

Issues arising for unions during the SHARPS implementation in Ireland

Presentation by Esther Lynch, ICTU

Promotion and support of the implementation of Directive 2010/32/EU on the prevention of sharps injuries in the hospital and health care sector”

Thursday, 31 January 2012

Hilton Hotel, Charlemont Place - Dublin, 2 Ireland

Irish trade unions' objective

That workers' health and safety is not put at risk by their work.



ICTU Health and Safety Committee



INMO Survey of members

Has your employer undertaken an organisation wide risk assessment for potential needle stick injury?

- Yes 27.4%
- No 9.2
- **Don't Know 63.4%**

Have you received training?

- 73.2% received training from employer on safe needle usage
- 26.8% said they did not receive any training

INMO survey cont...

Sharps Bins

- Almost all had sharps bins available
- 50/50 wall mounted
- 86% sealed when 2/3 full

Are needlestick injuries recorded on an approved register in your organisation

Yes 64.5%

No 5.2%

Don't know 30.3%

INMO survey cont...

67.6% said they feared
needlestick injury and
possible infection

70% had a colleague who
had suffered a needlestick
injury

36.4% stated they had a
needlestick injury with a
needle that had been
used on a patient

83% received blood
testing

72.5% source patient was
tested

HSA Consultation Process

The Health and Safety Authority requests comments and observations on the draft Safety, Health and Welfare at Work (Prevention from Sharps Injuries in the Hospital and Healthcare Sector) Regulations.

The principal objective of the proposed Regulations is to transpose Directive 2010/32/EU of the European Parliament and of the Council of 10 May 2010 on implementing the Framework Agreement on prevention from sharp injuries in the hospital and healthcare sector concluded by the European Hospital and Healthcare Employers' Association (HOSPEEM) and the European Federation of Public Services Unions (EPSU).

The text of the following may be accessed at the links below:

- › Draft Safety, Health and Welfare at Work (Prevention from Sharps Injuries in the Healthcare Sector) Regulations
Download as [Adobe PDF Document \(250KB\)](#)
- › European Directive 210/32/EU
Download as [Adobe PDF Document \(760KB\)](#)
- › Associated Regulatory Impact Analysis
Download as [Adobe PDF Document \(340KB\)](#)

19 submissions from individuals and Organisations

- IOSH Healthcare Section
- Daughters of Charity
- HSA Healthcare Steering Group
- Infection Prevention Society
- Joyce Consulting Ltd
- Retired Infection Prevention & Control Nurse
- Bon Secours Hospital Cork
- Aut Even Hospital, Kilkenny
- Our Lady's Children's Hospital, Crumlin
- National Dental Infection Prevention & Control Committee, HSE Dental Services
- Irish Dental Association
- Nursing Homes Ireland
- Irish Nurses and Midwives Organisation
- Una Hogan Safety
- HSE Corporate Employee Relations Service
- M O'Dell, Retired
- Independent Hospitals Association of Ireland
- Health Protection Surveillance Centre
- An Bord Altranais

SHARPS transposition in Ireland



Directive Implemented by 'Regulation'

- Long Title refers to EPSU and HOSPEIM
- Section 1 **Citation**
- Section 2 **Interpretation** ('employee' same as SHWAWA 2005)
- Section 3 **Application** ('healthcare sector')
- Section 4 **Determination of Risks** (although section 26 of the Act is not referred to – it is necessary to consult with employees)

Implementation cont...

- Section 5 **Elimination, prevention and protection** (vaccination free of charge to employees)
- Section 6 **Information and awareness raising**
- Section 7 **Training** (employer obliged to provide training)
- Section 8 **Reporting** (duty on employee to report to supervisor duty on employer to report to Authority)
- Section 9 **Response and follow-up** (provide employee with counselling).

Implementation of SHARPS has to be seen in context of the reality of cuts



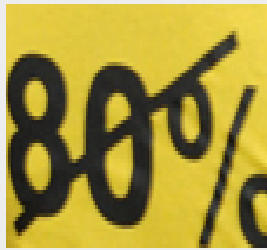
A bitter pill?



**Will new
health structures**

**“repeat mistakes of
the HSE experiment?”**





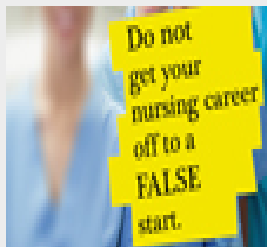
Boycott Grows

Campaign of opposition to low-paid graduate nurse/midwife programme grows - 17.01.13



Boycott is working

Extension of Nurse Graduate Scheme confirms cheap labour....16.01.13



HSE's 'False Start'

1,000 Experienced Nurses/Midwives to be let go....



Nurse Staffing Levels

INMO Says Comparative Survey Confirms Nurse Staffing Levels In Ireland At Critical Levels. 29.11.12 more...



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Press Release

SIPTU calls on HSE to end attempts to recruit nurses on reduced pay

Date Released: 17 January 2013

SIPTU has called on the HSE to end its attempts to recruit 1,000 nurses and midwives on 80% of the staff nurse salary scale following the refusal of graduates to sign up to the scheme.

Tentative recommendation...

Establish a Needlestick and Sharps Prevention Committee to implement 'SHARPS 'in your workplace :

Include representatives – from all levels and occupations, management and unions, include health and safety representatives, purchasing, housekeeping, infection control, occupational health, risk management, and employee education and training.

Risk Assessment



Step 1
Identify the hazards



Step 2
Decide who might be harmed and how



Step 3
Evaluate the risks and decide on precautions



Step 4
Record your findings and implement them



Step 5
Review your assessment and update if necessary

Hierarchy

#1 where there is a risk it should be eliminated

Thank You for listening

Now with
50%
fewer accidents

CHOOSE
UNIONS

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