

PHASE

1



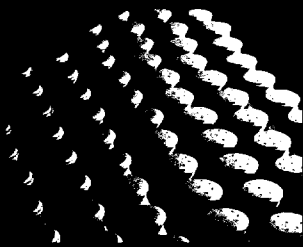
GOOD HEALTH IS
GOOD BUSINESS

AN EMPLOYER'S
GUIDE TO GOOD
HEALTH IS GOOD
BUSINESS



HSE
Health & Safety
Executive

This document
contains **32** pages





Welcome to the Health and Safety Executive's largest ever campaign: *Good Health is Good Business*. Put simply, it is a campaign to stop people being made ill by their work. As a manager you have responsibilities to manage your activities to prevent work-related ill health, and it is HSE's responsibility to help you do this. As well as avoiding the unnecessary illness and suffering that work can cause, *Good Health is Good Business* will help you make improvements that can benefit your business in other ways.

There are a wide range of workplace health risks, as this pack explains, and they can all be managed in a similar way. To help show this, the first year of *Good Health is Good Business* focuses on three very common risks: noise, musculoskeletal risks and respiratory sensitisers. Whether or not these are specific problems in your workplace, I would urge you to use the campaign to your advantage.

You can take part in HSE's campaign by reading this booklet, getting more information, and taking action. This booklet will tell you what you need to start with. During the campaign we will be running seminars and workshops to help you at sector, regional and national levels. Look out for adverts and articles in the press.

Remember, good health means good business for your business.

FRANK J DAVIES CBE OStJ

Chairman, Health and Safety Commission

MAKE HEALTH YOUR BUSINESS

A new video free from HSE

The Health and Safety Executive (HSE) has produced a promotional video to support the *Good Health is Good Business* campaign. The video features Sir John Harvey-Jones and shows how occupational health risks have been managed in a number of different companies in a range of industries.

The measures needed to control health risks can often be simple and inexpensive. The video describes how workplace health risks can be identified and controlled by following a simple four-stage approach:

- check the workplace
- decide what to do
- take action
- monitor the situation

To receive your free copy of the HSE video *Make health your business* complete the European Week registration form in the centre pages of this booklet and return to CFL Vision, PO Box 35,



Wetherby LS23 7EX. The free offer is only open for a limited period and is restricted to one video per order.

“Everything in business depends on your people. If you look after your people there's a sporting chance they'll look after you.”

HEALTH RISK MANAGEMENT

.....

Preventing work-related illness

Every year, a staggering 2.2 million people suffer from ill health caused or made worse by work. 13 million working days are lost as people take time off because work has made them ill.

So, no matter what business you are in, work-related illness should concern you as a manager. It can occur in any size of company - even the smallest. Indeed, the smaller your company the greater the impact will be if your staff are made ill. Work-related illness can also take many different forms.

The problems may go unnoticed, slowly getting worse over time until the illness caused becomes permanent and possibly disabling. In some instances problems can even lead to death.

This unnecessary effect on employees' health costs British

industry several hundred million pounds every year. Do you know what work-related illness costs you in sickness absence; lost production; retraining; administration; or increased insurance premiums, to name but a few? But both the pain and suffering and financial losses can be avoided by companies who understand the causes of work-related ill health and take steps to manage and prevent it.

The Health and Safety Executive is running a major campaign to help you as a manager manage the health risks in your workplace. This guide introduces health risk management and points you in the direction of further help and advice. Managing health risks need not be difficult or costly - you can do it - and you will be taking part in the HSE campaign.

Prevent ill health caused by work today and start protecting your staff and your profits.

WHAT IS WORK-RELATED ILLNESS?

Work-related ill health, also known as occupational ill health, describes any illness an employee suffers because of the hazards they've been exposed to at work. Work-related illness is often viewed as the domain of specialists. Actually it is your responsibility as an employer to manage your activities and stop your employees being made ill by their work.

As can be seen from the examples in the chart opposite, there are a wide range of health risks capable of causing a variety of illnesses. This list is not exhaustive - if you don't recognise a risk it doesn't mean your staff are safe. You can use this list to start thinking about the types of problems you might find in your workplace. Remember - even smaller businesses such as garages, hairdressers and farms are at risk.





HEALTH RISK

ILL-HEALTH EFFECTS

Handling heavy or awkward loads.
Poor work postures; repetitive or forceful movements; a combination - eg repetitive assembly and inspection work.

Musculoskeletal disorders - eg bad backs; pains, strains and sprains; 'RSI'; upper limb disorders.

Breathing in and handling hazardous substances - eg asbestos; solvents; isocyanates, wood, grain and silica dust; sheep dips; other chemicals.

Cancer; asthma; bronchitis; fibrosis; poisoning; dermatitis; burns.

High noise levels - eg from noisy tools and machinery.

Deafness; tinnitus.

Vibration - eg from hand-held tools; regularly driving vehicles.

Vibration white finger with pain in fingers and loss of grip; low back pain from whole body vibration.

Exposure to radiations - eg from x-ray work; ultraviolet radiation from prolonged outdoor work; infra-red; lasers.

Burns; skin complaints; eye damage; cancer.

Exposure to biological agents - viruses, bacteria, fungi and parasites - eg in health care, agricultural and laboratory work.

Mild sickness to serious diseases - eg orf; hepatitis B; legionnaires' disease.

Stressors - eg excessive workload or work pace; conflicting priorities.

Can contribute to high blood pressure; heart disease; depression.

MANAGING THE HEALTH RISKS

.....

Whatever the health risk, the way to prevent ill health is the same - good management. Health risk management is about identifying and controlling risks before they cause problems and lead to losses. The stages are outlined below:

1 FIND OUT IF YOU HAVE A PROBLEM

- Take a fresh look at your workplace to find out what hazards your employees face. Watch them at work - look at how they work and what they work with.
- Talk to your staff, find out if their work is affecting their health - remember, even trivial complaints can become major problems.
- Look at your sickness absence records for clues.
- Get advice from suppliers on working with their materials. Look at the hazard information on safety data sheets and manufacturers' and suppliers' guidance. Remember - not all hazards to health are obvious.

2 DECIDE WHAT ACTION TO TAKE

- Look at the hazards and decide who might be at risk and how: carry out a risk assessment.
- Decide whether existing precautions are adequate - should more be done?
- Identify what steps need to be taken to remove or control the risks.
- Decide which health risks should be given priority for action.

3 TAKE ACTION

- Make the improvements you decide are necessary.

4 CHECK WHAT YOU HAVE DONE

- Check that any targets you set to reduce health risks have been reached.
- Make sure control measures, eg ventilating plant, automated manual handling equipment, are maintained and working properly.
- Check sickness absence records for improvements and discuss the changes with your employees.
- Ensure personal protective equipment is used properly and maintained in good working order.

Of course, good management is an ongoing process. You will need to revisit these steps when you make changes in your workplace, for example when considering new equipment or processes. Good health risk management will anticipate problems rather than deal with them after you have made an investment and find your staff becoming ill.



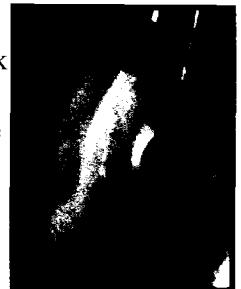
CASE STUDIES

In one Midlands factory, excess material from a component casting process was removed using a large pedestal grinder. The operator had to hold each component firmly and then push it against the grinder and its support. Vibration to the hands was extremely hazardous, mainly because the support was poorly built. A new support was constructed which brought the amount of vibration well within acceptable levels.



By reviewing their use of chemicals a fish processing company helped safeguard their workers' health and made cost savings at the same time. Following the Control of Substances Hazardous to Health (COSHH) Regulations, they stopped using chemicals that weren't essential to the processing, and found less hazardous alternatives to replace others. They not only reduced the risk of ill health, but saved money and storage space by using a smaller range of chemicals.

A company with loud machines wanted to reduce noise levels to below 90dBA as required by the Noise at Work Regulations. The workforce played a major part in the design and development of noise enclosures which were fitted around noisy machines. The noise levels were checked to see if the target had been reached - it had. The workforce felt that management had demonstrated they were serious about improving working conditions.



CASE STUDIES

.....

In one Midlands factory, excess material from a component casting process was removed using a large pedestal grinder. The operator had to hold each component firmly and then push it against the grinder and its support. Vibration to the hands was extremely hazardous, mainly because the support was poorly built. A new support was constructed which brought the amount of vibration well within acceptable levels.



By reviewing their use of chemicals, a fish processing company helped safeguard their workers' health and made cost savings at the same time. Following the Control of Substances Hazardous to Health (COSHH) Regulations, they stopped using chemicals that weren't essential to the processing, and found less hazardous alternatives to replace others. They not only reduced the risk of ill health, but saved money and storage space by using a smaller range of chemicals.

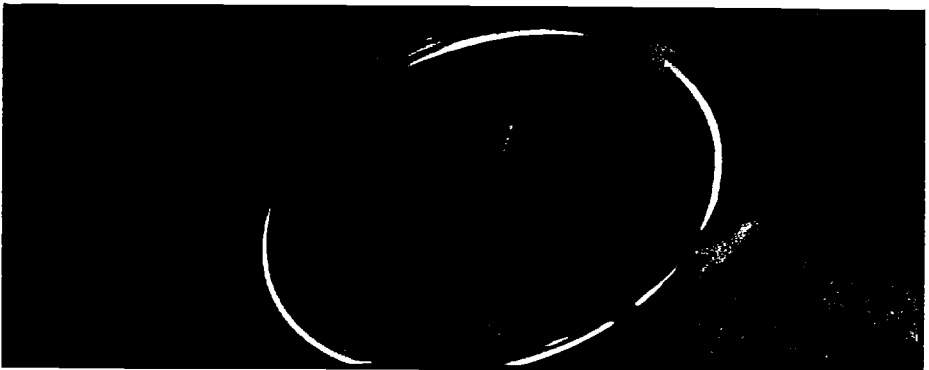
A company with loud machines wanted to reduce noise levels to below 90dBA as required by the Noise at Work Regulations. The workforce played a major part in the design and development of noise enclosures which were fitted around noisy machines. The noise levels were checked to see if the target had been reached - it had. The workforce felt that management had demonstrated they were serious about improving working conditions.



Operators assembling transmission housings for helicopters used a ratchet spanner to screw in steel pegs. Several operators reported elbow and upper arm pain. The task involved a lot of forceful, awkward and repetitive movements, which could have lead to serious upper limb disorders.

The company introduced pneumatic nut runners costing about £130. These screwed in the pegs with a simple squeeze of the trigger. As well as reducing the reports of pain and stopping the problems worsening, the company found the unit assembly time nearly halved, and the product quality improved.

A company installed ventilation equipment to control the dust made when weighing out powdered chemicals. To make sure the equipment was effectively reducing dust levels, the air flow rates of the ventilation equipment and airborne levels of the chemicals handled were routinely measured. A fall in air flow rates or high levels of dust triggered an investigation to find out why the control equipment was not working properly.



EUROPEAN WEEK FOR SAFETY, HYGIENE AND HEALTH AT WORK

7 - 13 OCTOBER 1996

*A campaign to improve the management of safety
and health at the workplace*

The European Union has decided to organise the first 'European Week for Safety, Hygiene and Health at Work' from 7 - 13 October 1996.

Why?

The principal aims of the Week are to emphasise the economic as well as the social importance of high standards of health and safety at work, and to:

- raise awareness among workers and employers about hazards in the workplace
- encourage the effective management of safety and health
- promote actions to tackle specific problems and reduce risks
- promote all the Community measures in this field

Who can get involved?

All types of organisations are invited to participate in the Week but the priority is to involve and encourage small and medium-sized enterprises to take part.

What is being organised?

The European Union is planning activities during 1996 to promote, improve knowledge and enhance measures in the field of safety, hygiene and health at work.

The Week's activities will support the 1996 European Year of Lifelong Learning. Special emphasis will be placed on training and information activities, including those which lead to greater collaboration between the worlds of education, training and business.



What is being planned?

The activities of the Week will be for individuals to decide based on their priorities. The involvement and active participation of workplaces - managers and employees - is crucial to the success of the Week. This might include:

- safety and health audits
- risk assessment audits
- seminars and workshops
- information and training sessions
- company open days with health and safety as the theme
- mentor schemes for small businesses
- special supplements or features in magazines
- education and training packs
- new publications or guides
- exhibitions and displays
- hazard spotting in the workplace
- media opportunities on radio and TV, and in the press
- staff suggestions schemes
- competitions
- questionnaires and surveys

At Community level it is proposed to organise a number of conferences and competitions, and to make available reference and information documents.

What do I do next?

Complete the European Week form in the centre pages and return it to:

CFL Vision
PO Box 35
Wetherby LS23 7EX

This will register your interest and ensure that you receive further information. You will be sent a free copy of the video *Make health your business* featuring Sir John Harvey-Jones, and you will receive more information about the Week later in the year.

The Week is important. Good health and safety management benefits both business and the workforce. Please think about what you are doing already and what more you could do to improve the health and safety in your business.



ACTION IN THE WORKPLACE

What action?

If you are an Employer

- ask a senior manager to be responsible for taking specific initiatives during the Week
- use the Week to reinforce the message to managers that they have to manage health and safety
- use the Week to do things you've wanted to do but haven't got round to
- arrange a health and safety open day
- publicise the Week and what you are doing in your company magazine or trade press
- describe your response to the European Week in your company Annual Report

If you are a Trade Association

- consider a special health and safety initiative for the business you represent
- organise inter-company competitions
- publicise the Week in your magazine and carry reports of successful initiatives

If you are a Trade Unionist

- arrange with management to carry out your workplace inspection during the Week

- ensure that everyone at your workplace has thought about the hazards that affect them and is aware of the ways to tackle potential difficulties
- ensure a good response to competitions, events and initiatives

If you are a Local Authority

- link the Week with public health or other campaigns, or events
- ensure that every department takes initiatives in relation to your own employees
- put posters and messages in public libraries
- tell the local media about what you are doing

If you are a Chamber of Commerce

- take a lead in ensuring a positive response by the businesses you represent
- link up with your twin European town focusing on health and safety issues

If you are a Health and Safety Group

- ensure that every member company is taking initiatives
- help the less experienced to get going
- get involved with others in organising local events



IDEAS FOR ACTION

.....

Information/exhibitions

To help make a success of the Week, you could:

- carry out a risk assessment
- arrange a workplace health and safety exhibition
- distribute information about health and safety
- carry out an occupational hygiene survey
- show health and safety films and videos

Special initiatives

These can include:

- a health and safety open day during the Week
- a check of protective clothing - eye protection, hearing protection and safety footwear
- a blitz on cleanliness and good housekeeping, including unlabelled chemicals
- a critical look at systems of work, instructions, maintenance procedures
- a health and safety training initiative
- hazard spotting by representatives of one department in another department

- a review of local exhaust ventilation equipment accidents and injuries in the workplace and other dust and fume control devices
- a noise survey

Competitions and quizzes

Why not organise:

- a poster competition?
- a slogan competition?
- a health and safety quiz between departments or companies?

Other ideas

In addition you could launch:

- a health and safety suggestion scheme
- a health and safety committee
- a health and safety training initiative
- quality circles on occupational health and safety
- an investigation into a health problem, and act upon it accordingly
- a renewed effort to anticipate and reduce ill health caused by work activities
- regular features about health and safety in your company or trade magazine

MacFish Ltd, Fraserburgh, Scotland

The company has grown with regard to health and safety since it became involved in the HSE *Lighten the Load* campaign in 1994. There has been investment in plant and equipment which has helped to reduce the manual handling of products at various stages of production. The workforce has been made aware of issues which affect them and they have been helpful in raising and implementing safety initiatives. The growth has been testing at times and success has been achieved on numerous occasions.

MacFish Ltd was proud to participate in the *Lighten the Load* campaign and is looking forward to improving health and safety in our workplace. The company will be involved in future campaigns and is happy to support the European Health and Safety Week 1996. I would encourage all firms who receive the campaign pack to venture forth and participate.

John Tallieu - Health and Safety Advisor

Northampton General Hospital

Running in parallel with the HSE's campaign has been the 'Health at Work in the NHS' - a health promotion programme to encourage healthier lifestyles and safer conditions for patients and NHS staff. Once again, core elements focused on health and safety issues; policies and risk management strategies, leading to the Trust gaining two awards in the Health Promoting Trust Awards Scheme in 1995.

These successes have only been possible with the backing and commitment of top management, the acceptance of line management health and safety responsibilities and co-operation of all 3000 hospital staff.



A new 1996-97 Health and Safety Action Plan has been published. This will finalise the purchase of manual handling equipment, such as patient hoists, and promote and implement a new fire training programme for all staff.

Keith Backer - Health, Safety and Fire Officer

The Cheese Company, Appleby Creamery, Cumbria

The Cheese Company is committed to risk reduction and supports HSE's *Good Health is Good Business* campaign. Our positive attitude to tackle occupational health across the company has helped to reduce accidents by 40 per cent over the past three years against an increase in productivity of 25 per cent.

A comprehensive programme of risk assessments carried out, some 900 across ten sites, identified the key areas where we should invest our time and money to achieve a reduction in accidents and improve efficiency.



A broad range of projects have been progressed.

Examples include: the installation of mechanical lifting assistance through the use of vacuum lifting heads at our Taw Valley Creamery in Devon and Oswestry packing facility in Shropshire. In both instances, 20kg of cheese blocks are being transferred from pallets to conveyers. End of line scissors lifts and adjustable pallet trucks are being installed at our Appleby Creamery in Cumbria, and similar equipment is expected to be utilised at other sites when trials are complete. At our Cheshire site, Reeces of Malpas, projects are underway to upgrade cheese milling and pressing operations, reducing pulling and handling.

Stilton Cheese packing at the Tuxford and Tebbutt Creamery, Leicestershire, a traditionally multi-handling operation, has been modernised by the installation of a cheese sorting and boxing equipment. Staff have also received information and training on improved ways to 'paste, dress and finish' Stiltons, which has greatly reduced the risk of injuries.

Gordon Bell, Health, Safety and Environmental Manager

NOISE AT WORK

The problem

Noise-induced hearing loss is one of the most common causes of ill health in industry. About 1.7 million workers are thought to be exposed to noise above levels considered safe. The 1990 Labour Force Survey suggested that around 100 000 people said that they had suffered hearing damage because of their work. The numbers of civil liability claims are rising despite a move away from traditional 'heavy' industries. In 1994, they represented about 80% of all occupational disease claims and about 50% of the value of all such awards.

The risks and ill-health effects

Sound or noise at high levels can cause permanent hearing damage. The risk depends on the noise levels and how long people are exposed to them. Working in high noise can also make problems worse to those suffering from poor hearing due to age or illness.

Workers with damaged hearing complain of being isolated, frustrated and misunderstood. Age

is no protection - the young can be damaged as easily as the old. Once ears have been damaged by noise, there is no cure. There is no effective treatment and hearing aids are only of limited use. People can also suffer from tinnitus, a constant ringing in the ears that can cause unending suffering. Other effects may include increased stress, reduced efficiency and disturbed sleep.

Why employers should take action

The Noise at Work Regulations 1989 require workers to be protected from loud noise. This means that you must reduce noise levels as far as is reasonably practicable. If having done this the daily noise exposure level is 90 dB(A) or more, you must provide workers with ear protectors and mark the areas in which they should be worn.

The result of such actions is less hearing problems for staff, reduced risk of compensation claims, improved morale and increased productivity.

High-risk industries and processes

Workers affected come from all the major industrial sectors, principally:

- construction
- shipping and transport
- drinks and packaging
- engineering
- air transport
- metalworking
- agriculture
- forestry
- textiles
- glass
- mining
- steel
- quarrying
- entertainment
- potteries
- rubber
- printing
- woodworking

The most common industrial tools and processes generating noise include:

- saws
- riveting machines
- fans
- fettling
- many production lines
- presses
- grinding
- engines
- welding
- picks and drills
- dryers
- hammers
- weaving

What you can do to prevent noise-induced hearing loss

- Follow the steps in HSE's *Health risk management guide*.
- Refer to key HSE publications for more guidance
- **Regulations**
Noise guides 1&2
- **Guidance**
Noise guides 3-8
Sound solutions
see order form.

CASE STUDIES

How one man improved staff efficiency with a gun

A company moulding plastic components, using compressed air guns to clear powder deposits, measured noise levels of 105 dB(A) near to where employees were working. By replacing the air guns' nozzles, at £40 each, with ones reducing the turbulence within the tube, noise levels were reduced by up to 10 dB(A). The new tools were also stronger.

Generating improved profits by generating less noise

In the car industry, one company found that the noise generated during the machining of alternator end-castings was 104 dB(A). The solution was to apply, at a cost of £40, a simple damping treatment to reduce the amount of vibration. As a result, noise levels decreased by 16 dB(A). In addition, the quality of the cut improved and machining time was reduced.



MUSCULOSKELETAL DISORDERS

The problem

Musculoskeletal disorders are the largest form of work-related ill health in the UK. The Health and Safety Executive estimated the loss of 5.4 million working days in 1990 in England and Wales alone, with an estimated annual prevalence of 600 000 cases caused by work.

The risks and ill-health effects

Musculoskeletal disorders describe a variety of strain, sprain and over-use problems affecting the body's muscles and joints. The back, neck, shoulders and upper limbs are particularly at risk. Problems include everything from backache and slipped discs, to upper limb disorders, tenosynovitis, repetitive strain injury (RSI), pain, numbness, swelling and tingling in the hands and wrists. Caused or made worse by people's work, the most serious cases can result in permanent disablement if no action is taken, or action is not taken in time.

Problems are usually caused by poor workplace design. Risks come from jobs involving:

- poor working positions
- high levels of force and grip
- highly repetitive work
- difficult manual handling tasks including lifting, carrying, pushing and pulling
- too much bending, stretching or reaching
- poor working environment
- a combination of these things

Why employers should take action

The Management of Health and Safety at Work Regulations 1992, Manual Handling Operations Regulations 1992 and Health and Safety (Display Screen Equipment) Regulations 1992, require employers to assess the risks of musculoskeletal disorders and to take preventive action. Also, musculoskeletal problems cost money - from sickness absence, high staff turnover, retraining, loss of production etc. Compensation claims are increasing, and problems may affect employers' insurance premiums. Reducing health risks at work leads to reduced fatigue, improved staff motivation and increased productivity.

High-risk industries and processes

Problems affect workers in a very wide range of industries. Examples of high-risk areas include:

- construction
- retail distribution
- medical and health services
- repetitive assembly and inspection work
- utilities
- metal and electrical processing
- transport and material moving

Musculoskeletal problems can show themselves at the workplace in different ways, some more obvious than others:

- injuries to backs or limbs
- absenteeism
- poor product quality and high material waste
- frequent employee complaints and rest stops
- DIY/improvements to workstations and tools (eg seat padding)
- employees wearing bandages, splints, rub-ons, copper bracelets
- aches and pains
- low output

What you can do to prevent musculoskeletal disorders

- Follow the steps in HSE's *Health risk management guide*.
- Refer to key HSE publications for more guidance
- **Guidance**
Pain in your workplace
Manual handling - solutions you can handle

see order form.

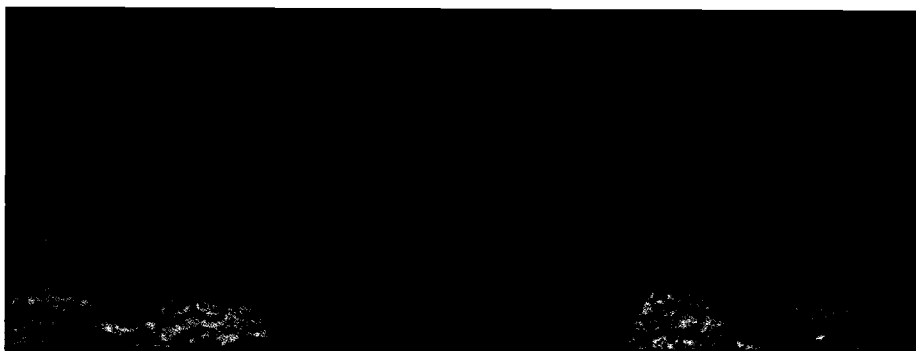
CASE STUDIES

How one company removed their problems with a handle

Operators in a manufacturing plant manoeuvred a drum of steel wire weighing 365 kg into a machine for winding springs. There were reports of back and shoulder pain and one serious back injury. For just £20 the company made a long handle to attach to the drum making it much easier to move. The operators were happier using the handle and there have been no injuries or reports of pain since.

Solving the problems caused by a screwdriver

A worker assembling 50 manifolds per hour using a manual screwdriver began to suffer discomfort in both hands. Diagnosed as having tenosynovitis in one hand and carpal tunnel syndrome in the other, she was off work for four months. To stop this happening again, the solution was simple - for £500, a rig was fitted to hold the manifolds and a torque-controlled air screwdriver was introduced. The risk of injury has been greatly reduced, there is less material wastage and product quality was improved.



RESPIRATORY SENSITISERS

The problem

Occupational asthma is an extremely distressing and potentially life-threatening disease. About 1000 new cases occur each year as a result of breathing in substances called respiratory sensitisers. It is estimated that asthma caused by exposure to respiratory sensitisers costs the economy £50 million each year.

The risks and ill-health effects

Respiratory sensitisers are substances which when breathed in can trigger an irreversible allergic reaction in the respiratory system. Once this sensitisation reaction has taken place, further exposure to even the tiniest trace of the substance causes symptoms.

The symptoms are:

- asthma - attacks of coughing, wheezing and chest tightness;
- rhinitis and conjunctivitis - runny or stuffy nose and watery or prickly eyes.

Sensitisation does not normally take place right away. It generally happens after several months or even years of breathing in the sensitiser.

Once a person is sensitised, however, symptoms can occur either immediately they are exposed to the sensitiser or several hours later. If the symptoms are delayed, they are often most severe in the evenings or during the night, so workers may not realise that it is their work making them ill. Once a person is sensitised, continued exposure can result in permanent lung damage.

Why employers should take action

Respiratory sensitisers are subject to the Control of Substances Hazardous to Health (COSHH) Regulations 1994. This means you are obliged to prevent or, where this is not possible, control employees' exposure to these substances. By doing so you are preventing absence through sickness, loss of production and high staff turnover.

High-risk industries and processes

The majority of cases of occupational asthma occur as a result of exposure to just six agents. These occur in a variety of industries:

INDUSTRY	HAZARDOUS AGENT
vehicle spraying and foam manufacturing	isocyanates
bakeries, grain handling at docks, milling, malting	flour/grain/hay
soldering, electronic assembly	soldering flux
research, education	laboratory animals
sawmilling, woodworking	wood dusts
curing of epoxy resins	some glues/resins

What you can do to prevent occupational asthma

- Follow the steps in HSE's *Health risk management guide*.
- Refer to key HSE publications for more guidance
- **Regulations**
Preventing asthma at work
- **Guidance**
Respiratory protective equipment
- a practical guide for users
see order form.

CASE STUDY

How clearing the air at work helped save a factory

Two workers from an electroplating factory had symptoms suggestive of occupational asthma. Diagnosis was confirmed by lung-function tests in the workplace but no causative agent was apparent on initial enquiries. Then a worker produced a safety data sheet describing a lacquer containing 7% isophorone diisocyanate. The Health and Safety Executive then visited the factory and confirmed that isocyanates were being used and the employer was exceeding the maximum exposure limit. On HSE's advice the employer installed extraction equipment which has dramatically improved the levels of isocyanate in the working environment. However, the two workers who had become sensitised were no longer able to carry on working in the factory, as their symptoms recurred upon exposure to isocyanates. The first worker took early retirement on medical grounds and has received compensation for occupational asthma, while the second worker has changed employment and has applied for compensation.





WHERE TO GO FOR HELP

.....

Health risk management, a guide produced by HSE especially for managers in small and medium-sized firms, is full of practical advice based on the experience of owners and managers. The guide should convince employers that managing work-related health risks need not be difficult; they can do it successfully, and the results will benefit both employees and their business as a whole. The guide costs £6.50 from HSE Books and good booksellers.

HSE also produces a comprehensive range of publications including guidance, leaflets and newsletters which are also available from HSE Books. There is an order form in the centre pages of this booklet.

HSE Books

PO Box 1999, Sudbury, Suffolk
CO10 6FS.

Tel: 01787 881165

Fax: 01787 313995

Health and safety enquiries

HSE Information Centre, Broad
Lane, Sheffield S3 7HQ.

Tel: 0114 289 2345

Fax: 0114 289 2333

Films and videos

CFL Vision, PO Box 35, Wetherby
LS23 7EX Tel: 01937 541010

HSC Newsletter

Published six times a year by the Health and Safety Commission providing a single source of authoritative information to keep you up-to-date with UK and European health and safety issues. Available on subscription from HSE Books

HSE AUTOFAX

An immediate fax-back service of HSE's most popular free leaflets available from a phone connected to a fax machine on: 0839 060606.

HSE Area Offices

HSE covers factories, building and construction sites, farms, mines, quarries, fairgrounds, railways, chemical plant and other places where work activity is carried out. Area office addresses are on the following pages.

Local authority environmental health departments

Local authorities cover shops, some warehouses, most offices, leisure and consumer services, hotels, restaurants and places of worship. The address and phone number of your local environmental health department is in the telephone book or from the Citizens Advice Bureau.

HSE AREA OFFICES

South West

Inter City House
Mitchell Lane
Victoria Street
Bristol BS1 6AN
Telephone: 0117 988 6000

South

Priestley House
Priestley Road
Basingstoke RG24 9NW
Telephone: 01256 404000

South East

3 East Grinstead House
London Road
East Grinstead
West Sussex RH19 1RR
Telephone: 01342 334200

London North

Maritime House
1 Linton Road
Barking
Essex IG11 8HF
Telephone: 0181 594 5522

London South

1 Long Lane
London SE1 4PG
Telephone: 0171 556 2100

East Anglia

39 Baddow Road
Chelmsford
Essex CM2 0HL
Telephone: 01245 706200

Northern Home Counties

14 Cardiff Road
Luton
Beds LU1 1PP
Telephone: 01582 444200

East Midlands

Belgrave House
1 Greyfriars
Northampton NN1 2BS
Telephone: 01604 738300

West Midlands

McLaren Building
35 Dale End
Birmingham B4 7NP
Telephone: 0121 609 5200

Wales

Brunel House
2 Fitzalan Road
Cardiff CF2 1SH
Telephone: 01222 263000

Marches

The Marches House
Midway
Newcastle-under-Lyme
Staffs ST5 1DT
Telephone: 01782 602300

North Midlands

The Pearson Building
55 Upper Parliament Street
Nottingham NG1 6AU
Telephone: 0115 971 2800

South Yorkshire and Humberside

Sovereign House
110 Queen Street
Sheffield S1 2ES
Telephone: 0114 291 2300

West and North Yorkshire

8 St Paul's Street
Leeds LS1 2LE
Telephone: 0113 283 4200

Greater Manchester

Quay House
Quay Street
Manchester M3 3JB
Telephone: 0161 952 8200

Merseyside

The Triad
Stanley Road
Bootle L20 3PG
Telephone: 0151 479 2200

North West

Victoria House
Ormskirk Road
Preston PR1 1HH
Telephone: 01772 836200

North East

Arden House
Regent Centre
Gosforth
Newcastle-upon-Tyne NE3 3JN
Telephone: 0191 202 6200

Scotland East

Belford House
59 Belford Road
Edinburgh EH4 3UE
Telephone: 0131 247 2000

Scotland West

375 West George Street
Glasgow G2 4LW
Telephone: 0141 275 3000



**This publication may be freely reproduced, except for advertising,
endorsement or commercial purposes. The information is current at 5/96.
Please acknowledge the source as HSE.**

**Printed and published by the Health and Safety Executive
MISC045**

5/96

C1000

“All too often people are made ill by their work. It is a fundamental of business to take care of your people’s health and safety so that they can take care of you. Well run businesses are invariably happy and healthy ones and profitable as well. HSE’s campaign to help you manage work-related risks to health is good for all of us and has my enthusiastic support.”

SIR JOHN HARVEY-JONES MBE



This booklet is printed on environmentally conscious coated paper and board