

DBS Safety Statement

Version 1.0 September 2023



Title Date

Author Facilities Team 28/8/23

Owner Facilities Manager 28/8/23

Effective Date:	26/9/23
Review Date:	26/9/24

DOCUMENT CHANGE HISTORY

This is version 1.0 of the Safety Statement. This document is subject to revision, and maintained electronically. Electronic copies are version controlled. Printed or downloaded copies are not subject to this control.

Version	Date	Description of change	Completed by



1. OVERVIEW

TO EACH EMPLOYEE, STUDENT, CONTRACTOR & VISITOR

This Document sets out the Safety Policy of DBS and specifies the means provided to achieve that policy. Our objective is to endeavour to provide a safe and healthy work environment for all our employees and to meet our duties to Students, Contractors & Visitors who may be affected by our operations. We also endeavour as far as reasonably possible to prevent any improper conduct or behaviour likely to put the safety, health & welfare of employees at risk.

The success of the policy will depend on your cooperation. It is, therefore, important that you read the document carefully and understand your role and the overall arrangements for health and safety at DBS.

2. POLICY STATEMENT

DBS commits to comply with the current legislation under the Safety Health and Welfare at Work act 2005. It will be reviewed annually by the Facilities Manager and Committee Representatives and amended in accordance with any changes made to the act. This policy intends to provide adequate resources to achieve a safe working environment and conduct Risk Assessments in all areas of our business. We will specify and identify persons within the organisation who are responsible along with the duties of the company under the General Principles of Prevention.

- The avoidance of risks.
- The evaluation of unavoidable risks.
- The combating of risks at source.
- The adaption of work to the individual, especially as regards the design of places of work, the choice of work equipment and the choice of systems of work, with a view, in particular, to alleviating monotonous work and work at a predetermined work rate and to reducing the effect of this work on health.
- The adaption of the place of work to technical progress.
- The replacement of dangerous articles, substances or systems of work by safe or less dangerous articles, substances or systems of work.
- The giving of priority to collective protective measures over individual protective measures.
- The development of an adequate prevention policy in relation to safety, health and welfare at work, which takes account of technology, organisation of work, working conditions, social factors and the influence of factors related to the working environment.
- The giving of appropriate training and instructions to employees.



2.1 RESPONSIBILITIES

The overall responsibility for implementing Health & Safety in DBS lies with the Facilities Manager (Tony Kenny).

The Facilities Manager along with the Facilities Team & Security Personnel will have the day-to-day responsibility, inclusive of controlling and monitoring contractors.

DBS is a member of IBEC & NISO who provide professional advice on all matters of Occupational Health & Safety.

All managers and employees within the organisation must adhere to the conditions laid out in this statement with regard to the operation of the business within their own area.

Organisational Chart

Head Office – Policy and Strategy
Senior Management - Management of systems
Line Management – Day-to-day direct management of operations
Employees – Co-operation with standards and systems

Board

A. Conlan-Trant, R. Dupont (SG), P. Houllion (UK), A. O'Sullivan, L. Nelson (UK), R.Thorn

Senior Management

Andrew Conlan-Trant, Cliona O'Beirne, Dee Roche, Lori Johnston, Tony Murphy, Emma Balfe, Darragh Breathnach, Eddie Ormonde, Shane Mooney, Julie Sharp

Facilities Manager

Tony Kenny

Facilities Team

Jamie Mullen -Richard Uzell

Health & Safety Committee

Tony Kenny – Sarah Sharkey – Kesya Rodrigues – Adam Crowther- Hamza Razaq - Katie Ryan



2.1 RISK ASSESSMENT

The Facilities Manager along with the Facilities Team will be responsible for carrying out Risk Assessments, in conjunction with the HR department and line managers as required. Where necessary, the company will make use of competent consultants and bodies with special skills and services to augment the internal audits.

The process will be to identify hazards, evaluate risk, take control of risk and monitor corrective action.

The Safety Auditors will concern themselves with all aspects of our operations and will take account of the following potential hazards.

The Facilities Manager will collate and maintain records of completed Risk Assessments.

- Identify gaps where Risk Assessments have not been completed.
- Provide assistance to Managers to complete assessments.
- Ensure appropriate training is provided for assessments as necessary.

2.2 SPECIFIC RISK ASSESSMENTS

Occupational Hazards Identified	Current Control/Preventative Measures	
Legionella Infectious bacteria found in water supply Risk Category Medium	 Annual disinfection of water holding tanks Warning signs displayed above sinks in toilets notifying users not to drink the tap water 	
Manual Handling Lifting and moving stock may cause back injury or muscular strain.	 Avoid or reduce by mechanical means e.g. hoists, scissor tables, pallet trucks etc. Provide proper safety ladders and training on their use. 	



Avoid lifting items that are too heavy use trolleys, lifts or external specialists for moving heavy items **Risk Category Medium** Train staff in proper lifting techniques. **Hazardous Substances** Store all hazardous chemicals in original Some items of stock and chemicals used for containers. cleaning can be harmful. Provide staff with training, gloves etc. to enable cleaning chemicals to be used Reduce substitute for a less harmful substance where possible - this should Medium **Risk Category** be first control measure Reduce amounts of chemical held in storage Keep all escape routes and fire exits clear, and make regular checks **Fire** Smoke inhalation, respiratory damage, serious Evacuation procedures posted burns, death & property damage Ensure adequate means of detection and fire fighting equipment and regular maintenance Complete Fire Drills Bi-annually **Appoint Marshalls Emergency lighting tested** Qualified Electrician used at all times **Risk Category** Medium Gas boiler serviced regularly Slips, Trips and Falls Uneven, slippery or obstructed floor surfaces Keep passageways, delivery areas and and trailing cables may lead to accidents and stairs clear. injury. Clear up spillages immediately and display warnings on wet surfaces. **Risk Category** Medium Fasten cables securely to the floor or re-route overhead if possible. **General Access/Egress** Mark or highlight glass door surfaces Glass doors, particularly automatic doors, can trap or injure customers. and post warnings if doors revolve or are automatic. One way system **Risk Category Medium** Separate goods entrance



	 Goods vehicles with reverse audible alarms/sirens
Roof Access Working on antennas & roof repairs Risk Category Medium	 Harnesses must be worn Training on equipment provided Testing of equipment annually
Display Screen Equipment Eyestrain, photosensitive epilepsy, stress Risk Category Medium	 Assess & reduce risks Plan work so there are short breaks Inform & train users Provide eyesight test & glasses
Pregnant Employees Risk Category Medium	 Assess movement & postures Manual Handling Ionising radiation Biological Hazards
Violence to Staff Robbery of goods or cash may place staff at risk of violence. Risk Category Medium	 Consider the use of C.C.T.V., panic alarms and other security measures. Lone working issues Varying time of cash collection and Bank deposits

2.3 COVID-19 (CORONAVIRUS) HEALTH & SAFETY PROCEDURES



Occupational Hazards Identified Current Control /Preventive Measures Respiratory Hygiene • Masks are provided in each Lecture room. Notices are in place to remind all persons to catch coughs and sneezes in tissues & avoid touching face, eyes, nose or mouth with unclean hands. • Facilities for Hand washing with soap and Hand Washing/Sanitising water are available. • Gel sanitisers are provided in any areas where washing facilities not readily available Notices are in place to remind all persons that best practice is to wash their hands for 20 seconds with soap and water. Cleaning Housekeepers frequently clean/disinfect objects and surfaces that are touched regularly particularly in areas of high use such as door handles, light switches, reception area using appropriate cleaning products and methods. • A recorded monthly Audit is carried out by the Cleaning Contractor Supervisor for each site. • Tubs of Antibacterial wipes are provided in each Lecture room for general use by Lecturers or Students. Staff are also provided with wipes for cleaning down workstations as required. • Antigen Test Kits are readily available to **Antigen Tests** Students at the Reception AS & Main entrance CH.



Covid Notices A Do Not Enter Notice is posted on the Main Entrance Doors to each Building **Wearing of Gloves** Where Risk Assessment identifies wearing of gloves as a requirement of the job, an adequate supply of these will be provided. Staff will be instructed on how to remove gloves carefully to reduce contamination and how to dispose of them safely. Departments that require gloves are Reception - Facilities - IT - Library -Canteen **Ventilation and Air Conditioning** Cross-ventilation is a good option for window ventilation as it facilitates the quick exchange of room air for fresh air through widely opened windows opposite to each other, where possible. • Propping open internal doors may increase air movement and ventilation rate • Airing rooms as frequently as you can

2.4 GENERAL ARRANGEMENTS

RiskCategory

improve ventilation. Open all the doors and

windows fully to maximise the ventilation in a room. This may be best done when the

Air Purifying units are installed in all PC

room or area is unoccupied.

Labs



The consultation with employees takes place at induction and forms part of the HR staff induction plan. All new staff are briefed on Safety, Health & Welfare matters that apply to their employment as

The Safety Representatives are members of the Safety Committee and are listed in the organisational chart in section (2) above.

Main Functions of Committee:

well as the responsibilities of their employer.

- To monitor and review the practical implementation of new legislative requirements.
- To review unsafe work practices in the College.
- To make suggestions on methods of improving the health and safety of all employees, students etc.
- To discuss issues recorded on submitted incident report forms, ensuring appropriate follow up action has taken place.
- To provide assistance to College Management in the formulation of safety policies and procedures.
- To assist in conducting safety audits.
- To make submissions and requests to management on Health and Safety matters that affect employees.

Safe Systems of Work

The Facilities Manager retains records of inspections and statutory inspections of plant and equipment. This includes checks to fire detection, alarm systems, firefighting equipment, emergency lights & exit signs.

It is the policy of DBS to ensure that tasks are within the competence and capacity of the employee. The systems of work will be designed with that purpose in mind. It is the policy of DBS when purchasing new equipment, altering existing equipment or changing a system of work, to study such proposed purchases or changes to ensure so far as is reasonably practicable, that they are without significant hazard.

Systems of work include all normal (production) work, maintenance work and work by contractors on site. They include consideration for the safety and health of visitors / the general public.

Specific training requirements identified are:

Manual Handling



- Safe Access System (Roof)
- First Aid
- Safety Representatives
- Safety Officer & Coordinator

First Aid

DBS Staff are trained by the Order of Malta on certificate courses with follow up refresher courses as required.

DBS First Aiders 2023

Lecturer	Aungier Street
Library	Aungier Street
Library	Aungier Street
Library	Aungier Street
Library	Aungier Street
Reception	Aungier Street
Student Services	Castle House
IT Dept.	Castle House
IT Dept.	Castle House
Print Room	Castle House
Academic Ops	Castle House
Academic Programmes	Castle House
Lecturer	Castle House
Lecturer	Castle House
Reception	Castle House
	Library Library Library Library Library Reception Student Services IT Dept. IT Dept. Print Room Academic Ops Academic Programmes Lecturer Lecturer

2 x on site Top Security Guards – Castle House & Aungier Street

Stocking of First Aid Boxes

Person(s) responsible are:

- Facilities Department Richard Uzell
- Reception Manager
- Student Services Adam Crowther

Contents & quantity of items are procured by the Safety Officer (Tony Kenny), see Appendix 1

Life support equipment



The Automated External Defibrillators are located in the Student Services office in Castle House and can be transported to sporting events as required.

There is also an AED located in the Library in Aungier Street.

Health Surveillance

Where health risks due to atmospheric contaminants or the use of hazardous substances or processes arise, it is the policy of DBS to seek suitable occupational medical advice. All employees are expected to co-operate with these arrangements.

The precaution taken may include:

- Special atmospheric monitoring
- Noise or vibration assessment
- Medical examination of employees
- Occupational health training by medical personnel
- Specialist advice on reorganisation or substitution
- HSE are notified of any Pandemics that are active within the College population

Emergency Procedures

Evacuation procedures

o The Safety Officer role is to arrange & monitor evacuations and check that all staff are familiar with the drill, and a record is kept of same.

Fire Safety

- o Fire Registers are located in the Facilities Office for all DBS sites.
- Fire Evacuation procedures are issued to all Staff by email on regular intervals (Appendix 1).
- o Fire safety notices are posted at all sites and are located at fire equipment points. These notices detail what to do in the event of alarm activation & where to assemble (Appendix 3).
- o All Fire Extinguishers are wall mounted and located at clearly marked Fire points.
- o An approved maintenance provider checks each unit annually.
- o Fire exit doors are clearly marked by signs and with emergency lighting.
- o Emergency & Fire Safety Contact numbers (Appendix 4).



- Emergencies other than fire identified situations other than Fire that could force evacuation, partial evacuation or other emergency action to be undertaken.
 - o Bomb Threat The following action should be taken in the event of a bomb threat:
 - 1 If the threat is internal i.e. Package
 - Immediate evacuation will take place and all personnel should leave the building by their nearest escape route. This will be followed by a search of the buildings.
 - 2 If the threat is external i.e. Vehicle
 - All staff should assemble in an area within the building, away from glass for safety.
 - Full Evacuation will only take place on the instruction of the Security Services.

Accident Investigation

The Facilities Manager investigates all accidents and near misses and makes reports to HSA as required.

All incidents must be noted in the accident register located in the Facilities Office. All employees are obliged to co-operate with such investigations and to provide any information, which may be useful in establishing the circumstances surrounding the accident.

Accident Report form (Appendix 5)

Contractors - Procedures for Contractors Coming on Site

The Facilities Manager checks contractors' insurances in advance.

The following general rules apply:

- o All Contractors must abide by the Safety, Health and Welfare at Work Act, 2005 and all safety regulations:
- o All materials used must be pre-approved.
- o A Safety Statement from a contractor must be available upon request.
- o A Hot work Permit must be completed and signed in advance (Appendix 6)
- o Contractors must sign in & out visitor's books on arrival to each site.



Employee Cooperation

Safety Health and Welfare at Work Act (2005) – General Duties of Employees

- 1. It shall be the duty of every employee while at work to:
 - a. Take reasonable care for their own safety, health and welfare and that of any other person who may be affected by their acts or omissions while at work;
 - b. To cooperate with their employee and any other person to such extent as will enable their employer and any other person to comply with any of the relevant statutory provisions;
 - c. To use in such manner so as to provide the protection intended, any suitable appliance, protective clothing, convenience, equipment or other means or thing provided (whether for their use alone or for use by them in common with others) for securing their safety, health or welfare while at work;
 - d. To report to their employer or their immediate supervisor, without unreasonable delay, any defects in plant, equipment, place of work, or system of work, that may endanger safety, health or welfare, of which he becomes aware.
 - e. To report all accidents in the workplace to their employer, who will then record all of the details of the incident.
 - f. To ensure that good housekeeping is employed on a daily basis.
- 2. No person shall intentionally or recklessly interfere with or misuse any appliance, protective clothing, convenience, equipment or other means or thing provided in pursuance of any of the relevant.
- 3. Statutory provisions or otherwise, for securing the safety, health or welfare of persons arising out of work activities.

Disciplinary Action

Where advice and persuasion fail to achieve compliance with Safety and Health Rules it is the policy of DBS to pursue the matter through the disciplinary procedure.

Pregnant Employees

The HR Department will carry out a risk assessment for all pregnant employees in line with the checklist form supplied by Kaplan.

Any risks identified will be removed or the employee moved away from them.



Bullying in the workplace

All reports of bullying in the workplace will be dealt with in line with the company grievance procedures.

Health & Safety of young people

A separate risk assessment will be carried out where people under the age of 18 years of age are employed to work in the college. Special consideration will be given to factors such as lack of experience etc.

Persons with disabilities

All appropriate safeguards will be taken by the college to protect the safety, health & welfare of members of staff with disabilities. These will include access and egress, sanitary provisions and work locations used directly by staff with disabilities.

Smoking Policy

DBS operates a no smoking policy in all of its buildings, this includes E-Cigarettes.

Monitoring and Review

The Facilities Team carry out daily inspections of the buildings and report all issues to be addressed to the Facilities Manager. All Risk Assessments will be reviewed at regular intervals to ensure it remains up to date. It will be revised whenever significant changes occur within the organisation or as a result of the findings of accident or near miss investigation.



3. ADDITIONAL DOCUMENTS

3.1 APPENDIX 1 – Contents of First Aid Boxes

Item	No.
First Aid Guidance Leaflet	1
Assorted Plasters	50
Medium sterile dressings	6
Large sterile dressings	2
No. 3 dressings	3
Safety pins	12
Alcohol-free wipes	20
Eye pads	2
Micro porous tape	1
Sterile eyewash 500ml	2
Disposable gloves (pairs)	4
Safety Pins	12
Clinical waste bags	3
Disposable Poly Aprons	4
Emergency foil blanket	1
Scissors	1
Resusciade	1
Wipes	10
Accident report book	1



3.2 APPENDIX 2 – Fire Safety & Evacuation Procedures for all DBS Sites

On hearing the Fire Alarm sound, your initial reaction must be that this is a real situation and evacuate immediately. All accidental activations of the alarm or prearranged Fire Drills should be treated as an opportunity to practice our evacuation procedures.

Target time for clearing everyone from each building is under five minutes. Anything over this time in a real situation will put people's Health & Safety at risk. All Staff must accept a personal responsibility to familiarise themselves with, what it is you are required to do in the event of the alarm sounding.

In preparation for this event, please take the following steps.

- o Stop the class
- o Ask all to remain calm
- o Indicate the nearest Fire Exit
- o Ensure the Students leave the room and evacuate
- o Then leave the room and evacuate yourself

Because of the number of buildings we operate from and the various locations of our staff, it is not possible to employ Marshalls to every floor. It is essential that the Lecturers on duty in classrooms take on the responsibility of directing Students to the nearest exits, quickly and calmly.

Importantly also is when you reach the outside, move Students away from the exits to Assembly Areas so as to speed up the evacuation from the buildings.

The following is a list of our buildings identifying the Assembly areas:

Aungier Street Building

Location	Evacuation Marshalls	Assembly Area
3 rd Floor	Lecturers on Duty	
2 nd Floor	Library Staff	Bow Lane East
1 st Floor	Lecturers on Duty	
Ground Floor	Reception and Security Staff	
Basement	Café Staff	



Bow Lane Building

Location	Evacuation Marshalls Assembly Area	
3 rd Floor	Lecturers on Duty	
2 nd Floor	Lecturers on Duty	Rear of Aungier Street Building
1 st Floor	Lecturers on Duty	
Ground Floor	Lecturers on Duty	

Castle House Building

Location	Evacuation Marshalls	Assembly Area
5 th Floor	Facilities Staff	
4 th Floor	Student Services & Lecturers on Duty Rear of Castle House B	
3 rd Floor	Lecturers on Duty	
2 nd Floor	Reception and Lecturers on Duty	
Ground Floor	Security Staff	
Basement	Café Staff	

No one is allowed to re-enter any of the buildings until told to do so by the Facilities Department, Security, Management or a representative from the Fire Brigade. In a real situation we need to notify the Fire Brigade on their arrival that the building is clear or that people with disabilities have been left in defined refuge areas.

All Lecturers should point out, at the beginning of each course or lecture, the nearest Fire Exits available to their Students.



3.3 APPENDIX 3 - Fire Action

IF YOU DISCOVER A FIRE:

- A. Sound the alarm
- B. Dial 999 or contact Reception to call fire brigade
- C. If possible tackle the fire using appliances provided but do not endanger yourself or others in doing so.

IF YOU HEAR THE FIRE ALARM:

- A. Leave the building at the nearest available exit.
- B. Close doors behind you.
- C. Report to the person in charge of the assembly point at:

DO NOT:

- A. Stop to collect personal belongings.
- B. Use the lift.
- C. Re-enter the building for any reason unless authorised to do so.
- D. Take risks

3.4 APPENDIX 4 - Emergency Numbers

Local Medical Centre: 01- 400 5708

Fire /Ambulance /Garda: 999

Electrical Supply: **1850 37 29 99**Gas Supply: **1850 20 50 50**

Fire Safety Contractors

Fire alarm system: Fire Technology Ireland **01-858 0967**Fire fighting Equipment: Aqua Fire Prevention **01-452 7016**



3.5 APPENDIX 5 - Accident/Incident Report Form

<u> Accident – Incident Report Form</u>

All incidents resulting in personal injury, a dangerous occurrence, damage to property or a near miss which could have resulted in injury must be reported within 24 hours, by completing this form and returning to the Facilities office.

Report Completed b	y:			
Date:				
Date of Incident	Time	Building	Exact Location	
Name of injured Part				
Occupation				
Staff/Student/Other_ Facility				
First Aid Treatment Y Referred to Doctor Y,	•			
Doctors Name & Address				
Work/Taken to Hosp By	·			
Admitted or Discharg Witness to the incide	ged. Specify			
Name				



Give Details: Address
Reported By Phone No
Department/Address
Describe the nature and extent of injuries suffered
Describe the circumstances of the accident/incident
What was the person doing at the time of the incident
Other Activity, Describe:
Protective clothing worn at the time of the incident?
Was any machinery or vehicle involved? Y/N Phone No
Comments or Additional Information
Signed on behalf of Facilities Safety Officer:
Date Recorded.

3.6 APPENDIX 6 – Hot Work Application and Permit



A hot work permit is required in advance of any work requiring heat or open flame to be completed within a facility owned, leased or managed by DBS. Hot work procedures include welding, torch cutting, grinding, brazing, flame soldering, thawing pipes with torches, and other work where there is potential for fire. If you are requesting this permit, you should be working from either a work order, purchase order, departmental order or a signed contract. Do not proceed with work if an order or contract has not been issued.

Requestor: (check 1) Employee __ Contractor/Vendor __

· · · · · · · · · · · · · · · · · · ·	_
Name of Requestor:	Name of Company
Phone: Pager: Cell #	
	Address (if external)
	Address
Description of Hot Work to be Performed (be	specific):
Location of Work:	
Bldg	oor Room/Area
Start: DayDate:Time:AM AM PM	
This section is to be completed by DBS Facilitie	
"NA")	
 Fire system is operational. Floors and surfaces clean of combustibles Combustibles and flammable liquids prote 	



 Fireproof tarpaulins suspended beneath work to collect sparks and protect pedestrians. For wall or ceiling work, combustibles moved away from the opposite side. For equipment work, equipment cleaned of all combustibles. For equipment work, there is adequate air flow through equipment. I have verified with Purchasing that a current certificate of insurance is on file for this vendor. I have notified the operator to contact me immediately upon completion of this job. Yes No A fire watch is required. (A fire watch is required when the type of work or the work area indicates such a precaution would be prudent and reasonable to protect life and property from fire.)
There is a mandatory, constant one hour fire watch after completion of the hot works. In addition where smoke detection is not present and active, there should be a further three hour fire monitoring period. Only once the fire watch and monitoring periods have been completed, should the permit be signed off and cancelled.
All hot work operations must be conducted between the hours of 8:30AM – 4:00PM Weekdays. Any hot work outside of these times will require a manned fire watch. The fire watch person maintains vigilance, looking for the presence of fire or hazardous conditions within the hot work area. After the work is complete, the fire watch will re-inspect the area to make it fire safe. Fire watch personnel should be trained in the use of ABC type fire extinguishers, familiar with the facility and/or equipment, know the procedure for sounding fire alarms, notifying building occupants in case of fire, and notifying the fire department (9-999). If a fire should occur, the fire watch should attempt to extinguish or smother the fire using the extinguisher and/or fire tarp at the work site.)
I have personally examined the proposed hot work area and reviewed this request. I certify that the checked precautions have been taken or will be taken prior to the start of hot work for this job unless I have noted otherwise below. If a fire watch is not required, I will ensure that the work site operator has access to fire equipment and is aware of DBS safety protocol.
Comments:
Signature of Facilities Coordinator: Date:



Hot Work Permit Approved:
Facilities Manager or Safety and Risk Manager
Date
Final Re-Inspection by Facilities Coordinator or Fire Watch Employee
Within one hour after the hot work was completed, I re-inspected the area including adjacent areas to which sparks and heat may have spread and found the area to be fire safe.
Signature :
Printed Name:
Date: