

SAFETY STATEMENT

ABC Company

Address Line 1
Address Line 2

PREVIEW

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Disclaimer.

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1.1 APPLICATION

This Safety Statement has been developed to assist ABC Company comply with relevant H&S standards and to ensure that clients are fully aware of ABC Company' commitment to high standards in H&S.

1.2 OBJECTIVES OF THE SAFETY STATEMENT

To provide a reference for the policies and procedures used in house and at any Client premises or events. It is also used to assess and audit the levels of health and safety being achieved.

To provide evidence that the policies and procedures to ensure health and safety objectives are met and have been thought out and documented in order to help those who must execute them.

To provide a control document to record the pertinent changes to the Company Safety Statement, which become necessary due to the changing business environment.

To help identify training requirements that needs to be fulfilled in order to generate suitably qualified personnel to carry out the policies and procedures contained within the document.

To provide assurance that compliance with legal requirements for health and safety are being met or exceeded.

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1.3 SAFETY STATEMENT

The general Statement on this page sets out the Safety Policy of ABC Company.

It is this Company's intention that its work will be carried out in accordance with:

- ✓ The relevant statutory provisions of the Safety, Health & Welfare at Work Act 2005
- ✓ The Safety, Health & Welfare at Work General Application Regulations 2007 (and all other regulations made under the 2005 Act that may be relevant to ABC Company)
- ✓ The Construction Regulations 2013

All reasonable practicable measures will be taken to minimise risk to Employees or others who may be affected by company activities.

Manager 2 has appointed him/herself as having responsibility for managing Health, Safety & Welfare. Reference should be made to Manager 2, in the event of any difficulty arising in the implementation of this policy. Manager 2 will have ultimate responsibility for ensuring that the provisions of this Safety Statement are implemented.

The Success of the policy will depend on the co-operation of all Contractors' and Employees. It is therefore important that you acquaint yourself with all areas of the Safety Statement. You should ensure that you understand your role and the overall arrangements for Health & Safety within the Company and within your individual area. You should also be aware that you have an obligation to take care of your own safety and that of others that might be affected by your actions.

Signed: _____
Manager 2

Date: _____

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1.4 Policy Statement:

Manager 2 is committed to, protecting the Safety, Health and Welfare of all employees at work, avoiding product loss, preventing property damage and ensuring its processes will not damage the environment. All reasonable and practicable steps to protect members of the public who may be affected either directly or indirectly by its activities will be followed.

All reasonable and practicable steps shall be taken through occupational risk assessment to ensure that workplace conditions, practices and procedures are safe and in compliance with relevant safety, health and welfare legislation.

It is our policy when purchasing equipment, making process alterations, altering (by approval) existing equipment or changing a system of work; to study each proposed change to ensure that it is safe in so far as reasonably practicable.

ABC Company Staff, shall be adequately trained, supervised and equipped to carry out their duties and responsibilities in a safe manner, with all operating procedures clearly outlined.

Accidents/incidents reported shall be investigated by Manager 2 to determine the corrective action necessary to prevent recurrence.

This statement shall be revised as often as is necessitated by changes in legislation or the addition of new processes and equipment and all resources shall be provided to ensure its full implementation.

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1.6 Insurance Requirements

As with all commercial operations ABC Company have a range of insurances in place. The following are the details of same:

Professional Indemnity

- Broker _____
- Insurance Company _____
- Amount € _____

Employer's Liability Insurance

- Broker _____
- Insurance Company _____
- Amount € _____

Public Liability

- Broker _____
- Insurance Company _____
- Amount € _____

Motor Insurance

- Broker _____
- Insurance Company _____

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STRUCTURE FOR HEALTH AND SAFETY

PART 2

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2.1 MANAGEMENT CONTROL SYSTEM

ABC Company work in the general area of entertainment. Operating hours and conditions are generally determined by the event or needs of the client.

The objective of the Safety Management System is to satisfy legal responsibilities and to exercise greater control of health and safety within the organisation, to protect people and control the business.

Management points that may be measured:

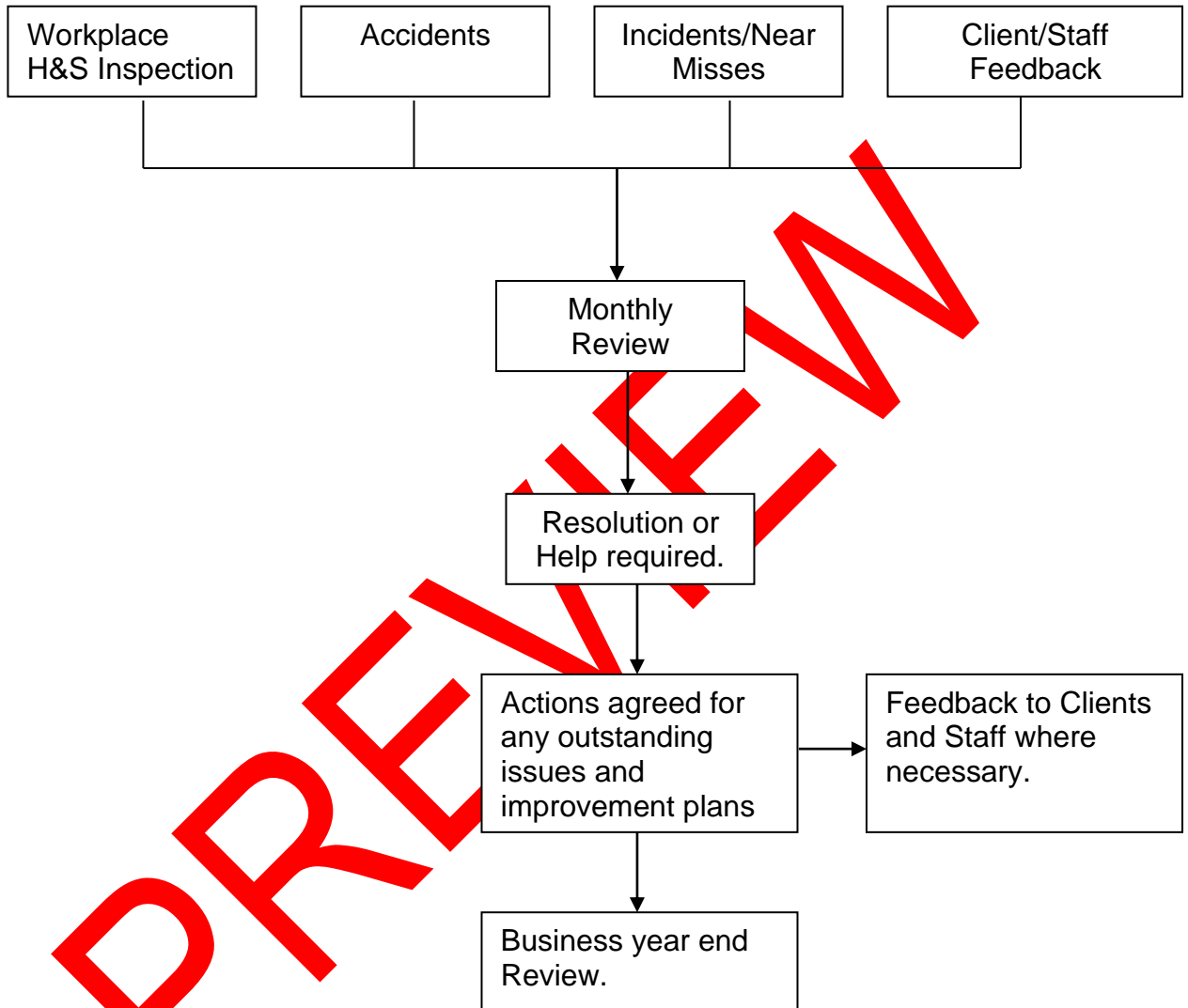
1. Safety and housekeeping inspections at Venues
2. Safety critical equipment maintenance records
 - 2.1. Vehicles
 - 2.2. Fire extinguishers
3. Fire drill records (if required or needed by clients)
4. Risk assessments
 - 4.1. Initial assessments from xx/xx/xx
 - 4.2. Annual reviews after xx/xx/xx
5. Safety review with Contractors and Clients
 - 5.1. Minutes
 - 5.2. Action points
 - 5.3. Outstanding issues resolved
6. Safety Statement
 - 6.1. Implementation after xx/xx/xx
 - 6.2. Annual reviews after xx/xx/xx
7. Annual report

Records of all of the above points will be held within a Safety Management Folder. This folder is maintained by Manager 2.

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Health and Safety Management process for ABC Company

Process flow below indicates how Health and Safety issues and procedures are handled if and when necessary.



PRELIMINARY

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2.2 Manager 2

- ❑ Manager 2 will be responsible for implementation of the procedures within the Safety Statement.
- ❑ Manager 2 bears the ultimate responsibility for ensuring that staff (incl. temporary Event Staff) are given correct information and training for them to do their job effectively.
- ❑ Manager 2 is also responsible for ensuring that staff reporting to her are supported in enabling them to reach the correct decisions in respect of health and safety matters.
- ❑ Prepare the Safety Plan and needs for upcoming performances.
- ❑ Carry out a review after a performance to ensure any lessons are taken on board.
- ❑ Supervise the Company Health and Safety programme.
- ❑ Review all safety rules bi-annually and, when necessary, recommend suitable changes.
- ❑ Investigate all major accidents and damage to Company property and recommend action.
- ❑ Investigate any accidents involving members of the public at events where ABC Company were the organiser.
- ❑ Ensure that accident records are maintained.
- ❑ Ensure that records of hazards/near miss reports are maintained.
- ❑ Ensure that the systems for ensuring that fire precautions are adequate.

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2.3 SUPERVISORS (if and when hired for specific events)

All supervisors will be responsible for planned implementation of effective health and safety standards within their area of operation.

The Supervisors bear the responsibility for ensuring that staff are given correct information and training for them to do their job effectively and that their work targets are realistic and do not compromise health and safety requirements.

They are also responsible for ensuring that staff reporting to them are supported in enabling them to reach the correct decisions in respect of health and safety matters.

SPECIFIC RESPONSIBILITIES OF ALL SUPERVISORS

- ❑ Ensure that all procedures are complied with for all new employees.
- ❑ Implement an efficient communication procedure so that all Personnel are aware of workplace standards as measured against the Company's Safety Policy and are provided with information on accidents and other safety, health and welfare information.
- ❑ Plan and co-ordinate safety training as necessary.
- ❑ Plan and supervise all work processes in a safe manner and in accordance with the standards set out in the Safety Statement.
- ❑ Ensure that all employees directly under your control are aware of their specific responsibilities.
- ❑ Provide assistance to staff in carrying out their responsibilities, particularly in determining the most appropriate order and methods of working.
- ❑ Allocate work in such a way that health and safety standards are not compromised.
- ❑ Know the location of the First Aid Box.
- ❑ Ensure that you know the procedure in the event of a fire.
- ❑ Report any accident or damage, however minor, to senior management.
- ❑ Commend Employees who by action or initiative eliminate hazards.

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2.4 All Staff

- ❑ Staff are not permitted to drink alcohol at a performance.
- ❑ All Staff are to co-operate in the investigation of accidents and the reporting of them and also the reporting to their supervisors of any local hazards of which they become aware.
- ❑ All Staff will be encouraged to promote ideas on the improvements of health and safety standards and also provide suitable suggestions for reduction in risks.
- ❑ All Staff are forbidden to interfere with or misuse any specified items of safety equipment or any safety device.
- ❑ All Staff are required to take care of their own health and safety and they should not indulge in horseplay, wilful unsafe acts or carry out or play practical jokes on other Staff.
- ❑ Staff found guilty of wilful unsafe acts may be liable to removal from the event.
- ❑ All Staff must clean up their working area or assist in tidying up thereof and also to help maintain clear passageways and maintain high standards of local housekeeping and hygiene.
- ❑ Do not smoke in designated "No Smoking" areas and dispose of spent matches, cigarette ends etc. properly.
- ❑ Know the location of the First Aid Box.
- ❑ Ensure that you know the procedure in the event of a fire.
- ❑ Report any accident or damage, however minor, to management.

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ARRANGEMENTS FOR SAFE WORKING

PART 3

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3.1 RESOURCES

ABC Company recognises that for the effective implementation of the safety procedures and policies laid down in this Safety Statement, adequate resources and funding must be made available.

ABC Company undertakes:

- To ensure that adequate numbers of suitably trained staff are available to undertake all work activities carried out by the company.
- To include health and safety considerations into all annual estimates for the running of the company.
- Undertake that in so far as is reasonably practicable resources shall be made available for any upgrading, maintenance, replacement and repair of facilities
- Undertake to provide resources for the ongoing monitoring of health and safety and for the provision of information and training of all staff in health and safety.

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3.2 SAFETY INDUCTION

This procedure relates to any induction training that a Staff Member of ABC Company must undergo when working at a client premises or on an event.

Apart from explaining to the new Staff Member what he/she will be required to do and to whom he/she will be directly responsible the following points require highlighting:

1. Ensure the Staff Member is fully aware of the escalation procedure in the event of there being a security or other incident.
2. Show new Staff Member where any emergency equipment is kept, explain its purpose and ensure that the Staff Member is aware of his/her responsibility.
3. Advise new Staff Member of any potentially dangerous areas in the work place.
4. Warn new Staff Member of any prohibited actions in the work place, e.g. restricted areas, etc.
5. Show new Staff Member the location of the First Aid Box and explain the procedure in the event of an accident, in particular the necessity to record accidents, however trivial they may appear at the time.
6. Demonstrate to the new Staff Member the fire and evacuation procedure and assembly points.
7. Instruct the staff member in relation to any job specific risk assessments.

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3.3 TRAINING (as needed for permanent staff in the future)

HAZARDS

Inadequately trained staff are a hazard to themselves and their co-employees. ABC Company shall identify the training needs of their staff and ensure they are fulfilled.

It is the Policy of ABC Company that every employee will receive safety training on an ongoing basis. All new personnel will receive safety training as part of their induction. Staff training is not only concerned with imparting facts but also with notifying staff to face up to their responsibilities and to be equipped to deal with emergencies.

Training will include safety induction and safety awareness, manual handling training and First Aid training.

ABC Company will keep training records to include:

1. Name of the employee being trained.
2. Date of training.
3. Training details.
4. Signature of the trainer and employee to ensure that the training has been carried out, documented and understood.

Staff will be trained to spot and act on hazards and encouraged to consult with management on health and safety issues.

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3.4 SAFETY CONSULTATION

Section 13 of the 2005 Act places a general obligation on ABC Company as employer to consult with and to take account of any representations made by the employees for the purpose of giving effect to its statutory duties.

In order to achieve this Manager 2 operates a Suggestion or Query form.

A folder of blank forms is held in the office and in company vehicles. Employees complete a form as needed. The forms are reviewed on a weekly basis by Manager 2.

Manager 2 will seek more information as necessary from the relevant staff member and will then agree any actions arising from the Suggestions or Concerns if necessary.

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3.5 SAFETY REPRESENTATION

In agreement with the 2005 Act the employees may select and appoint a person, to be called a Safety Representative, from their numbers at their place of work to represent them in consultations with ABC Company.

However, at the moment, staff have not elected a Safety Rep. It is accepted that this position may change.

The rights of the Safety Representative include:

1. Information from the employer as necessary and particularly from the Safety Statement, to ensure the Safety Health and Welfare of employees.
2. To be informed by the employer of a visit by the H.S.A. Inspector.
3. Investigate accidents and dangerous occurrences provided it does not interfere with the performance of any statutory obligation required to be performed by any person.
4. Make representations to and receive advice from the H.S.A.
5. Carry out inspections and investigate hazards and complaints subject to agreement.
6. Accompany a H.S.A. Inspector on any visit except when this is for accident investigation.
7. Time off as may be reasonable to act as Safety Representative or to acquire the knowledge to carry out that function.

ABC Company will facilitate the Safety Representative in carrying out their functions as defined in the Act and as outlined above. In the interim Manager 2 will act as the Safety Representative.

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3.6 FIRST AID

CONTROL MEASURES

NOTE:

ABC Company **DO NOT** provide first aid response at performances or on client premises. Clients will have their own first aid response facilities that ABC Company employees may actually make use of from time to time. At performances the local management will engage organisations such as the Red Cross, Order of Malta, etc. to provide First Aid response.

Within ABC Company

The first aid box should be suitably marked and easily accessible.

The exact location of the First Aid box must be known by all employees and a specific notice, identifying its whereabouts, must be posted to include names of qualified First Aiders.

The first aid boxes are suitably marked and easily accessible. The location is follows;

- **Office**
- The First Aid Boxes is inspected on a weekly basis by Manager 2. This check and replenishment is recorded and kept on file.
- When employees are appointed to a Client premises, they shall seek the advice and assistance of the Client First Aider if necessary.
- It should be noted that First Aiders are not empowered to dispense analgesics, pills, or medications. Supplies of such items will not be in first aid boxes. Individual employees who believe they might have a need of these items must be responsible for their own supplies.

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The following contents are required in a first aid box:

- Card giving general first aid guidance.
- Individually wrapped sterile adhesive dressings.
- Sterile eye pads, with attachment, e.g. Standard Dressing No. 16 BPC.
- Triangular bandages (sterile).
- Safety pins.
- Blue Plasters
- A selection of Unmedicated wound dressings which should include:
 - Medium size sterile unmedicated dressings (approx. 10cm x 8cm, e.g. Standard Dressings Nos. 8 and 13 BPC).
 - Large size sterile unmedicated dressings (approx. 13cm x 9cm, e.g. Standard Dressings Nos. 9 and 14 BPC and the Ambulance Dressing No. 1).
 - Extra large sterile unmedicated dressing (approx. 28cm x 17.5cm, e.g. Ambulance Dressing No. 3).
- It is also recommended that a pair of latex gloves be included in each first aid kit for use by the first aider.

PROCEDURE & RECORD KEEPING

- All issues of first aid consumables and the relevant treatment must be entered on the accident report form.
- The relevant trained first-aid person with Manager/Supervisor on duty will be responsible for completing the form.

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3.7 REPORTING OF ACCIDENTS, DISEASES AND DANGEROUS OCCURRENCES

All accidents and dangerous occurrences must be reported.

- ❑ **Accident report Form**
 - ❑ The accident report form must be completed for all accidents. Copies of this form are available from Manager 1.
 - ❑ All injuries must be reported on the worksheet also.
- ❑ **Health & Safety Authority**
 - ❑ If an accident occurs either at the place of work or related to a place of work or work activity and causes loss of life to a person who is employed by the Company or disables any person for more than three days from performing his/her normal duties of employment, then written notice must be given to the Health and Safety Authority at this web link <https://webapps.hsa.ie/CIRW/index.php> .
 - ❑ If the accident is fatal, then the scene of the accident must be left undisturbed for three days after notice has been given, other than for rescue purposes.

CONTROL MEASURES

- ❑ **All Accidents, near misses and Dangerous Occurrences**
 - ❑ On site Management, in consultation with the First Aid person, will decide upon the immediate action required in the event of an accident. A medical opinion should be sought in all but the most trivial of injuries.

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3.8 WELFARE FACILITIES

The Client's Management will ensure that adequate welfare facilities are provided on the premises for all personnel.

Adequate toilet facilities shall be provided and maintained in a good clean hygienic condition.

Adequate washing facilities and washing and drying materials/equipment shall be provided and maintained.

Arrangements for eating foodstuffs shall be provided in the form of a canteen/tea room facility on the premises.

An adequate supply of drinking water shall be provided on the premises.

Adequate cloakroom facilities shall be provided for the storage of wet coats, etc. at the installation location.

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3.9 PERSONAL PROTECTIVE EQUIPMENT

ABC Company shall monitor all Employees use of Personal Protective Equipment where required.

HAZARDS

- Physical Exposures
- Chemical Exposures
- Machine exposures

CONTROL MEASURES

Manager 2 shall use the Health and Safety Plan for the various performances to determine the need for specific PPE and when it should be issued.

3.10 PERMIT TO WORK SYSTEM

ABC Company do not issue their own permit to work. Where applicable Manager 2 and any employee of ABC Company will complete Permits to Work at Client premises.

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3.11 SMOKING POLICY

The Public Health (Tobacco) (Amendment) Act 2004 became law on Monday 29th March 2004. This means that smoking will not be permitted in any enclosed workplace.

In order to comply with the above legislation and for other Safety and Health reasons, it is the policy of ABC Company that all of our work areas are smoke free.

Smoking is prohibited throughout the workplace with no exceptions. This policy applies to all employees, trainees, consultants, contractors, customers and visitors who enter the premises.

When on client premises ABC Company Staff shall abide by the rules relating to smoking in that premises.

3.12 DRUGS AND ALCOHOL POLICY STATEMENT

ABC Company recognises that alcohol, drugs, or other substance abuse by individuals can have an adverse effect on their ability to perform work and consequently put themselves, the Company and others at significant risk.

All Employees, Contractors, Sub - Contractors and Visitors must be able to perform their duties whilst on company business, or when they are in Company premises/ work areas in such a manner that will not affect their safety or the safety of others by acts or omissions.

If the Company has reasonable grounds to suspect that an Employee or Contractor or Sub Contractor is under the influence of alcohol or drugs (illegal or misused legal substances), they will be removed from the premises.

The possession, distribution or sale of drugs or any associated materials whilst you are on a ABC Company Event location, will lead to removal from the location and possible other sanctions.

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3.13 Bullying at Work Policy

ABC Company recognises and accepts their responsibilities as an employer to provide a safe and healthy working environment for employees. As part of the policy of maintaining good employer practice, ABC Company wishes to clearly state that bullying of any kind will not be tolerated.

Bullying at work is defined as: 'Persistent criticism and personal abuse, both in public and in private which humiliates and demeans the individual, gradually eroding their sense of self.

Bullying can be best described as repeated inappropriate behaviour, whether verbal, physical, or otherwise, conducted by one or more persons against another or others, at the place of work and/or in the course of employment, which could reasonably be regarded as undermining the individual's right to dignity at work. An isolated incident of the behaviour described in this definition may be an affront to dignity at work, but as a once off incident is not considered to be bullying.

ABC Company will strive to ensure that all employees are free to perform their work in an environment, which is free from threat, harassment and intimidation. All complaints of objectionable or offensive behaviour should be made to Manager 2.

Manager 2 gives the undertaking that all complaints will be investigated sensitively and will resolve locally, if possible, the source and cause of the bullying behaviour. If the circumstances warrant it, the Company will not be deterred in invoking the formal disciplinary / grievance procedures.

All employees are invited to strive in ensuring that our working environment remains a pleasant and friendly atmosphere.

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3.14 Young persons and inexperienced workers policy

ABC Company does not employ Apprentices. ABC Company does not employ inexperienced workers. ABC Company do not offer work experience places to local schools, colleges, etc.

ABC Company do use young people as stewards at various events. At all times these young people are supervised by an experienced adult.

Young people are never put in a situation where they are likely to experience harm.

3.15 Third Parties

From time to time it is necessary for ABC Company to make bookings for accommodation of other artistes, hire equipment, recommend third party suppliers such as hotels, B&B, etc. ABC Company undertakes these activities purely for purposes of information or general assistance, no responsibility can be taken for the actions of any third party either booked or recommended by ABC Company. All third parties are expected to comply with the law as applicable and to have appropriate insurances.

3.16 Venue staff

From time to time ABC Company may use the services of venue staff for the purposes of lighting, sound, follow spots, etc. It is understood that these persons are employees of the venue and as such are entitled to the protections of the Health, Safety and Welfare at Work Act 2005 from their employer (The Venue).

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HAZARD IDENTIFICATION AND CONTROL MEASURES

PART 4

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4.1 HAZARD INSPECTIONS

The management of the Company recognises that its activities and premises may present Health and Safety risks and shall identify the areas where control measures are required. Identification of hazards shall be undertaken at regular intervals and management shall take all practicable control measures to reduce the risks to its staff and visitors.

Hazards will be identified, risk assessments made and categorised as per our risk assessment formula.

HAZARD IDENTIFICATION AND RISK ASSESSMENT

- The policy of the Company is to identify hazards in the place of work and to assess the risk to Safety and Health and to control risks as far as is practicable so that they are reduced to an acceptable level.
- "Hazard" is taken to mean "any substance, article, material or practice, which has the potential to cause harm to the Safety, Health or Welfare of employees at work."
- "Risk" is taken to mean "the potential for the hazard to cause harm in the actual circumstances of use."
- Risk Assessment is based on the linking of the probability of occurrence with the severity of loss and/or injury. In this exercise, risks are graded "High," "Medium" or "Low" and numerically rated using the formula below. This is to help with the giving of priority to the employment of controls and the allocation of resources.

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The formula to be used for conducting risk assessments, assessing the risk from observed infringements/hazards or after an Audit, is shown here. Very minor injuries should score 1 while very serious ones will score higher, personal judgement is needed here. Likewise with the likelihood, 1 is very unlikely that anybody would be exposed to the hazard, while 7 means definite exposure to the hazard. Again personal judgement is needed.

Once the two scores are agreed they should be multiplied, thus giving a risk rating between 1 and 42.

Scores:

1-6 = Very Low risk

7-12 = Low Risk

13-18 = Low to Medium Risk

19-24 = Medium risk

25-30 = Medium to High Risk

31-36 = High Risk, stop the activity and implement immediate controls.

Over 36 = Very high Risk, stop the activity and implement immediate controls.

Risk Calculation Matrix

	How likely is an injury						
How serious will the injury be	1	2	3	4	5	6	7
1							
2							
3							
4							
5							
6							

Notes:

Hazards = Things that can cause and injury.

Risk = The likelihood of an injury happening.

- Risk Control measures are intended to reduce the risk to an acceptable level.
- Where practicable the Company commits itself to the elimination of hazards, whether that is by the provision of access arrangements, machine guarding or the provision of special tools etc.

This approach will take into account normal good practice within this sector of industry and the standards and guidelines where these are available.

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4.2 FIRE

FIRE HAZARDS

A Fire and Emergency plan will be drawn up by Manager 2 for inclusion in the relevant event planning. When on Client sites the Fire and Emergency plan of the client will be followed by ABC Company Staff. In some exceptional circumstances on Client sites, ABC Company Staff are key to successful evacuations and role call, etc. In these site ABC Company Staff will be given specific training by the client.

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

A Fire Safety Programme has been developed to:

- (a) Guard against an outbreak of fire
- (b) Ensure as far as is reasonably practicable the safety of persons (including members of the public) on the premises in the event of an outbreak of fire.

Event/Performance Fire Safety

- ABC Company staff will follow all fire safety arrangements for the venue in question.
- We will fully partake in any fire drills arranged by client or venues.
- All materials we use in stage and room dressing i.e. Felt, Back Cloths, Star Cloths, etc. are fire proofed Casement Materials.
 - We do not store any flammable substances in the storage area.

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4.3 ACCESS AND EGRESS

HAZARDS

ABC Company will adhere to all rules regarding access and egress on the Client site. However, set out below are the general arrangements for the company. At a performance, Manager 2 or an employee of ABC Company will make every effort to ensure safe access and egress to and from the premises.

Inadequate access and egress facilities can result in:

- Restriction of an orderly evacuation of the premises
- Trips and falls
- Obstruction of emergency exits

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score = 3	Score = 6	Result = 18

CONTROL MEASURES

- All doors and access points shall be kept clear and maintained.
- All passageways shall be kept clear of obstruction.
- Approved occupancy numbers shall not be exceeded at performances where this is under our control.
- All floor covering and surfaces shall be kept clean and in good condition.
- Adequate lighting shall be provided at all entry, exit points and along corridor and passageways.
- Waste shall be removed regularly and systematically stored in a secure place until collected for disposal.
- It is vital that all fire escape routes are not obstructed at any time.

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4.4 HOUSEKEEPING

HAZARDS

Poor housekeeping can pose a wide variety of risks to health and safety.

- Trips:- Materials left lying in the open
- Slips:- On a greasy floors, slippery material strewn around
- Falls:- Use of materials for accessing higher work areas.
- Collisions:- Blockage of access aisles with materials
- Objects falling on people:- Improper stacking of materials
- Fire:- Inadequately and infrequent disposal of combustible rubbish.

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score = 1	Score = 4	Result = 4

CONTROL MEASURES

- Staff will ensure that access routes are planned, and storage is programmed to ensure that excess materials are not stored on site, storage areas are defined, staff/sub-contractors are made aware of the Company requirements with regard to storage, clearing up and tidiness.
- Employees must maintain the workplace in a tidy condition at all times.
- Supervisors will ensure that stacking areas are prepared and that materials are stored so as not to create difficulties.
- Employees will ensure that all waste materials in and around the premises are cleared and disposed of safely.

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4.5 MANUAL HANDLING

HAZARDS

- Incorrect method of lifting
- Attempting to lift something which is too heavy
- Lifting sharp/awkward shapes

The main injuries associated with manual handling and lifting are:

- Back strain, slipped disc.
- Hernias.
- Lacerations, crushing of hands or fingers.
- R.S.I.
- Bruised or broken toes or feet.
- Various sprains, strains, etc.

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score = 2	Score = 4	Result = 8

CONTROL MEASURES

- Loads which must be manually handled shall be assessed on the basis of their risk to health and safety and due caution exercised where there is a risk of back injury etc. The method of handling shall take account of the size, weight, shape, condition and position of the load to be handled.
- Where possible measures shall be taken to reduce the amount of manual handling to a minimum and mechanical handling devices supplied and used in so far as is reasonably practicable.
- We supply a range of handling equipment within the premises.
- All appropriate staff shall be trained in safe manual handling techniques.
- Where loads have to be manually handled, safe access shall be assured.

Stage pieces are often awkward, heavy, or unusually shaped, which impedes proper lifting techniques. Some general lifting techniques include:

- Perform warm-up exercises prior to lifting – Warming up your back muscles can help increase blood flow and reduce the stress of an initial lift.

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- Use the right personal protective equipment – Some work gloves offer non-slip grips to handle a load easier. Wear non-slip shoes to avoid a fall while carrying a load.
- Take time to size up the load – Is it too large or heavy for one person to lift? Will you be able to get through doorways and corridors as you are carrying it? Can it be broken down into several trips?
- Plan your route ahead of time – Make sure there is a clear path to avoid tripping hazards. Be able to see where you are going and avoid sharp turns or difficult courses.
- Back belts provide no protection from back injuries. ABC Company does not recommend the use of back belts for such purposes.

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4.6 ELECTRICITY

ABC Company' Employees do not engage in general electrical work. Set out below are the general controls for the company.

HAZARDS

- Electric Shock
- Fire
- Trips or falls from loose cables

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score = 2	Score = 6	Result = 12

To ensure that all electrical equipment used by the company is in safe condition.

GENERAL CONTROL MEASURES

Dangerous or defective cabling should be replaced or remedied in accordance with the E.T.C.I.'s (Electrical Trade Council of Ireland) rules. It is important that all extensions, alterations and repairs to electrical circuits are carried out in a proper manner in accordance with E.T.C.I.'s rules.

Lighting and Sound Control Measures

- **Equipment:** All fixed wiring and temporary wiring should be grounded or double-insulated. All dimmers and light boards should have a dead (non-conducting) front.
- **Repairs:** Employees should not attempt electrical repairs without proper training. Equipment that malfunctions or causes shocks should be removed from service, clearly marked and repaired by a qualified individual.
- **Extension Cords:** Extension cords are only designed for temporary use. Use only three-wire heavy duty extension cords. Never use domestic reel cords or other light duty cords. Use of thin, light duty extension cords can increase the risk of fire and shock. Make sure extension cords have adequate current capacity for the equipment being used. Do not pull an electrical cord out of a socket by the cord. This breaks interior wires and can cause a short and, possibly, a fire. Inspect for frayed or split cords or plugs before use.

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- **Electrical Cords:** Electrical cords can also be a tripping hazard. It is a good practice to route cords away from traffic areas to prevent trips and falls.
- Avoid stretching or pinching cords between objects. This can break interior wires, causing overheating which can result in a fire.
- Protect temporary wiring from traffic by covering. Do not cover electrical cords with rugs; this can also result in a fire.
- **Circuit Protection Devices:** Circuit protection devices are designed to automatically limit or shut off the flow of electricity in the event of a ground-fault, overload, or short circuit in the wiring system. A ground-fault circuit interrupter, should be used in high risk areas such as wet locations or outdoor sites.
- **Training:** Training is essential in working with lighting circuitry, dimmers and instruments. Employees should be trained before being authorized to work the control areas.
- **Work Practices:** Never work alone on hazardous lighting procedures, such as hooking up panels. Keep food and beverages out of the light control areas to prevent possible shocks and damage to the circuitry.

WIRING STANDARDS

All new fixed and temporary wiring will be to the latest Irish standards and, where practicable, in compliance with the national rules for electrical installations.

Precautions to be included either are or will be as follows:

- Flexible cables will also be adequately protected against external mechanical damage.
- Flexible cables for portable equipment will be properly mechanically restrained within plugs and couplers.
- Enclosures, plugs etc. should be maintained as part of the portable appliance of which they form part, but damaged leads, plugs, etc. should not be allowed to remain in service should the equipment not be due for maintenance.
- A record should be kept of each item of equipment so that maintenance can be scheduled and recorded.
- Where appropriate all equipment not in use to be switched off, especially at the end of a working, unless of a specialist type, e.g. servers, etc.
- Sufficient sockets shall be provided to prevent overloading by use of adapters. Proper plugs shall always be fitted to electrical appliances and flex firmly clamped.
- Frayed and damaged cables shall be replaced immediately.

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ABC Company Safety Statement

- Flexible cables should not be run across floors. Where damage at floor level to other cables is possible, protection by ramps, conduit or armouring will be considered and applied.

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4.7 OFFICES

HAZARDS

- While office work may not be considered as a high-risk activity unsafe work systems and layout may result in injury or illness.

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- Adequate office space is allocated for the working personnel.
- All furniture, fittings and equipment shall be arranged so that staff can move about without collision with sharp corners of desks etc.
- Only one drawer of a filing cabinet shall be opened at any one time. All drawers should be closed after use.
- Sufficient lighting and ventilation shall be provided.
- Electric or telephone cables shall not trail unprotected across the floor. Cable covers shall be supplied and used.
- Chairs desks or drawer should never be used to access higher areas. Step ladders shall be used.
- All items stored above head level shall be stored properly to prevent falling.
- The mains power supply shall be disconnected before attempting to move electrical equipment.
- All damaged floor covering, furniture equipment or machinery shall be reported, replaced, or repaired.
- Before using chemicals (e.g. photocopier toners) read the instructions on the container and avoid contact with skin or clothing.
- Floor areas shall be kept clear of materials and litter.

Dangerous waste e.g. broken glass, bulbs, shall be properly disposed of.

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4.8 VISUAL DISPLAY UNITS (VDU'S)

HAZARDS

The main problems that may be associated with VDU's are as follows:

The main problems that may be associated with VDU's are as follows:

(a) Visual Discomfort

This recognises a contribution from a number of ocular problems:

- (1) long/short sight problems
- (2) glare
- (3) lighting
- (4) screen brightness
- (5) clarity of characters.

(b) Posture

Good adjustable seating is required and it is essential to consider ergonomic factors.

(c) Radiation

Radiation levels across virtually the whole of the electro-magnetic spectrum are below internationally accepted exposure limits when tested under extreme conditions, i.e. close to the screen.

(d) Stress

The work at a VDU can be repetitive and monotonous. This is not exclusive to VDU users as mental stress is associated with all types of work.

On the basis of available evidence, the 'health hazards' associated with VDU's are largely exaggerated in the sense that they are unlikely to cause irreversible long term damage as opposed to varying degrees of discomfort.

Risk Assessment:

Likelihood	Severity	Risk Value
Score = 2	Score = 4	Result = 8

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CONTROL MEASURES

- Each workstation shall be assessed to ensure the individual's health is not likely to be put at risk.
- The Display Screen Assessment sheet in the appendix shall be used for this purpose.
- Be sure that VDU screens meet the appropriate criteria for performance, brilliance, character design, etc.
- The intensity of the beam, the brightness of the dots against the background and their time persistence are the most important determinants of operator 'safety'.
- This underlines the importance of keeping VDU's in good condition.
- It is important that chairs are correctly selected and used and that their siting is at an optimum distance from the machine.
- Lighting, ventilation and temperature must be carefully controlled to provide satisfactory environmental conditions.
- There should be a restriction on continuous use:
- Over two hours with pauses of between 5-10 minutes before further use.
- In this respect, short, frequent intervals are more beneficial than infrequent long breaks.
- The total time of continuous work at a VDU should be restricted to 6 hours per day.
- Vision should be tested before operating a VDU and at yearly intervals, or earlier if symptoms are experienced. Spectacle wearers should consult their optician.
- Epileptics should see a medical adviser before starting work.

If there is any untoward incidence of VDU related problems medical advice must be sought.

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4.9 HAZARDOUS SUBSTANCES

HAZARDS

Health hazards from substances can be divided into the following categories:

- External contact - corrosive, skin absorption, dermatitis.
- Inhalation - gases, fumes, vapours.
- Ingestion - swallowing.

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

These are general points of information only as ABC Company do not use Hazardous Substances. Manager 2 will address the issue of Hazardous Substances when devising the Performance Plan for any performance where Hazardous Substances are likely to be present. This will be ascertained from the Client.

CONTROL MEASURES

The Workplace Supervisor will ensure that:

- All substances are listed in a safety file.
- All substances have an up to date Material Safety Data Sheet (MSDS) on file.
- The control measures listed in the MSDS are followed.
- A written assessment, control measures and other information are on site.
- All substances are stored in an appropriate unit that is fire retardant and can contain spillages.
- Procedures planned to handle or use any hazardous substance or process are carried out fully.
- Any, equipment, hygiene measures or protective clothing are provided and maintained as required.
- All measures necessary to protect other workers and the general public from any substance hazardous to health will be provided and maintained.

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4.11 Event Safety, Security and Fire Risk Assessment

NOTE – This assessment is only relevant where ABC Company is the Lead Company or Producer/Director for an Event or Performance. In the majority of cases ABC Company will be engaged as a specialist provider and will follow the controls set out in the Event/Performance Safety Plan.

HAZARDS

- Access and egress
- Poor weather
- Fire
- Members of the public
- Multi Hazard

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

The Event Safety Review Plan found in the Appendix will be used to devise the specific controls for every event. However, the general points below will be used to help devise the plan where applicable.

- Ensure all event staff have clear roles and responsibilities, adequate training, and that communications are clear on the ground.
- All stage dressings are specifically designed for events and are controlled as follows:
 - Only staff trained in the use of equipment (smoke machines, etc.) shall be allowed to use them.
 - All cloths, dressings, etc. are fire proofed.
 - Staff remain on site throughout the venue to monitor progress.
 - All lighting (Up Lighters, Star Cloths, etc.) are low powered where possible and fire safe.
 - No flammable paints, glues or solvents are used.

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4.11.1 Event/Performance Fire Risk Assessment

A fire Risk Assessment shall be completed as part of the plan for every event/performance. The standard steps below shall be followed.

The following stages will be considered:

- Venue design, selection of workers, selection of contractors and subcontractors, construction of the stages, marquees, fencing, (the 'build up');
- Safe delivery and installation of equipment and services which will be used at the event, e.g. stage equipment used by the performers, lighting, and the protection of crew
- Effective fire safety during the event
- Safe removal of equipment and services at the end of the Event
- Control fire risks once the event is over and the infrastructure is being dismantled

FIRE SAFETY RISK ASSESSMENT

1 Identify fire hazards

Identify:
Sources of ignition
Sources of fuel
Sources of oxygen

2 Identify people at risk

Identify:
People in and around the premises
People especially at risk

3 Evaluate, remove, reduce and protect from risk

Evaluate the risk of a fire occurring
Evaluate the risk to people from fire
Remove or reduce fire hazards
Remove or reduce the risks to people

- Detection and warning
- Fire-fighting
- Escape routes
- Lighting
- Signs and notices
- Maintenance

4 Record, plan, inform, instruct and train

Record significant finding and action taken
Prepare an emergency plan
Inform and instruct relevant people; co-operate and co-ordinate with others
Provide training

5 Review

Keep assessment under review
Revise where necessary

Remember to keep to your fire risk assessment under review.

The following checklist will be used and added to the Event Safety Plan:

- Can all the occupants escape to a place of reasonable or total safety in a reasonable time?
- Are the exits in the right place and do the escape routes lead as directly as possible to a place of total safety?

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- Are the escape routes adequate for the numbers and type of people that may need to use them? E.g. members of the public, including disabled people.
- If there is a fire, could all available exits be affected or will at least one route from any part of the site or venue remain available?
- Where appropriate, have you identified the assembly areas and are they in the appropriate location?
- Will everybody be able to safely use the escape routes?
- Can all exit doors and gates be opened easily and immediately if there is an emergency?
- Have restrictions to the flow of people been considered and where necessary, removed?
- Are arrangements in place to keep all escape routes & exit clear?
- Will your event take place or your venue be used during the hours of darkness?
- Are all the escape routes sufficiently illuminated for use at all times people are present.
- Have you provided emergency escape lighting by means of either an independent back-up power supply to the normal lighting or by means of separate lighting with an independent source of power?

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4.12 Driving for work

Risk Assessment

Likelihood	Severity	Risk Value
Score =	Score =	Result =

Hazards

- Personal Injury from inadequate maintenance / Checks on Company Vehicles
- Damage to property from inadequate maintenance / Checks on vehicles

DESCRIPTION

Five main hazards are addressed under the risk assessment: Road Traffic Accident, Manual Handling, Wheel Change, Mobile Phones and Vehicle Maintenance.

HAZARDS

1. Road Traffic Accident – Injury due to collision

CONTROL MEASURES

- Only suitably qualified and insured employees may operate company vehicles.
- They must always be driven within the rules of the road and the law.
- They must have a recorded and scheduled programme of maintenance, and must hold DOE certificates as necessary.
- No hitchhikers may be picked up at any time.
- Any breach of Road Traffic Acts will be treated with the utmost severity.

2. Manual Handling – Injury due to lifting and carrying.

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- Good manual handling practice must be exercised in loading and unloading of the vehicle.
- Be very aware of your own capabilities

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- Be very careful of trap points on doors.
- Ask for help whenever practical and needed.
- Ensure all equipment is safely stowed in the vehicle so that it will not slide or shift forward in the event of an emergency stop

3. Wheel Change – Cuts, Bruises, MH injury, traffic passing by.

RISK ASSESMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- Vehicle is issued with full wheel changing kits.
- The jack, screwdriver, spare wheel and tyre iron are usual vehicle equipment. The reflective jacket, torch and red triangle are supplied by the company.
- All of this equipment is to be properly maintained by the vehicle drivers.
- If a puncture occurs and a wheel change is needed do the following:
 - Turn on hazard lights
 - Pull in to the left-hand side of the road when safe to do so
 - Get out of the vehicle and go to the boot
 - Place the red triangle approx. 30 feet from the vehicle
 - It is imperative that the yellow jacket is worn even in broad daylight
 - If the puncture is on the left hand side of the vehicle proceed to change the tyre taking great care with regard to manual handling
 - If the puncture is on the right hand side of the vehicle try to angle the car slightly to give protection from oncoming traffic
 - When the wheel has been changed replace all equipment back in the vehicle in their original storage places
- Have the puncture repaired as soon as possible, especially if the spare is a temporary wheel

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4. Mobile phones – road traffic accident

RISK ASSESMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- At no time is it permitted to drive the vehicle while holding a mobile phone or receiving / sending text messages
- Training / instruction must be given to staff on the dangers of using a mobile phone while operating a vehicle

5. Vehicle Maintenance – RTA due to poor maintenance

RISK ASSESMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- Maintenance / service carried out as per recommendations.
- A bi-monthly Health & Safety Vehicle Review will be made on the vehicle and a record kept in the Health & Safety folder
- Staff will occasionally be requested to carry out an assessment on the vehicle.

Vehicle to include the following:

- Current Vehicle Service Record
- Fire Extinguisher
- Torch
- Reflective Jacket
- Bin for litter
- Warning Triangle
- Emergency Breakdown/Accident phone number
- First Aid Kit Accident number

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4.13 Angry or awkward members of the public

HAZARDS

- Physical Abuse
- Verbal Abuse

Risks Identified

Likelihood	Severity	Risk Value
Score =	Score =	Result =

Difficult customers and others such as members of the general public such as guests at an event can expose staff to a risk of violence.

Staff are given the following guidelines in dealing with potential aggression/violence situations:

- Always keep aware of individuals who may become violent or threatening
- Never argue or otherwise engage with someone who shows signs of violence
- If someone becomes aggressive or violent, obtain assistance. Never attempt to get involved directly or to restrain the person.
- If attacked, withdraw from the confrontation if possible.
- If and when it is safe to do so, raise the alarm.

Robbery/ Attempted Robbery

Robbery of cash and other valuable items can expose staff to a risk of violence. The following steps are taken to minimise this risk.

- Minimising the quantities of cash and other valuable items held;
- Staff are given the following guidelines in dealing with potential robbery situations
 - If a robbery is attempted, even by someone who appears to be unarmed:
 - Do not offer any resistance, do not provoke the attacker
 - Give the attacker whatever they demand
 - If and when it is safe to do so, raise the alarm.

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4.14 Event/Performance Equipment

HAZARDS

- Electrical
- Fire

Risks Identified

Likelihood	Severity	Risk Value
Score =	Score =	Result =

Control Measures

- All owned equipment is stored safely in our own premises.
- All owned equipment is stored in ergonomically convenient boxes on wheels.
- All owned electrical equipment is serviced and checked as necessary.
- All owned portable electrical equipment is subject to the annual Portable Appliance Test (PAT) where necessary.
- No hazardous equipment or materials are stored or used.
- All rented equipment is from reputable suppliers and should arrive at the venue in good condition. Where necessary items will be tested before use.

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4.15 Props and Set Decoration/Design

HAZARDS

- Electrical
- Fire
- Manual handling

Risks Identified

Likelihood	Severity	Risk Value
Score =	Score =	Result =

Control Measures

- Decorative materials include curtains, draperies, streamers, fabrics, cotton batting, straw, hay, vines, leaves, stalks, tress and moss. Decorative materials may be used only if they are non-combustible or flame resistant or have been rendered so with commercially available products.
- Structural Issues for Set Design
Any set design which includes steps, ladders, traps or other specialty devices must have a specific risk assessment before use.
- Mark changes in elevation on the stage with phosphorescent tape. Pits, traps and other hazards should be marked with signs or barricaded when not in use.
- In so far as is reasonably practicable all sets and staging pieces will be designed and constructed so as to provide easy handling and movement.

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4.16 Rigging

HAZARDS

- Electrical
- Fire
- Manual handling

Risks Identified

Likelihood	Severity	Risk Value
Score =	Score =	Result =

Control Measures

- Anything attached to a flybar must have a safety cable attached as well.
- Check that everything attached to a light, including barn doors, gel cases and safety cables, is secure before it is raised.
- Make sure the rope or cord is strong enough for what you are lifting and that the rope or cord is not frayed or damaged in any way.
- Empty all pockets before going onto the grid to ensure that nothing could fall to the stage. Secure all tools to workers with safety lines.
- Wear hard hats whenever overhead rigging is in process
- Never drop anything from the grid to the floor.
- Do not use equipment whose load-bearing capacity is not known.
- Warn people on the stage or grid before moving any rigged scenery or other objects.
- Maintain visual contact with a moving piece at all times.

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4.17 Power Tools

HAZARDS

- Electrical
- Entanglement

Risks Identified

Likelihood	Severity	Risk Value
Score =	Score =	Result =

Control Measures

Crew members should use a power tool only after receiving proper training. Stage managers should review the operation of the equipment, making sure to point out safety features and guards. Crew members should be familiar with the owner's manual for the tool, and should know both the use and the limitations of a power tool.

Some guidelines for using tools include:

- Inspect tools before use to check for any defects such as frayed wires, or damaged hand tools. Remove defective tools from service and have repaired or replaced.
- Only use power tools that are grounded with a 3-pronged plug or that are double-insulated.
- Never carry or hoist a power tool by its cord.
- Unplug power tools before loading them, changing blades or bits, making adjustments, or cleaning them – and follow the manufacturer's instructions.
- Never use power tools on wet surfaces or in wet weather.
- Discontinue use of defective or unsafe equipment as soon as the defect becomes known.
- Dull tools are unsafe and can damage work. Maintain your tools and always use sharp cutting blades.
- Never alter or remove any machine or blade guards.

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4.18 Ladders

HAZARDS

Note: Ladders must only be used for short periods and only where there is no suitable alternative.

- Items falling from ladders
- Working from ladders
- Throwing waste material from ladders
- Overreaching
- Overbalancing
- Ladders Falling
- Falls from Ladders
- Electrocution
- Defective Ladders

Person at risk:

Employees / Sub-Contractors / Visitors / Others

RISK ASSESSMENT

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- Ladders must be in good condition, free from defects and to be inspected by a competent person before ladder is to be used.
- Ladder must be positioned on solid ground - if metal check that caps on the feet are in place and in good condition.
- Ladders to be used the correct way up - strengtheners to be on the underside of rungs.
- Ladders should not be painted as this hides defects.
- The ladder must be sited on a level surface and securely tied on both sides near its upper resting place. If it cannot be tied at the top, it must be held by a person stationed at the foot of the ladder.
- Ladders must extend at least 1m over landing stage and set at a slope of 1 out to 4 up (75°)
- Workers to climb ladders with both hands free (i.e. not carrying materials)
- Move ladder along with work to prevent overreaching.
- If working near overhead cables, do not use metal ladders.
- Only one person at a time on a ladder
- If a ladder cannot be properly repaired, it must be scrapped
- Do not stand on top 2 rungs of step ladder
- Extension ladders > 6m long, overlap of 4 rungs required

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4.19 Mobile Elevated Working Platform (MEWP)

Hazards

- Falls over edges
- Items falling from platform
- Throwing waste material from platform etc.
- Overreaching
- Tripping Hazards in platform area
- Collapse of unit
- Personal Injury due to unfamiliarity with premises/site

Person at risk:

Employees / Sub-Contractors / Visitors / Others

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- Method Statement and Risk Assessment to be prepared before any work commences using a MEWP.
- Care must be taken when other contractors are present in the area
- Leave clear access and egress for other contractors on site to prevent slips / trips and falls
- All work at height will be must be carried out safely to protect workers and people below.
- MEWPS may only be operated by a person holding an appropriate skills card.
- Fall arrest equipment must be provided and used.
- All MEWPS must be inspected by a competent person before use and when first delivered to site.
- Before harness is issued to an operative employer must ensure that the operative has been trained in its Use and Inspection.
- Harnesses must be full body type
- Harnesses must be inspected visually on a monthly basis by a competent person and records of these inspection will be filed.
- Harnesses must be stored on a hook in a dry room.
- Harnesses must be in good condition and worn correctly.
- All MEWP operators must hold a valid up to date ticket (CSCS) (CITB).
- MEWPs are hired from Hire Companies when required.
- MEWPs must be accompanied the statutory forms on delivery.

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- Harnesses must be tested by a competent person and test certificates must be filed for inspection reasons.
- MEWPs must be used on stable ground to avoid overturning.
- MEWPs will not be used to gain access onto another floor.
- Controls must be guarded by a hoop to prevent accidental movement.

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4.20 Scaffold

Hazards

- Collapse of scaffold leading to personal injury
- Falls from heights
- Personal injury from falling materials

Person at risk:

Employees / Sub-Contractors / Visitors / Others

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- Scaffold will be erected to a design as agreed with the Client.
- A method statement will be drawn up in advance to identify and control all the key areas of Hazard and Risk.
- Scaffold must be erected / altered / dismantled by a competent trained person.
- This person must hold a valid up to date CSCS ticket.
- Adequate signage or a Scaffold tag system must be in place, informing people of the condition of the scaffold e.g. 'Safe to use' OR 'Scaffold incomplete do not use'.
- Scaffold must be inspected every 7 days and the statutory form must be filled out after each inspection and kept in the Safety File.
- Scaffold must also be inspected after any adverse weather conditions and the statutory form must be filled out and kept in the Safety File.
- It is a criminal offence for anyone who does not hold a CSCS scaffold ticket to alter / dismantle / erect scaffold.
- If scaffold is sub contracted out then the company erecting the scaffold must supply the statutory form once completed to the required standards and inspected on a weekly basis.

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4.20.1 Scaffolding in Staging

Poorly designed, manufactured and built sets can present hazards to those working or performing on and around them. Priority should be given to design considerations and through design to manufacture and build. Safety of the overall production design is paramount and especially with any relationship to associated visual or special effects.

Responsibility for the safety of a production set or scenery rests between the producer and the designer and construction team.

Working scaffoldings and supporting trusses, whatever their intended purpose, will only be built by competent contractors or riggers to an approved design. Each structure will be built to ensure it is safe for its intended purpose. Regular inspection of long-standing structures should be carried out by a competent person, especially in external locations.

Scaffolding used as props does not require regular inspection once it has been safely erected but where scaffolding is to be accessed by crew or artists it should be subject to regular inspection.

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4.21 Working at height

Hazards

- Falls over edges
- Falls through the roof
- Items falling from work area
- Throwing waste material from roof etc.
- Overreaching
- Tripping Hazards on work area
- Collapse of unit
- Falls through opes
- Personal Injury due to unfamiliarity with premises/site

Person at risk:

Employees / Sub-Contractors / Visitors / Others

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- Method Statement and Risk Assessment to be prepared before any work commences at height.
- Care must be taken when other contractors are present in the area
- Leave clear access and egress for other contractors on site to prevent slips / trips and falls
- All work at height will be must be carried out safely to protect workers and people below.
- All scaffold including mobile towers, must be of sound construction and erected by a competent person, this will include a copy of the statutory form.
- There is an onus on the employer providing the scaffold that it is safe for use by their employees
- Under certain circumstances Fall arrest equipment may need to be used
- Any work by sub contractors which involves working at any height must have a method statement and must be given to foreman.
- PPE, training, Fall Arrest systems, etc. to be fully implemented and used as per the specifics of the relevant method statement.

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4.22 Special effects

Hazards

- Various

The basic control measures for various special effect are set out below. Before each one is used a Venue specific Risk assessment will be carried out.

Person at risk:

Employees / Sub-Contractors / Visitors / Others

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

STANDARD CONTROL MEASURES

4.22.1 Use of Pyrotechnics

All use of pyrotechnic devices before a proximate audience must meet the requirements of ROI legislation. The following steps shall be followed to obtain the proper permits and approval for the use pyrotechnics:

- Submit a plan for the use of pyrotechnics. The plan must contain the following information:
 - Name of the person, group, or organization sponsoring the production
 - Date and time of day of the production
 - Exact location of the production
 - Name of the person actually in charge of firing the pyrotechnics (i.e., the pyrotechnic operator)
 - Number, names, and ages of all assistants who are to be present
 - Qualifications of the pyrotechnic operator
 - Pyrotechnic experience of the operator
 - Confirmation of any applicable licenses held by the operator or assistant(s)
 - Evidence of the insurance carrier
 - Number and types of pyrotechnic devices and materials to be used, the operator's experience with those devices and effects, and a definition of the general responsibilities of assistants

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- Diagram of the grounds or facilities where the production is to be held. This diagram shall show the point at which the pyrotechnic devices are to be fired, the fallout radius for each pyrotechnic device used in the performance, and the lines behind which the audience shall be restrained
- Point of on-site assembly of pyrotechnic devices
- Manner and place of storage of the pyrotechnic materials and devices
- Material safety data sheet (MSDS) for the pyrotechnic material(s) to be used manufacturer's directions and specifications
- Certification that the set, scenery, and rigging materials are inherently flame-retardant or have been treated to achieve flame retardancy
- Certification that all materials worn by performers in the fallout area during use of pyrotechnic effects shall be inherently flame retardant or have been treated to achieve flame retardancy
- Names and qualifications for two fire watch personnel

4.22.2 Items above the audience

Any intention of suspending set pieces or other items above the audience must be approved by the Venue Management and the Production Office (where relevant). Please see Section 4.16 on Rigging for more information on rigging set pieces.

4.22.3 Strobe lighting

Certain people with epilepsy and photosensitivity may suffer a seizure if exposed to flashing or strobe lighting. If strobe lighting is to be used in a production, warnings should be posted at the front of house or entrance doors to the theatre as well as in a program, if distributed. Example: "WARNING: Strobe lights are used during this performance."

4.22.4 Fog and smoke

Commercially available fog and smoke machines may be rented or purchased from various theatrical supply companies. Using smoke bombs, loose dry ice or fire extinguishers for this type of effect is prohibited. Planning must include the proper volume of smoke or fog and ensuring that exit aisles and doors are kept visually clear. If fog or smoke is to be used in a production, warnings should be posted at the front of house or entrance doors to the theatre as well as in a program, if distributed. Example: "WARNING: Synthetic fog is used during this performance".

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4.23 Light and Sound Equipment

Hazards

- Electricity
- Slips and Falls
- Items falling from work area

Person at risk:

Employees / Sub-Contractors / Visitors / Others

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- Only suitably trained and qualified staff may use lighting and sound equipment.
- Lighting boards/dimmers/packs have limits to the lamp loads they can handle. Overloading boards/dimmers can cause a fire hazard. The wattage of the bulbs MAY NOT exceed that of the boards/dimmers/packs they are plugged into.
- Several methods exist for changing the colour of light projected, most commonly, the placement of colour media, such as gels, tinted glass, or dichroic filters, in front of the instrument. Several companies sell colour media and only those materials intended for such use should be employed. Common materials may not withstand the intense heat and light of stage lighting and may be a fire hazard.
- Projected light patterns can be achieved by placing a pattern, template or gobo in a holder and inserting it into the slot at the gate of an ellipsoidal. Many of the same companies that sell colour media also sell a wide range of off-the-shelf patterns. Short lived custom patterns can be cut out of several layers of black aluminium foil (commonly known as the trade name Cinefoil) using a razor blade. For the ETC SourceFour ellipsoidals (due to their lower gate temperature), short lived custom patterns can also be cut from aluminium foil oven liner trays cut to holder size.
- Just as boards/dimmers/packs must not be overloaded with too many lamps, power amplifiers must not be overloaded with too much load. Power ratings for amplifiers is usually specified in load capacity, while speakers (or other loads) are assigned an impedance (typically 4 or 8 ohms). Damage to

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an amplifier can occur if it is not rated for the load being driven.

- In an audio system, all devices should be connected to the same ground at the same point. This helps eliminate ground loops, a problem caused by different ground levels on different circuits. The problem usually manifests itself as hum in the audio system, but can result in electrical shocks. For this reason, the amplifiers, sound board, and all other audio equipment need to be grounded at the same point. Additionally, never connect audio equipment to the same circuit as lighting equipment. Disregarding this recommendation can result in spurious noise in the audio system and damage to sensitive audio equipment.

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4.24 Striking Sets

Hazards

- Handling
- Slips and Falls
- Items falling from work area

Person at risk:
Employees / Sub-Contractors / Visitors / Others

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

- All previous assessments relating to Fire, Housekeeping, Manual Handling, etc. to be followed.
- All items must be returned to storage, supplier or otherwise disposed of immediately following the final performance, e.g.:
 - lighting instruments, cables and control equipment
 - properties
 - sound equipment
 - scenery and platforms
 - costumes
 - seating
- Set deconstruction should take place in a careful, organized manner.
- The venue must be left in good condition after the strike.

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4.25 Noise in the Entertainment Industry

Hazards

- Hearing loss

Person at risk:

Employees / Sub-Contractors / Visitors / Others

RISK ASSESSMENT:

Likelihood	Severity	Risk Value
Score =	Score =	Result =

CONTROL MEASURES

Each event, performance, venue will need to be assessed on an individual basis to ascertain if there could be noise hazard for the employees who are working the venue.

The general guidelines set out below from the HSA publication "Noise of Music" will be followed as necessary.

When necessary assessment will consider:

- The nature of the event and the sound.
- The site/venue layout.
- The noise footprint/map (the area covered by the sound).
- Where there may be a risk from noise and who will be affected.
- A reliable estimate of expected noise levels and expected durations.
- Selection of loudspeaker types.
- Suitable control measures available for noise hazards.

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PART 5**ANNUAL REPORT****ABC COMPANY****SAFETY STATEMENT**

The following is a report of progress with our Health and Safety Policy as required by Section 12(6) of the Safety Health and Welfare at Work Act 2005.

SAFETY TRAINING;

During the year, the following safety training courses were run:

- 1
- 2
- 3

External safety and health courses attended by our staff included:

- 1
- 2
- 3

NEW SAFETY ARRANGEMENTS

The following new safety arrangements were put in place during the year:

- 1
- 2
- 3

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Safety Statement Document Review

ABC COMPANY

To ensure the proper implementation of our Safety Systems we shall review the Safety Statement periodically and at least annually.

Date of Review	Signed for Company	Description of Changes	Date of update

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Safety Inspection Sheet

Inspector:		Area:		Date:
Structure, equipment, tool & work practice	Inspection item (relating to each structure, equipment, tool & work practice)	Substandard condition / practice noted	Corrective action required	Action by & date

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Accident Report Form

Location:	Department/Division:
Date of Accident/Incident:	Date of Review:
Management present:	
Injured Party:	

Nature of loss	Nature and extent of actual or potential loss to people, property, process or the environment
Description	Description of the Accident/Incident (who, what, how, when)
Causes	Why did the Accident/Incident occur, (root, basic and immediate causes)?
Recommendations	Action to prevent recurrence, responsibility & action by dates:
Reporting	Distribution of investigation information organisation wide and statutory reporting / reply:

Event Safety Review & Management Template Plan.

1. Issues to be considered in advance:

Assess if any item in the left column is required. If it is then fill out the details on achieving the item in the right column	
Items	Action required Y or N
Insurance Cover	
Road Closures (concerts, charity events, etc.)	
Public Entertainment Licences	
Food Provision	
Staging or Structures	

2. Client or organisation details

Organisation name	
Contact person	
Date of 1 st meeting	
Address of event	
Date of scope out visit to event address	
General nature of event (sports, music, day time, night time, etc.)	

3. Event Contingency Plan – This questionnaire is a guide to the points that need to be considered. It will be necessary to add pages to this document in order for it to be complete.

3.1 Introduction (include a full description of the event).	
Planned Date(s)	
Planned Start and finish times	
Venue or Route (Route is necessary for rallies, cycles, sponsored walks, etc. use additional pages or add a map at the back of the plan if needed.)	
3.2 Command and Control	
Event Manager/Chief Organiser (Person who has overall responsibility): Include Name, How contacted during event, Where located during event	
Safety Officer: Include Name: How contacted during event: Where located during event	
First Aid Co-ordinator: Include Name, How contacted during event, Where located during event	
Gardai (if present at the event): Include How contacted during event, Where located during the event	
3.2 RESPONSIBILITY OF INDIVIDUAL AGENCIES/GROUPS	
List the responsibilities and numbers of. All responsibilities must be DISCUSSED and AGREED with each individual /agency/group prior to the event. Organisations to be considered may include: Gardai, Fire and Rescue Service ,Ambulance Service: St John Ambulance, Red Cross, etc.	
Examples:	
1.Marshalls/Stewards	
2.Crowd Control	
3.Liaison with Gardai	
4.Information to the public	

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Agency Responsibilities continued:

5.	
6.	
7.	
8.	
9.	
10.	

3.3 Allocation of Resources

List any equipment to be used for public safety during the event or in the event of an Incident e.g. hand held radios, fire extinguishers etc.

Radios	
First Aid Equipment	
Transport	
Emergency fire equipment	
Other	
Other	
Other	

3.4 Communications: (Briefly explain)

How the event control/organisers will communicate with the event staff/marshals and vice/versa.	
How the event control/organisers will communicate with the public.	
Include a list of persons who will have radios and what channel they can be contacted on.	
Include a list of persons who at the event location will have access to a phone and their contact telephone numbers.	

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3.5 Event Signage (to the event and around the event site) Explain:	
Who is erecting the signage to the event: When will it be in position?	
3.6 Lost/Found Persons	
What steps will be taken for re-uniting people who get separated?	
3.7 Lost/Found Property	
Where is lost property to be taken to? If it is not reclaimed, what will happen to it?	
3.8 Evacuation Plan Describe the actions to be taken if the event location had to be partially or fully evacuated. Consider:	
Fire Risk Assessment completed and added to this plan	
Who will make the decision to evacuate the public from the event location?	
Who will co-ordinate the evacuation (be in charge)?	
How will the event staff/marshals be informed and briefed of the situation?	
Do the event staff/marshals have specific tasks in the event of an evacuation?	
Which exits will the public be directed	

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to?	
3.8 Evacuation Plan - Continued	
Describe the actions to be taken if the event location had to be partially or fully evacuated. Consider:	
Where will the public be evacuated?	
Who will inform the emergency services?	
Who will direct the emergency services when they arrive at the event location?	
Note: If your event is a linear type event i.e. sponsored walk, rally, etc. you will also need to consider:	
If required how do you stop the event?	
How do you inform the safety staff?	
How do you collect and account for the participants?	
Where do you evacuate the participants?	
You will probably need to add pages to the back of this plan to accommodate the answers to the questions above.	
3.9 Traffic Management Plan	
Consider car park locations	
Entry & exits	
Routes to the car parks and any signage	
Speed limits on the event site	
Any shuttle services between car parks and the event site	
Ensure the emergency services have unhindered access into	

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the event location

3.10 First Aid Services

Who is providing the First Aid cover?

Where is the first aid located

Is it accessible to ambulances

Consider communications links to the event control/organisers

3.11 Media. If there was an incident at the event that attracted media interest, Consider:

Who would speak to the media and where would this take place?

3.11 Winding Down the Event

Who declares the event over?

Who are the team designated to walk down the site and declare it clear?

Who are the rubbish removal company?

Is there a reinstatement or dilapidation agreement?

Final review of the event planned for date:

PART 8 Related Policies

8.1 ABC Company Environmental Policy Statement

ABC Company will seek to promote the conservation and sustainable use of natural resources and to minimise environmental pollution in all their activities and, where possible, by its influence over others. The objective will be to minimise the environmental impact of all operations.

Consideration will be given to substitution of polluting substances with "greener" alternatives wherever possible. Steps will be taken to minimise smoke, dust, noise, and vibration nuisance - the potential for which will be identified during the assessment process.

All waste disposals shall be carried out by registered carriers and removed to registered disposal sites. Documentation shall be held to demonstrate compliance with this. Wherever possible waste shall be recycled, reclaimed or reused.

Liquid pollutants will not be allowed to enter watercourses. All liquid storage will be bunded wherever there is a risk.

This policy will be enforced by managerial vigilance and shall be subject to regular auditing and review.

PRELIMINARY

8.2 ABC Company Equality Policy

ABC Company are an equal opportunities Employer & thus, as laid out in this policy, seek to comply with all legal regulations & directives with regard to dealing with individuals or groups in a fair & legal way.

It is the policy of ABC Company to deal (employ, pay, consult, interview, speak to, and write to etc.) with any person/s equally & with dignity Regardless of disposition:

- Gender
- Race
- Colour
- Creed (Religious Persuasion)
- Nationality
- Disability or Physical Impairment
- Financial Status

ABC Company, its Management and Staff must uphold & comply with this policy. Failure to comply with this policy could result in immediate disciplinary action & possible dismissal.

Should any person cause harm, harass, sexually harass or disadvantage any of the above because of their disposition, that person/s will be reported to the Authorities & will be dealt with on a legal basis.

It is the overall policy of this company to practice equality & to be fair to all.

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