.org



HEALTH AND SAFETY UNDER THREAT

TUC 

The government believes
that health and safety is a
burden on business


unite
theUNION

REGULATION
ENFORCEMENT
COMPENSATION



It wants to:

- remove as many health and safety regulations as it can
- cut inspections and enforcement
- make it more difficult to win compensation.

Don't let this happen. Take part in the TUC Day of Action on health and safety on 28 April 2012, Workers' Memorial Day.

Workers' Memorial Day, 28 April 2012
Remember the dead, but fight for the living.
www.tuc.org.uk/wmd




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