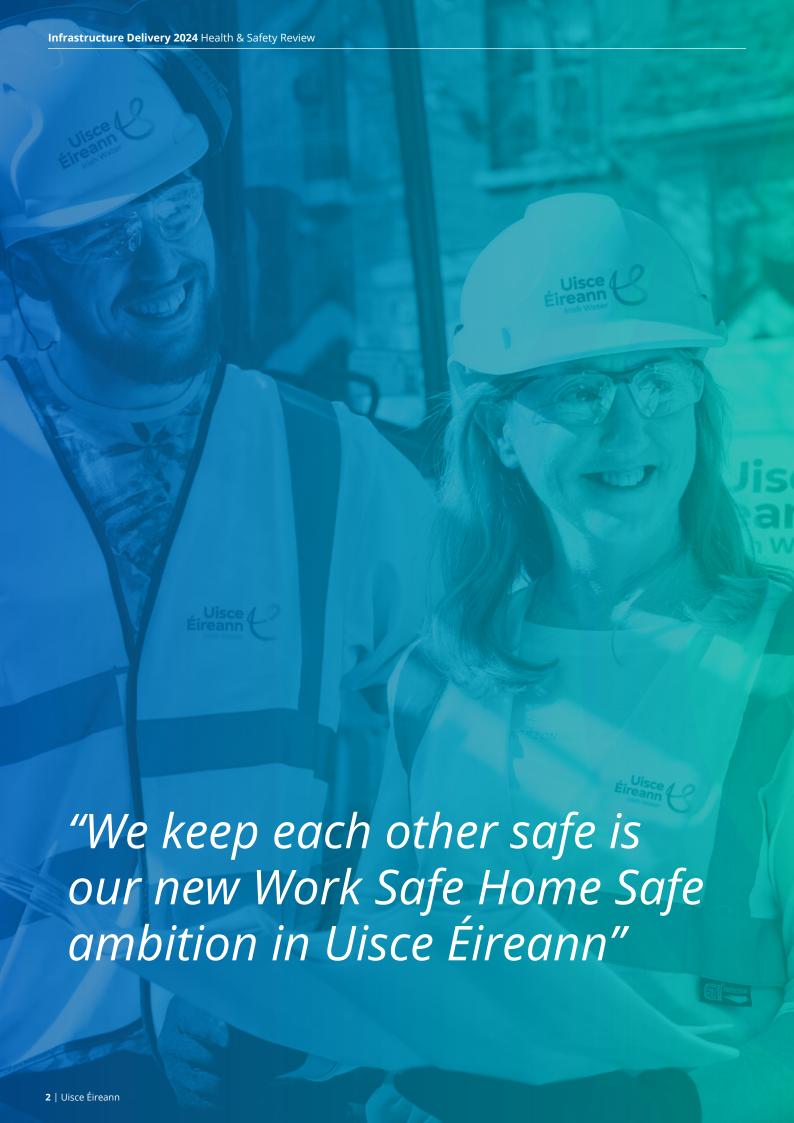




Infrastructure Delivery 2024 Health & Safety Review

Promoting Safety on Infrastructure Delivery for Uisce Éireann





Introduction

This report provides a review of Health and Safety across Uisce Éireann Infrastructure Projects and Programmes in 2024. The report offers a chance to reflect on some of the outstanding work that was delivered over the year.

I am truly impressed by the level of collaboration I have seen with and between our delivery partners on safety, over the past year. For me this was most evident in the sharing of safety resources through the Am I SAFE? website. This continued through the CIF safety campaign and again having our delivery partners involved in planning and participating in our Caring for Christmas campaign made it all the better.

We keep each other safe is our new Work Safe Home Safe ambition in Uisce Éireann. Thank you to our own people in Infrastructure Delivery, our Resident Engineering teams and delivery partners for all the great work that is taking place on our sites each week to deliver on this ambition. We saw a glimpse of some of this through the stories behind the nominations at the Safety Excellence Awards this year. We received 170 nominations over the year, so thank you for the great response and well done to everyone who was nominated.

Another key focus over 2024 was supervision, where we introduced updated supervision requirements for Infrastructure Delivery sites. We delivered a huge milestone by developing a bespoke Uisce Éireann Work Supervisor Training Programme in collaboration with the National Construction Training Centre and our delivery partners. Training was delivered to the first group of Works Supervisors in 2024 and the programme is now open for bookings.

There was a huge amount of engagement on safety last year. Contractor safety stand downs, Resident Engineering team safety days and supplier engagement sessions with more of our Contractors are highlighted in the report. I also had a welcome opportunity to address our engineering service providers last year. There was some good discussion on safety in design on the day. Thank you to everyone who submitted feedback on how we might improve safety at design stage. This will be a focus area for us in 2025 and I hope you will see some developments this year.

I would like to take this opportunity to welcome everyone who moved across to Infrastructure Delivery from a local authority last year. It is great to be able to add your experience and knowledge to the Infrastructure Delivery team.

Finally, I hope you all find the report of interest and I encourage you to share it with colleagues on site.

Maria O'Dywer

Infrastructure Delivery Director

Infrastructure Delivery Safety Action Plans 2024

Project	Objective	IDD Personnel Involved
Frontline Supervision	To clearly set out the role of the Contractors' Site Supervisors on IDD projects, outlining the minimum requirements for the person(s) fulfilling the role	Paul Harney, Lisa Garrett, Hugh Kennedy, Brian Frehill, Conor Reynolds, Eunan Canavan, Joe Carroll, Mark O'Duffy
Contractor Development	To cascade our efforts to promote Safety with all of our delivery partners	Ted Hurley, Catherine Barrett, Lisa Cogan, Dave Murphy, Brian Day, Keith Conmy, Conor Cronin
Am I SAFE?	Contractor campaign focused on individual and collective safety to reduce accidents on site	George Farquhar, Alan Morrissey, Patrick Greene, Darren Hourihane, Kelly Sexton, Darran O'Leary, Colm Lannigan
Client Safety Communication	To ensure that the key messages from all of the IDD SAPs are communicated effectively to our Internal Staff, the Local Authorities, our Designers and Contractors	Bill Nolan, Lisa Garrett, John Finegan, Angus Hall, Laura Moran, Kieran Hogan, Ben Joy, Emma Murphy, Kamil Witkowski
Safety in Design	Improvement in the statutory role of the PSDP	James Cloney, Conor McHugh, David Mitchell, David Shalloo, Mark O'Connell, Richard White, Kevin Murphy, Patrick Herrity



Contractor Engagement

The Tier 2 Contractor Development Working Group worked with 21 Contractors in 2024 and as part of the Supplier Engagement meetings the following strategies have been developed.

Regular Training and Education

Conduct regular safety workshops and seminars. Provide online training modules.

Communication

The "Buddy" system has also been rolled out whereby IDD personnel act as a point of contact on all Health and Safety matters and ensure knowledge and communications specific to Health and Safety is being received by all Contractors.

The group had a successful year and now look forward to building and expanding on this initiative in 2025.

Inclusive Safety Programmes

Include all contractors in company-wide safety days. Implement a buddy system where contractors are paired with Uisce Éireann staff members for support.

Recognition and Incentives

Safety award programs to recognise and reward the contractors who demonstrate excellent safety performance. Implement incentive programmes that offer rewards for frontline workers.









IDD personnel: Lisa Cogan, Kieth Conmy, Conor Cronin, Pearse Casey, Kieran Conama, John Hickey, Donagh Goulding, Paul McGing, Noreen Dineen, Diego Cardoso, Kieran O'Brien.



Am I SAFE? Caring for Christmas Campaign

Uisce Éireann ran a Caring for Christmas campaign with our delivery partners from the 25th of November to the 6th of December.

The campaign focused on the personal challenges people can face over the Christmas period. Coping can sometimes lead to drug and alcohol abuse or addiction, while tragically everyone knows someone who has been lost to suicide.

Caring for Christmas encourages people working on our sites to talk about these challenges and share access to support services. We launched the Campign with a webinar on the 26th Novemeber with Guest speakers including Alan Quinlan, former Irish Ruby Player, who spoke about his personal story with his Mental Health, Natalie Ryan from the Lighthouse Charity on the supports they offer, Ciaran Carey, former Limerick Hurler, who spoke about his personal story with Substance Abuse and Ian Power, HSE, who spoke about support available. We also launched our Caring for Christmas Conversation starter which can be found here Conversation Starters - Uisce Éireann. Please use this resource with your teams to start those important conversations on help and support services available.

A small act of kindness or a listening ear can make all the difference. You're not alone!















Mental Health & Well-being Contacts



TEL: 1800 111 888

www.hse.ie

Mental health supports and services



Tel: 1800 832 032

www.mymovecouncelling.ie

Offers Professional, One-To-One and Online Psychotherapy in areas of Mental Health and Addiction Therapy



TEXT: "HELLO" to 50808

www.textaboutit.ie

Free, anonymous, 24/7 messaging service providing everything from a calming chat to immediate support for mental health and wellbeing



TEXT: "HARDHAT" to 50808

Tel: 1800 939 122

www.lighthouseclub.org

Provides emotional, physical and financial wellbeing support to the construction community and their families





The 2024 Safety Excellence Awards took place on 9th July and 13th December. Uisce Éireann and Infrastructure Delivery Leadership teams turned out in force for both events.

We continue to see a great response to the Safety Excellence Awards every year, and had the largest number of nominations yet with 170 nominations from both Uisce Éireann staff and across our Delivery Partners.

Thank you to everyone who took the time to nominate your colleagues. Special thanks and congratulations to our 2024 Award Winners who continue to go above and beyond to make sure that safety is a top priority when delivering all stages of our capital projects and programmes.

walls

ANDY FLYNN

HSE Advisor, Walls Construction

Andy was presented his Award on site at the National Laboratory. Left to Right: Maurice Keane (RPS), Barry Cronin (Walls), Cait Gleeson (Uisce Éireann), John Prendeville (Uisce Éireann), Paul McLoughlin (Uisce Éireann), Andy Flynn (Walls), Maria O'Dwyer (Uisce Éireann).

Safety Excellence Awards

Am I SAFE?

Infrastructure Delivery Safety Excellence Awards

safety on infrastructure Delivery Projects

H1 Winners



PETER FLOOD

Employer's Representative, Mace Peter was presented his Award in Colvill House by Maria O'Dwyer and Stephen Seymour (both Uisce Éireann).



STEPHEN DEVINE

Resident Engineer, Jennings O'Donovan

Stephen was presented his Award at the Ceremony from Uisce Éireann Donegal office. Left to Right: Presenters David McLoone & John McElwaine (both Uisce Éireann), Jennings O'Donovan Award Winners Dermot Mulligan & Stephen Devine, and Fiona Gallagher (Uisce Éireann).



DAMIEN McMULLAN HSQE Advisor, Coffee Group



DERMOT MULLIGAN Senior Resident Engineer, Jennings O'Donovan Certificate presented by David McLoone, Uisce Éireann.



GERARD McDONNELL Field Engineer, Aecom Gerard was presented with his award by Sinéad Kennedy, Uisce Éireann.



JOE GRACE Site Manager, Glaanua *loe was presented with his Award by* Darran O'Leary, Uisce Éireann.



JOHN WARD HSQE Manager, Farrans John was presented with his Award at the Ceremony from Uisce Éireann Castlebar office, by Alan Milton Uisce Éireann.



Health & Safety Manager, Shareridge Kieran was presented with his Award by Alan Milton Uisce Éireann.



JAMES O'GARA Site Foreman, Murphy Ireland James was his presented with his Award on site by John McElwaine, Uisce Éireann.



PATRICIA LOWRY Programme Manager, Uisce Éireann Patricia was presented with her Award by Uisce Éireann colleague Alan Milton.



ROSIE McGUINNESS Graphic Designer, Ward and Burke Alan['] Milton (Uisce Éireann).

Networks Safety Stand Down days



Shareridge hosted a 2-day safety stand down with the theme 'Fostering a Culture of Care and Openness' emphasising the importance of speaking up when employees feel something may not be right, and instilling a culture where it is safe to do that. Including an engaging session with Theatre at work. David Mitchell and Lisa Garrett from Uisce Éireann were invited by Shareridge to be speakers at these events.



Farrans have held 'Soft Start return to work' sessions after every break for Christmas, Easter and Summer in 2024, which is their standard practice. Since returning to work in 2025 Farrans had 173 people including Contractors, sub-contractors, Uisce Éireann and external personnel at their Soft start in Sligo, which covered Safety in Excavations, Silica Dust, Standard Lifting Plan and Performance Improvements achieved over the past 12 months.



Ward and Burke's safety workforce day focused on some of their Critical Risks and their message was clear – Think Safety, Act Safely. Ward and Burke had 4 guest speakers on the day including Alan Morrissey, Uisce Éireann. The day was not only about raising awareness on these critical risks but it's also about encouraging action. Ward and Burke management highlighted the importance of getting involved, stay informed and follow company procedures.



GMC's Safety Stand down day focused on **construction safety**. Guest speaker Matt Hazleton bravely shared his personal experience of losing two of his brothers and two of his friends in a workplace accident.

His story served as a powerful reminder of why safety protocols are critical.

Resident Engineer Safety Days

Six Site Supervision Safety Days were held across the country throughout the year, organised by the Engineering Service Providers and the IDD Construction Management team.

The AECOM JOD group held interesting presentations and discussion on topics such as Blood donations, Health & Safety – reporting on trends gathered from the RE Weekly HSQE Audits for the period Jan-May 2024, Project Updates & Introduction of new personnel, and Communications - Dealing with Conflict.

This was followed by a presentation via Teams from Matt Hazelton (Four Friends) who spoke about his experience of losing his work colleagues and brothers in a work fatality incident and dealing with the aftermath both from the official investigation and family experience.



Similarly, the RPS group had a wide ranging and engaging array of topics, covering Safety Leadership, Uisce Éireann Safety Updates on the Golden Rules, PR-029, Safety Action Plans, the Am I SAFE? Campaign, the RPS Tetrachtech Safety Month, the RPS Tetratech Active Initiative, and the RPS Safe System of Work for Employees.

An expert talk was given on Carbon Management – Applying the PAS 2080 Standard, and the day closed with an Interactive Session covering Case Studies based on past experiences and lessons learnt on RPS Projects.

A further Safety stand-down in November had a Safety Moment on pressure testing, then went through Uisce Éireann safety updates with Liam Smith before the team joined the Caring for Christmas webinar.

The team then held a session on 'Focus for Prevention' and this was followed by an interactive session on recent court cases with respect to health & safety. Sessions on Quality and Sustainability rounded out the day.





Resident Engineer Safety Days (continued)

The AtkinsRéalis group had a day filled with engaging discussions focusing on Health & Safety updates on Uisce Éireann works, a Lessons Learned session by team members, an educational session on Safety Collaboration focusing on Critical Risks and its alignment with the Golden Rules, and practical demonstrations / group discussions that reinforced the importance of safety to, from and on site.

The day was combined with a session on nutrition and wellbeing, which offered some excellent advice and practical takeaways. A further session in November focused on lifting and loading, ER & RE collaboration, David Mitchell from Uisce Éireann provided some Health and Safety updates, and a Knowledge Share from the Athlone Main Drainage project.



currently being planned for Q1.
Anyone interested In attending would be more than welcome.
Please reach out to the
Construction Services team for further information.

These events were a fantastic opportunity to strengthen our commitment to developing a high performing Safety Culture on our sites while also lending support to the 'Am I Safe' initiative.

The Nicholas O'Dwyer team spent the AM covering a full session on Temporary Works training provided by Ken Logan of Charles Hutchinson Consultancy, while the afternoon focused on team wellbeing, with a Wellbeing Session hosted by guest speaker John Maguire of VHI.

Engineering Service Providers Safety Days

We work better together to safely deliver quality, value-for-money, essential water services infrastructure for the people of Ireland.

Maria O'Dwyer, Infrastructure Delivery Director, welcomed Anne Marie Conibear, ACEI President, and over 80 attendees from 15 Engineering Services Providers, Uisce Éireann Infrastructure Delivery and Supply Chain to a very successful collaborative event. The focus of the day was to aim high as we work together to ensure continued excellence in capital delivery; balancing increased delivery while keeping each other safe and strengthening our culture of innovation, continuous improvement and collaboration in pursuit of ever more efficient, sustainable and safe infrastructure delivery solutions.

The day included information and feedback sessions, such as a focus on hazard identification at design stage and the HAZOP process from a safety perspective, as well as on areas including planning, sustainability, design, programme delivery and commercial and contracts management.

The feedback gathered will inform future engagements and information sharing as part of an overall Infrastructure Delivery Supplier Engagement Plan with contractors and engineering service providers to collaborate on how we can work better together as we safely deliver quality, value-for-money, essential water services infrastructure, providing the benefits of essential water services infrastructure for the people of Ireland.





Am I SA FE? Website Launch

Uisce Éireann recently launched our new Am I Safe? website in August, with nearly 600 attending the webinars. The purpose of the website is to provide a collaborative platform where we can all share engaging health and safety information.

Check out the website through the QR code to view conversation starters, good catch videos and much more. There has been over 10,000 views of the website already which is a great success and we hope to keep you active with further uploads planned.

Look for opportunities to use some of the information from the website in your own site safety conversations and team meetings.

Also, we would love to receive your good catch videos from our sites! Simply email amisafe@water.ie if you have something to share.



Uisce Éireann Works Supervisor Training Programme Launch

Following a successful pilot in December, we are pleased to announce the launch of the Uisce Éireann Works Supervisor Training Programme.

This bespoke training programme will serve Works Supervisors working on Uisce Éireann sites. Training will be delivered in-person by Mount Lucas at their purpose-built training facility over 2 days.

The programme satisfies the training requirement for Works Supervisors under PR-029.

Uisce Éireann Works Supervisor Training Programme **Key Differentiators**





Bespoke UE training programme -Tailored towards our critical risks



Effective leadership and communication



Interactive Exercises
– Case Studies,
Videos,
Leadership/Comms
Scenarios



Mental Wellbeing



Psychological Safety



Safety Culture



Safety Behaviours



Risk Perception



Real Case Studies

This is a publicly funded training programme from The European Social Fund (ESF+) under the Skills to Advance Scheme. The programme has attained third party accreditation from CABWI Awarding Body, a recognised awarding body, specialising in vocational qualifications for the water & wider utilities industries.

The new minimum training requirement for Works Supervisors took effect on January 1st 2025. It is intended that this training requirement will be assessed through the Monthly HSQE Inspections Form (under UE-HSQE-FM-014) and Weekly Site Supervisor Inspections (UE-HSQE-FM-095) from March 1st 2025.

Evidence that a Works Supervisor has been enrolled into a future UÉ Works Supervisor Training Programme, will be accepted as meeting minimum training requirement until June 30th 2025. A Training Certificate of Completion will be required beyond June 30th 2025.

Bookings may be made at the following link:

https://outlook.office365.com/owa/calendar/SiteSupervisors@loetb.ie/bookings/s/6ydaRHf85kuvq3g41sgZ7w2



IDD Safety Communications

The IDD Safety Comms group supported a number of initiatives over 2024. Our objective is to ensure that the key messages from all of the IDD Safety Action Plans are communicated effectively to our Internal Staff, the Local Authorities, Designers and Contractors.

Some of the highlights of the year included:

- A Knowledge Share was held for the Launch of IDD's 'Golden Rules' held on the 18th April to discuss why they are being implemented and how they can be used.
- A Knowledge Share was held for the launch of IDD's updated Incident management procedure held on the 25th April.

Avoiding Danger from Utility Services Webinar



Photo source: Gas Networks Ireland

Uisce Éireann held a webinar on the 24th May to discuss how contact with live utility services can lead to significant injury or fatality.

Owen Wilson from Gas Networks Ireland, Michael Murray from ESB Networks and Steve Scales from Sygma Solutions discussed examples, best practice and improvement areas when undertaking works in the vicinity of their assets.

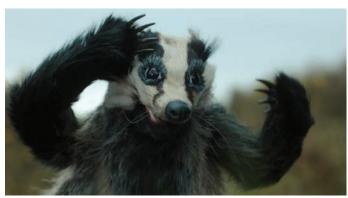


Photo source: Gas Networks Ireland

Pipe Delivery Knowledge Share



Uisce Éireann held a pipe delivery knowledge share on the 13th September.

Speakers Dave Murphy, Uisce Éireann, Conor McHugh, Uisce Éireann, and Kieran Neary, Shareridge, discussed challenges faced on sites, good practices, areas of improvements and Uisce Éireann's new Pipe Delivery Golden Rule to ensure consistency on how this critical risk is be managed on Uisce Éireann projects.





Safety Excellence Awards

Am I SAFE?

Infrastructure Delivery Safety Excellence Awards

Recognising excellence in promoting safety on infrastructure Delivery Projects for Uisce Éireann

H2 Winners



AIDEN DEVINESenior Safety Advisor, GMC

Left to Right from Aidan's Award Presentation: Paul Gray (Uisce Éireann), Aidan Devine & Trevor Troy (GMC).



MARK FARRELL Design Engineer, AtkinsRealis

Mark was supported by his colleagues at his Award presentation including fellow Award nominee Peter Hickey (AtkinsRéalis). Left to Right: Martina Finn (AtkinsRéalis), Christine Power (Uisce Éireann), Mark Farrell (AtkinsRéalis), Bill Nolan (Uisce Éireann), Peter Hickey (AtkinsRéalis) and Ashish Arora (AtkinsRéalis).



ANA RAMOS

Design Engineer, Mott MacDonald Ana was presented with her Award by Veronica Harrington, Uisce Éireann.



BEN JOY

Project Manager, Mace Ben was presented with his Award by Eoin Ahern, Uisce Éireann.



DARREN HOURIHANE

Project Manager, Uisce Éireann Darren was presented with his Award by Veronica Harrington, Uisce Éireann.



EDDIE LANE Senior Resident Engineer, **AtkinsRealis** Eddie was presented with his Award on site by Richard Kent, Uisce Éireann.



GRACE O'FARRELL Health & Safety Advisor, Glanua Grace was presented with her Award by Richard Kent, Uisce Éireann.



JAMES DOYLE Site Agent, GMC James was presented with his Award by Paul Gray (L), Uisce Éireann and Dermot Dolan (R), GMC.



PAUL LAMBE Appointed Person for Cranes, Tusker Construction Group Paul is pictured on site giving a safety briefing to his team ahead of a tandem bridge lift.



RODGE HEFFERNAN Fitter & Lorry Driver, Cantwell Electrical Engineering Rodge was presented with his Award by Brendan Cantwell (L), Cantwells and Pierce Meade (R), Uisce Éireann.



JOHN GLYNN Site Manager, Veolia John was presented with his Award on site by Paul Harney, Uisce Éireann.



STEPHEN CONWAY Director, Conway Engineering Stephen was presented with his Award by Alan Morrissey, Uisce Éireann.



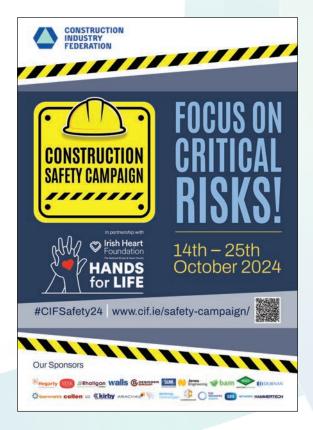
SZYMON KALEC Site Foreman, Coffees Photo Szymon was presented with his Award by Darragh Martin, Uisce Éireann.

CIF Safety Campaign

The CIF Safety Campaign ran over the 14th – 25th October.

We would like to thank our delivery partners for leading out on so many interesting safety events including demonstrations on working at height, CPR, excavation safety, manual handling and road safety on Uisce Éireann sites.

A special thanks to Padraig Enright (Ward and Burke), Trevor Troy (GMC) Utilities, Kieren Neary (Shareridge) and John Ward (Farrans) who took part in a CIF hosted webinar with Uisce Éireann during the campaign, where we spoke about some of the work we have been doing with our delivery partners to manage critical risks.

















Good Practices



Shareridge took part in June's skin cancer awareness month. They provided key knowledge around the dangers of sun exposure in the summer months and provided sunblock to all their onsite workers.

Glanua participated as a gold sponsor at the CIF international women's day summit in Dublin. Where they shared valuable insights on the transformative potential of digital integration in the water and waste water sector.

Shareridge led the way for improving pipe deliveries on site this year by setting guidelines for ordering, delivering and onsite storage.



Veoila launched their 12 days of Safe-mas. 12 days of practical tips and engaging activities to boost safety culture.



Conways installed a AED at their Limerick facility, which was also registered with the National Ambulance Service.







Ward & Burke Launched "Back to Work Safely" to ensure their work force are refocused after the holiday period for the year ahead.



Murphys have updated their website which helps site teams to have a visual on standards and expectations for every site.



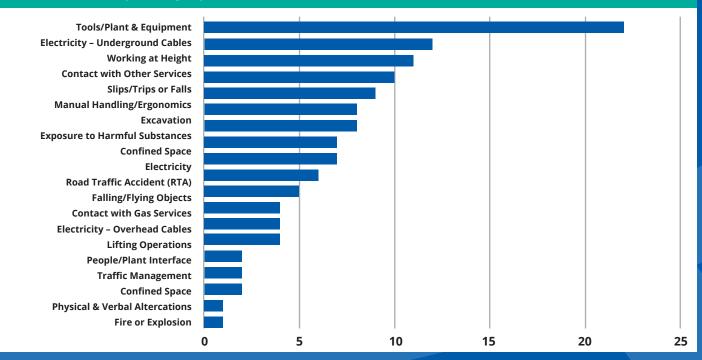
Glanua as part of CIF safety month held an event with industry leaders in working at height, Span set who gave a very insightful demonstration of how working at height can be done safely.



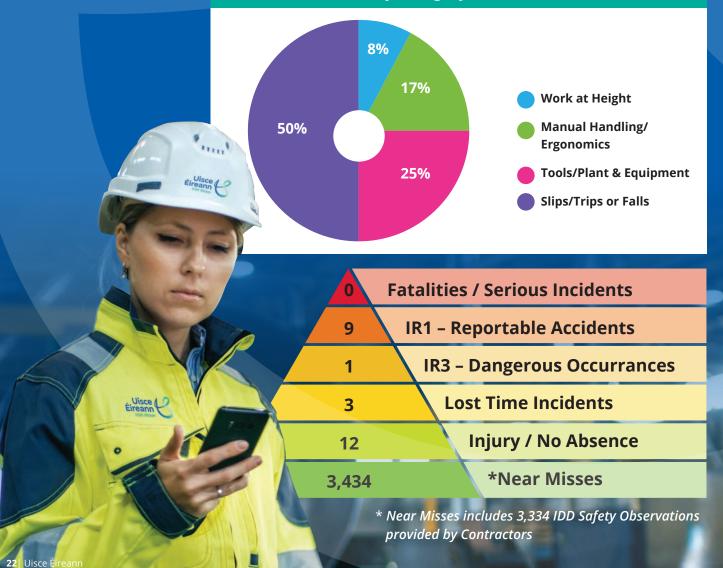
Farrans are now moving to switch as much as possible for their fleet over to bio-fuel. This will help Farrans reduce their carbon footprint and help meet their environmental targets.

2024 Safety Incidents

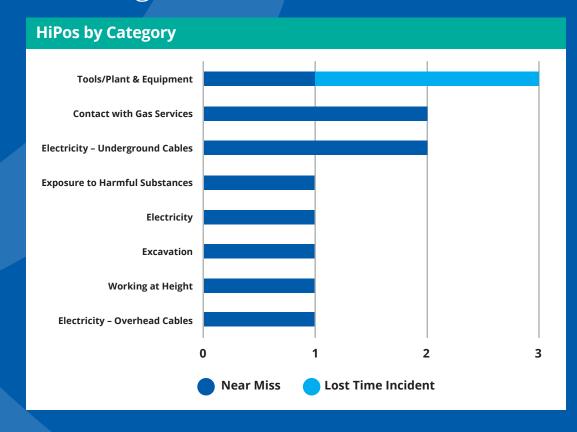
125 Incidents by Category







2024 High Potential Incidents (HiPos)



'A high potential incident is an event that. under different circumstances, could have resulted in catastrophic loss, serious injury or fatality.

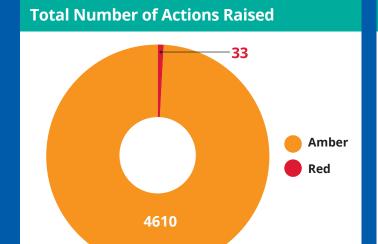
(Serious Injury includes major multiple fractures, amputation or loss of use of limb, or life changing injures that results in permanent disability).'

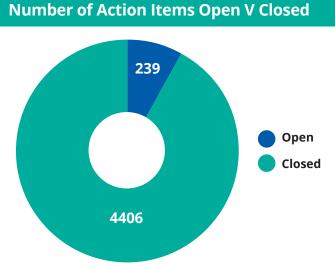
Some HiPo Enduring Controls

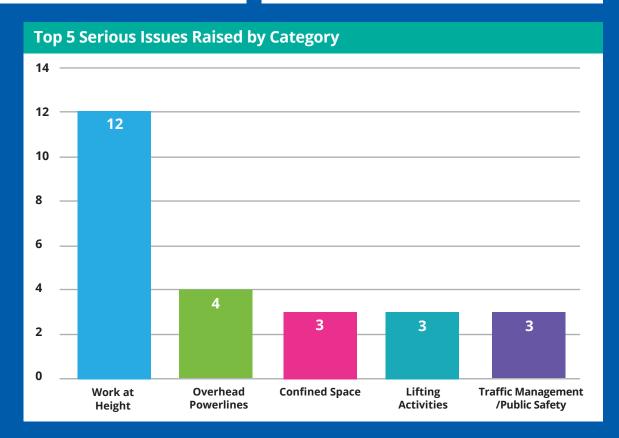
Critical Risk	Enduring Controls
Tools/Plant & Equipment	Procedural updates, pre-use checklist revised, and changes highlighted on safety days. Familiarisation training on equipment. Safety alert issued by Uisce Éireann to all framework Contractors.
Contact with Gas Services	Uisce Éireann & Gas Networks Ireland lead a webinar to improve safety awareness on the importance of service inspections before drilling or digging commence. 'Drills leads to skills' initiative launched by contractor. Safety alert issued by Uisce Éireann to all frameworks Contractors to ensure authorised personnel only are working on utility services.
Lifting Operations	Insulated tools checklist introduced into Permit to Dig. Safety alert issued by Uisce Éireann nationwide on lessons learnt.
Exposure to Harmful Substances	Co-ordination meetings include discussion on high-risk activities look ahead to assist planning of works. Introduction of a Permit to work for ATEX Zone & LOTO.
Electricity	Uisce Éireann & ESB lead a webinar electrical power safety. Training workshops conducted with all crews on lessons learnt. Enduring controls follow up inspection completed to ensure controls had been implemented.
Electricity - Overhead Cables	Overhead reflective goal posts installed at the Egress points of yards/compounds.

2024 H&S Inspections

Uisce Éireann completed 1,989 H&S inspections across Infrastructure Delivery projects in 2024. Together with our delivery partners we resolved 4,645 action items on our sites to improve safety every day.







The Golden Rules

The Golden Rules are an Am I Safe? Initiative to ensure consistency on how critical risks are been controlled on our Uisce Éireann projects and programmes.

Critical Risk's are activities undertaken frequently that, if not controlled, could lead to significant injury or fatality.

To identify what our critical risks are Uisce Éireann engaged with our delivery partners to receive near miss trends, these were reviewed with our inspection data, and our root causes of incidents.

All of this information lead to helping us identifying Uisce Éireann main critical risks on our works which include Excavations, Confined Space, Work at Height, Mobile Plant, Lifting Operations, Overhead Service, Underground Services, Electrical Energy, Traffic Management. Two further Golden Rules for Pipe Deliveries and Pressure Energy are being introduced in Q1 2025.

The Golden Rules sets clear safety standard for the water industry and can be used as a checklist for project teams to review works and as conversation starters around critical risk controls.

These are available to view on Uisce Éireann's website here.



H&S (Infrastructure) Team – Key Contacts



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FIONA GALLAGHER



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Am I SAFE?

Key asks from this review include:

- Share this report with your teams
- Ensure your teams understand critical risks and the key controls to manage them
- Review HIPOs and LTI trends to see if you can apply any learnings to your sites
- Keep using the Am I SAFE? branding on sites
- Tell us about any safety events you are holding in 2024 by emailing Am-I-SAFE?@water.ie
- Share any good safety practices you see on site by emailing a photo and brief description to Am-I-SAFE?@water.ie



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water.ie