



CIS NEWSLETTER MONTHLY- MENSUEL No.159 December 2002

CIS Newsletter celebrates 14 years & still going strong! Bringing news to over 135 countries in the CIS Network

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Editorial - December 2002

Dear CIS Colleagues

Festive Greetings to everyone, wherever you are. In many parts of this World of ours there will be celebrations of Christmas. To everyone, may I extend the warmest of good wishes to you, your colleagues and your families at this very special and happy time of the year. I hope you enjoy the festivities.

Whilst this is usually a joyful season for families and friends we must also remember those families around the world where there will be that missing family member, who, because of recent very sad incidents, accidents and workplace ill health problems will not be present.

As always, it has been an exciting and very fast year, and now we look forward to 2003 with all its challenges and opportunities ahead for us to help improve the knowledge of all workers through disseminating validated and authoritative information, which at all times, should be timely and presented in usable formats.

There is news from CIS HQ Geneva, Emmert Clevestine who sends greetings and confirmation of messages sent out to you regarding the 2003 CIS Meeting and Workshops being held in London, UK week beginning 19 May 2003.

I hope that it has been good year for you and your Centre and that you have achieved

all the objectives you set for the year! You will be interested to read in this edition the various pieces of news from around the world. I am very aware that when compiling this newsletter there are still Centres who do not have computer equipment, email facilities and FULL Internet accessibility.

So I try to achieve a balance of information which will suit all parties. Those who have not access may wish to contact their main universities information and library services who will have access to the Internet and will surely be willing to help you.

We should all make greater efforts in our own country to promote CIS activities and products and try to get some of the income streams back for CIS.

Financial constraints are everywhere but ANY COUNTRY/CIS CENTRE RECEIVING TECHNICAL AID WHO BELIEVE THEY MAY QUALIFY FOR ASSISTANCE to go to the 2003 UK meetings SHOULD CONTACT EMMERT CLEVENSTINE AT CIS HQ IMMEDIATELY. REMEMBER THE MEETING IS LESS THAN 5 MONTHS AWAY! and time flies by very quickly!!!!

Remember to send to Geneva HQ any items which you wish to have placed on the agenda. You should send as soon possible any items you wish to have discussed.

Also remember to send your annual reports in early.

Thanks to all the contributors to this edition of your Newsletter - all news however small is most welcomed. If you are planning any publications, seminars or training courses, then please send your details to me so that we can share your efforts with others. Don't forget to send me your latest news!

You know I welcome ideas for inclusion in the future editions of this Newsletter. Let me know if there are any areas you would wish to see covered in future.

A number of individuals and organisations have let me know that wish to receive the Newsletter by email.... just let me know and I will send it.

Best wishes to you and your colleagues.

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***CIS NETWORK OF NATIONAL INFORMATION
CENTRES.....***

***WORKING TOGETHER AND HELPING EACH
OTHER....***

News from Geneva

Message from Emmert Clevestine

Colleagues - -

Excuses and excusas - the following message has only been drafted in English.

Here we are six months past the CIS Centres meeting in Vienna. The report of the meeting is in press, and we hope to have it in the mail soon. In the meantime, there are three things we can present to you (which have been sent direct)

First is the paper on the CIS Centres Portal - what it is and how to use it - that was promised in Vienna. Thanks and apologies to CCOHS for compiling it and then seeing it sit on my computer in Geneva for months. We hope that it will encourage you all to get information about your Centres and about occupational safety and health in your countries on the site.

Second is an updated statement of the relationship between CIS and its Centres. We received requests before, during and after the Vienna meeting, particularly from colleagues whose organizations wanted reassurance that there was a definition of the relationship, and that there was no fee for membership in the Centres network. We have simplified the old text and added a statement about financial aspects of our relationship. We also wanted to have a single document that covered both National and Collaborating Centres, so that everybody could see the same statement of policy, and needed to update the obligations of the CIS to reflect our passage from bimonthly to quarterly publication in publication years 2002 and 2003 (same number of abstracts per year). We hope that the last paragraph in the new document makes clear that existing relationships are not affected. Your reactions will be most welcome.

The third matter, now that we are halfway there, is next year's meeting. We would like to hold it for the whole day of Thursday, 22 May 2003, in London, UK. The selfish reason is that it comes at a good time for CIS staff between earlier missions and the International Labour Conference in June, but it is also a week when we can take advantage of the willingness of Newsletter Editor Sheila Pantry and our Finnish, UK and US National Centres to organise workshops and site visits.

There is also a big safety meeting in Birmingham that week, so we feel that there will be a lot to make a trip to the UK rewarding for you and your Centres. Formal letters of invitation, with provisional agenda and information on side events will be in the mail soon, and the announcement will appear in the next issue of the Centres Newsletter.

I hope that you find this proposal as attractive as we do here at the CIS.

Very best regards.

Emmert Clevestine

Officer-in-Charge

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Draft outline for the CIS Week in the UK

A fuller detailed programme will be in the January 2003 CIS Newsletter

The main meetings will be at the Imperial Hotel, Russell Square, London. This is a central London location and within easy walking distance to the major sights of this wonderful city - many of these are free of charge for entry. There are many restaurants, bars, and cafes in the area - at reasonable costs.

Monday 19 May 2003 and Tuesday 20 May 2003 RoSPA Expo and Conference - Birmingham, UK

About 1-hour train journey from London

This is a mega sized expo shows covering:

- Health and Safety
- Fire
- Security

CIS activities

There will be a "Reception" possibly on Tuesday evening 20 May 2003 and there will be visits to some interesting organisations and workshops held in the Imperial Hotel on electronic information services, publicity creation and other topics.

A number of people have been contacted to make contributions to the workshops.

Accommodation

Arrangements are also being made regarding hotel bookings which people must book themselves. Again details will be offered in the January edition.

Draft Programme

Wednesday 21 May 2003

Workshop and visit

Thursday 22 May 2003

CIS Annual Meeting

Friday 23 May 2003

Workshop and visit

More details in the January 2003 Newsletter - start to make your arrangements

now.

News from Hungary

Gabor Jabonklay writes:

I will be really retired from January 1st 2003. It means I will not come everyday to the Institute, however I will continue to be involved in some activities for MKK, e.g. production of our journals, system operation of our homepage and of the internal network and also training.

Gabor's successor

Also some really good news in that Katalin Balogh will be my successor. (Katalin has worked for MKK for a number of years and has a chemical background)

Editor writes..... We wish Gabor well in his "retirement". CIS Members will want to thank Gabor for his help over the years and also his support of CIS and its activities.

Gabor has always been a stalwart and active supporter of CIS meetings. We shall miss his contributions.

CIS warmly send congratulations to Katalin on her appointment at MKK. I personally have known Katalin for a number of years and have worked with her on projects in Hungary.

I know that CIS Members will find Katalin helpful and knowledgeable in all aspects of OSH and chemical work.

We wish Katalin every success in her new post.

News from the USA

Vern Anderson writes:

I also would encourage the use of our new NIOSHTIC-2 database. It is available under "More Search Options" and from our Databases Page at www2.cdc.gov/nioshtic-2/Nioshtic2.htm

We have over 31,000 NIOSH funded and authored documents with a bibliographic entry, and where possible a link to the full text. Try it out and let us know what you think of it.

News from Japan

Safety and Health in Japan.....

The latest issue of the Japan Industrial Safety and Health Association (JISHSA) contains greetings from the newly appointed President Kazuo Hiromi, who informs that JIHSAs will be developing the following important programmes:

1. Promotion of OSH management Systems.
2. Dissemination of information on overall safety standards of machines
3. Support to chemical-controlled systems
4. Mental health problems
5. Support for small and medium-sized businesses

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News from Europe

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ILO Governing Body concludes 285th session

The International Labour Office's (ILO) Governing Body concluded its 285th session in Geneva today following two weeks of discussion over issues ranging from strengthening tripartism among its social partners, to the situation of workers in the occupied Arab territories, Colombia and forced labour in Myanmar.

The Governing Body approved establishment of a pilot project to test the concept of a "Global Social Trust" which could ultimately help to provide basic social security for up to 100 million people in the least developed and low-income countries. The Global Social Trust concept is to raise family income in the poorest countries through the provision of basic social security. The project will be accompanied by an advisory board that will monitor the progress of the pilot and the Global Social Trust concept in general.

Regarding the appointment of the Director-General, delegates confirmed that the election should take place at its 286th session in March 2003. The first five-year mandate of the current Director-General Juan Somavia of Chile will be completed by March 2004.

The Governing Body also followed up on a resolution adopted by the International Labour Conference in June designed to strengthen the tripartite structure of the Organisation and enhance the role of its employer and worker representatives. The Governing Body requested the Director-General to put in place a comprehensive cross-cutting plan of action for strengthening tripartism and social dialogue throughout the office.

www.ilo.org/public/english/bureau/inf/pr/2002/52.htm

Open all hours: pubs must not have a licence to abuse

The Transport and General Workers' Union is warning that extended pub opening hours must not lead to exploitation of bar workers, and has issued its own 8-point workers' rights manifesto. The relaxation of licensing hours was announced in the Queen's Speech and is expected to usher in 24/7 opening hours.

A letter from the union to licensing minister Dr Kim Howells outlines the union's concerns. Brian Revell, TGWU national organiser for food and agriculture, told the minister the union wanted 'to discuss the concerns of our members to ensure their welfare and security in what is clearly going to be a changing environment in public houses.' The union's manifesto includes: All existing contractual right to be respected and any changes to be made only with the full consent of the worker concerned (similar to the protection provided in the Sunday trading legislation); financial compensation for the increase in unsocial hours to be built into the new regulations; safe transport home for staff released late at night; and a legal minimum of two staff on the premises at all time.

www.tgwu.org.uk/newsrelease/002/pr0421.htm

SEMINARS FOCUS ON FLEET SAFETY

A few places remain for the Royal Society for the Prevention of Accidents' latest seminar on Managing Occupational Road Risk.

Roger Bibbings, RoSPA Occupational Safety Adviser, said: "RoSPA has led the way

in ensuring MORR is addressed as a mainstream health and safety issue. We are delighted to see how seriously the fleet industry is now treating this subject."

Because of the demand, RoSPA is staging an MORR seminar at the Beardmore Conference Hotel, Clydebank, on January 22, 2003.

Seminar speakers include: Ron Munro of Zurich Insurance on the insurer's perspective of reducing risk; Sue Viney, a chartered insurer of BHI Solutions, on measuring performance to manage risk and cost; David Faithful of Amery Parkes Solicitors on criminal and civil liabilities; and David Matthews of Tracker Network (UK) on "black box" technology.

Roger Bibbings added: "Occupational road risk needs to be managed as a key business performance issue. These seminars can provide the impetus needed to put organisations on the right track."

Companies and organisations wanting more information
Tel: +44 (0)121 248 2120 or go [to www.rospe.com/morr](http://www.rospe.com/morr)

New Report by the ILO Committee on Freedom of Association cites Infringements and Violations of Rights

Belarus, Colombia, Ecuador, Venezuela and Zimbabwe are among the serious and urgent cases cited today by the ILO Committee on Freedom of Association, whose report was adopted by the 285th meeting of the ILO Governing Body, for serious infringements of the principle of freedom of association and violations of trade union rights.

In its thrice-yearly report* to the Governing Body, the Committee drew special attention to the case of Belarus, where the Committee noted with deep alarm the absence of progress towards implementation of previous recommendations and a serious deterioration in respect for trade union rights in the country.

In the case of Colombia, the Committee noted that while violence affects all sectors of the population, it was obliged to express its "deep concern once again at the situation of violence against trade union officials and members".

With regards to Zimbabwe, the Committee examined a raid on the headquarters of the Zimbabwean Confederation of Trade Unions (ZCTU) by plain-clothes representatives of the Zimbabwean Republic Police who threatened to use force to disband the meeting unless they were allowed in the premises.

Other countries examined by the Committee include Japan, Ecuador, the Former Yugoslav Republic of Macedonia and Bosnia and Herzegovina.

The International Labour Organisation (ILO) is the UN specialised agency with global responsibility for work and employment issues. The Governing Body is the executive body of the International Labour Office (the Office is the secretariat of the Organisation). It meets three times a year, in March, June and November. It takes

decisions on ILO policy, decides the agenda of the International Labour Conference, and elects the Director-General.

It is composed of 56 titular members (28 Governments, 14 Employers and 14 Workers) and 66 deputy members (28 Governments, 19 Employers and 19 Workers). Ten of the titular government seats are permanently held by States of chief industrial importance (Brazil, China, France, Germany, India, Italy, Japan, the Russian Federation, the United Kingdom and the United States). The other Government members are elected by the Conference every three years.

All ILO press releases can be found at

www.ilo.org/public/english/bureau/inf/pr/index.htm

* 329th Report of the Committee on Freedom of Association, Governing Body, International Labour Office, November 2002, document GB.285/9.

www.ilo.org/public/english/bureau/inf/pr/2002/51.htm

News from Ireland

Bullying and Harassment Prevention - A Management Guide

The publishers of the Health and Safety Review have just launched a new guide to offer Irish readers a concise document with the necessary information to comply with the three codes of practice on workplace bullying, harassment and sexual harassment. Readers outside Ireland may also find the Guide a useful source of information.

To order this guide @ 35euro each send your request with a cheque or credit card details to IRN Publishing, 121/123 Ranelagh, Dublin 6, Ireland Contact: Orla McAleer Tel: +353 1 497 2711.

New Open Bowl Eyebaths launched by Hughes

Two new models have been added to the Hughes range of Emergency Eyebath and Facewash Equipment designed for use in clean areas where a totally enclosed unit is unnecessary.

The STD-75G Eyebath and Facewash Fountain can be mounted on a wall or a pedestal. It has an open ABS plastic bowl in bright yellow for maximum visibility which incorporates twin spray nozzles with aerated diffusers.

Nozzles are protected from contamination by dust covers that automatically lift off under the pressure of the water jets when the eyebath starts operating. The eyebath is activated by pushing a large hand plate at the side of the bowl and the height of the jets is adjusted using a hand adjusted flow regulator.

The STD-85G has the same features but a stainless steel bowl which can be finished with a green powder coating if required. In addition to mounting on a wall or pedestal, the unit can be flush mounted on a table top or bench, making it an ideal

choice for laboratories or schools.

The pedestal mounted versions of both models are available with galvanised or stainless steel pipework.

Contact: Hughes Safety Showers
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Cheshire SK62SS, UK

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Email: sales@hughes-safety-showers.co.uk

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UK unions swap recruitment tips with Eastern European colleagues

Four trade unionists from Eastern Europe arrived in the UK this past week to take part in a four-day training get-together with UK trade union colleagues organised by the TUC to help the Estonian, Polish, Georgian and Croatian guests find out more about how UK unions are successfully recruiting new members.

The three men and one woman are taking part in organising sessions at the TUC's training centre in North London alongside ten organisers and recruiters from UK unions which include manufacturing union Amicus, print union GPMU, and rail union RMT. The four will end their trip to the UK by attending the TUC's annual organising event at Congress House..

The event - Organise 2002 - is expected to attract up to 400 union organisers, activists and members from across the country, and will focus on how unions are adapting to the changing nature of work. Keynote speakers include Minister for Work, Nick Brown MP, and TUC General Secretary John Monks, and the day concludes with the only UK gig of US comic Mike Daisey's acclaimed 21 Dog Years - Doing Time@ amazon.com

One of the TUC's guests, Hannes Roosaar from Estonia will stay on after the others have gone home to help construction union UCATT recruit amongst the many migrant workers from the old Eastern bloc countries currently working on building sites across London.

Of the TUC training initiative, TUC General Secretary John Monks said: "As we enter into the age of the global economy, it's crucial that unions learn to operate in a worldwide perspective too. Apart from the desire to help our Eastern European friends recruit more members, the TUC is also keen to ensure that any worker employed in the UK has the best possible protection from employer abuses, wherever they may be from.

"Last year we teamed up with Portuguese trade unionists to encourage that country's migrant workers to join UK unions whilst they work here, now we will be able to do the same with Eastern European migrant workers."

The four trade union organisers who are guests of the TUC this week are:

- Daniel Spicak, who is 32, and from Croatia. He is an organiser for the Croatian union which covers workers in the power, chemical and non-metal industries and is hoping his London trip will help improve his organising skills.
- Hannes Roosaar hails from Tallinn in Estonia, where he is organising secretary of the Confederation of Estonian Trade Unions. The 43 year old has two children and has worked as a mechanic in the Soviet army, and a bus and coach driver for the Tallinn Bus Company. He will be helping UCATT in its recruitment efforts until mid-December.
- Marlena Pawlowska is from Gdansk in Poland and has a masters degree in Swedish. She is an organiser working for Solidarnosc, the Polish equivalent of the TUC. She speaks Swedish, German, English and Polish.
- Irakli Petriashvili is a 33 year old, ex-professional rugby player from Tbilisi in Georgia. He is deputy chairman of the Georgian Trade Union Amalgamation.

Conscious that language barriers can make work for migrant workers less safe than it should be, the TUC is also involved in the running of a course towards the end of the year which aims to improve the basic English skills of construction workers in the UK. Involving construction union UCATT, Lewisham College and the Mace construction company, the course will involve the translation of safety guidance materials into Lithuanian, Rumanian and Russian.

Trade unions in Eastern Europe are having particular problems recruiting members. Under the Communist system, unions were associated with the state, and all workers belonged to one. Unions there have no history of organisation, and membership levels have been dropping off. Hence the visit to the TUC and London to learn more about how UK unions recruit.

Latex deal could end fatal allergy in the UK NHS

The UK National Health Service (NHS) and latex glove manufacturers are expected to reach an agreement that could end the use of cheap latex gloves, which can trigger life-threatening allergic reactions among health service workers.

Manufacturers could also agree to stop distributing the cheap gloves in the UK, at the TUC summit with healthcare unions and latex-allergy sufferers.

Twelve hundred workers (including surgeons, nurses, dental technicians and radiographers) develop latex allergies every year, usually by working regularly with latex, and their reactions can range from asthma and dermatitis to potentially fatal anaphylactic shock. The TUC estimates that latex allergy costs UK employers, mostly the NHS, over £120 million a year.

At the TUC summit at Congress House, manufacturers will be urged to distribute only the safer low-protein, powder-free gloves, and NHS Trusts will be urged to refuse to buy the cheaper, but more dangerous alternatives. The TUC will ask health ministers to support any agreement by initiating a major latex education programme throughout the NHS.

The summit - organised by National Association of Theatre Nurses and Latex Allergy Support Group jointly with the TUC - will hear from Dr Henning Allmers, a German specialist, who has researched the effect of using safer latex gloves (and alternative non-latex gloves for those already allergic), and found that rates of developing allergies have all but disappeared.

Natural rubber latex is used to make the latex gloves that protect against blood-borne infections like hepatitis and HIV. Cheaper latex gloves are often rich in proteins and dusted with powder - a potent cocktail that can trigger allergies like asthma and dermatitis. People allergic to latex can suffer potentially fatal anaphylactic shocks, when their body's defences overreact and effectively shut down their lungs and heart, if they are exposed to even small amounts of latex.

Contact:

Owen Tudor Tel: +44(0) 20 7467 1325 or 07788 715261 (mobile) or email otudor@tuc.org.uk

Latex Allergy Support Group: www.lasg.co.uk/

CIPD guide says it's time to rewrite the rules of reward

People management experts The Chartered Institute of Personnel and Development (CIPD) have launched a practical guide to how best recruit, retain and motivate employees using a range of reward mechanisms that go well beyond pay and perks.

Total Reward confirms that traditional rewards such as pay and benefits remain important fundamentals, but argues that they are not the only factor when it comes to rewarding employees for their efforts. Charles Cotton, CIPD Adviser on reward says: "There is sometimes a pay-obsessed response from employers to any problems to do with personnel or motivation.

"Often when organisations face skill shortages, high turnover, relocation, employee disputes or general dissatisfaction they turn to cash as a solution. But financial rewards alone cannot bring about the behaviours, mindsets and contributions that organisations need to boost their performance."

The report highlights the individual nature of reward, says Cotton: "At certain times we may be able to concentrate on the luxury of job interest and personal development, while at other times, security and paying the mortgage are what drives us."

Total Reward presents a number of models, and explores a broad array of issues and rewards including pay, benefits, training, career development, work-life balance, management style and employee involvement.

Under a total reward policy all aspects of the work experience are recognised and prominence is given not only to remuneration, but also to less tangible rewards. The Hay model states that "inspirational leadership is the ultimate perk." Their argument is that up to 70 per cent of an organisation's climate and the atmosphere of the workplace can be traced to leadership.

The Towers Perrin model underlines the need for reward strategies to be in line with business and HR strategies, "given the range of things people value - and recognising the impact of age, culture and other factors - the key is determining which rewards will produce the greatest impact on the employees that the company has identified as most important."

Total Reward concludes that the cardinal rules of reward need to be rewritten and that by putting less emphasis on financial aspects to retain top talent, companies can appeal to the personal values and lifestyle choices of today's employees. They can begin to create the sort of mutually beneficial employment relationship that will help build the mindset required among employees to direct their efforts to the key strategic priorities of the business.

Adds Cotton, "If you consider you employee's needs as well as your business needs, you may very well have an easier time satisfying both."

**Total Reward, by Paul Thompson.
October 2002 ISBN 0852929757.
£ 30.00 . £ 15.00 (CIPD members)**

You can order CIPD books on 0870 800 3366, from business bookshops or via the CIPD website: www.cipd.co.uk

TUC and NSPCC urge government to act to protect children at work

The law governing how much and what kind of work school-age children in England and Wales can do is too complicated and confused, say the TUC and NSPCC as they join forces to call on the government to simplify the rules and give children and their parents better protection from unscrupulous bosses.

In a new report - **Too much too young: Sorting out the law on teenagers at work**, the two organisations detail the numerous, complex, inconsistent and sometimes contradictory legal provisions which determine the conditions under which teenagers, aged 13-16 who are still at school, may work. The TUC and the NSPCC believe that the absence of a single piece of legislation or statutory code can lead to situations where young children are exploited and put at risk.

Too much too young - written by Carolyn Hamilton, Director of the Children's Legal Centre at the University of Essex - sets out the law as it relates to the two million young people who it is estimated currently combine school and part time working in England and Wales.

Contacts:TUC Press office on +44 (0)20 7467 12

Email: media@tuc.org.uk

Brendan Murphy, NSPCC +44 (0)20 7825 2711 or email: bmurphy@nspcc.org.uk

UK starts to relax!!!!

More and more companies are signing up for the new concept in corporate well being: Relaxation Zones in the workplace. Brought to Britain by Swedish company Hela, these new Hela Zones provide a unique and innovative stress management solution.

Stress related ill health, accidents and absenteeism is responsible for the loss of 6.5 million working days each year, costing employees around £370 million and society as a whole as much as £3.75 billion according to the Health and Safety executive. As work related stress is becoming an increasingly serious problem, there is a need for proven and cost-effective stress relief solutions.

Each Hela Zone consists of an exclusive stress management chair made from the latest in massage technology and a music entertainment system. Available to buy or rent from £150 per month the Hela Zone can be a worthwhile investment for companies of all sizes.

The soothing relaxation music together with the effective deep tissue massage of tired and stiff muscles from neck down to the lower back, effectively rests both body and mind.

Following a trial rental, the first customer in the UK is News International who has installed a Hela Zone at their Wapping, London facility. In the last few weeks orders have been taken from eight other companies and the interest is increasing. Hela Zones have already been fitted out at locations across Europe for companies such as: AGA Gas, Dell Computers, IDG, Manpower, Pharmacia, Scandinavian Airlines, SEB (SE-Bank), Siemens, Swedish Football Association and Volvo Cars.

Herman Bynke, managing director of Hela UK said "We recently exhibited at the CIPD Human Resources exhibition in Harrogate and generated tremendous interest with Hela Zone concept, that we have doubled our order for the chairs. People that

feel good about themselves and their job are also superior achievers and will take fewer sick days. A Hela Zone can save money, improve staff performance and provide a platform for corporate success through effective health solutions. Employers have a responsibility to their staff to address this issue."

For more information contact +44 (0)1628 405154 or visit

www.hela.co.uk

Asbestos in the workplace

Recent research from Zurich Risk Services reveals that 83% of 500 UK companies recently surveyed have no plans in place to deal with the risks associated with asbestos in the workplace. This is in spite of the fact that 63% of same companies said that the threat to health would be their biggest concern if they had a problem with asbestos in situ.

Roger Cottell, Managing Director of Zurich Risk Services, said, "The fact that 60% of the companies surveyed didn't even know about the new Control of Asbestos at Work Regulations which include a "duty to manage" is extremely worrying. The new Regulations, which were recently signed in the House of Commons, mean that companies must get plans in place."

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Intolerable bosses 'the main cause of resignations'

Most people who resign from their jobs are not moving for money or career progress but because they are sick of their immediate boss. Personality clashes or general dissatisfaction with managers are the biggest single reason that British companies have to spend billions of pounds a year replacing people they would rather keep.

Management lecturer Stephen Taylor and his students at Manchester Metropolitan University conducted confidential detailed research across a wide variety of business sectors before reaching the conclusion that weak management pushes good employees to leave.

In The Employee Retention Handbook, published by the Chartered Institute of Personnel and Development, Taylor points the finger in particular at young, inexperienced supervisors who have not been in the job long enough to benefit from watching good managers at work.

"A lot is written about bullying managers, but more frequently, the problem is just poor managers. It may be someone who is nice but ineffectual. They may fail to tackle issues or sweep things under the carpet, or they may be too focused on their own careers.

"We appoint people to management positions without thinking about their management skills. They move up because they're good at their present job, not because they're good at managing other people."

When employees go, says Taylor - sometimes for a lower salary - they are usually leaving the manager rather than the company. "Rewards and pay are almost an irrelevance," Taylor says. "Pay is the easy bit when you're managing people. It's a doddle: you pay the market rate. The difficult bit is the area of interpersonal relationships."

Each time an employee leaves, the costs to the company are between 50 and 250 per cent of his or her annual salary. But few organisations ever find out the real reasons for their departure, because they are usually reluctant to say anything that could burn their professional bridges. Instead, they give positive reasons for leaving (career advancement, a better salary) or neutral reasons (family circumstances).

The Employee Retention Handbook is a vigorous, challenging and original exploration of the myths and truths surrounding employee departures. Written in a readable and direct style and aimed at managers themselves, it looks at:

- the managerial attitude problem common in many UK workplaces
- the competitive advantage of reduced staff turnover
- how to measure, cost and predict employee turnover
- the key features of 'good practice' in human resources
- the roles played by training and development, working conditions, induction and supervision.

Specific chapters are dedicated to studies of graduates, call centre employees, police officers, engineers, accountants and solicitors and retail workers.

The Chartered Institute of Personnel and Development (CIPD)

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The Employee Retention Handbook, by Stephen Taylor.
October 2002 ISBN 0-85292-963-3. paperback £24.99
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Professionals who deal with risk on a daily basis are being offered a new approach and a new course from the University of Bath.

This course, the first in a series of Integrated Risk Control modules, can be studied at a distance, uses multi-media and e-learning techniques and aims to achieve the skills and understanding needed to practice risk management effectively.

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Further details can be obtained from Miss Rae Deane, Marketing Co-ordinator, Centre for Lifelong Learning, University of Bath, Claverton Down, Bath, BA2

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To see a sample of the module see www.bath.ac.uk/dacs/risk

More children, fewer teachers: New UNESCO-ILO study sees global teacher shortage causing decline in quality education

Relentless population growth and declining working conditions are creating a severe shortage of teachers in the world's classrooms that may lead to a slide in education standards, according to a new global study by UNESCO and the Geneva-based International Labour Office.

The study, found that the number of school-aged children had outpaced the growth in the number of teachers worldwide in the 1990s, packing classrooms in some developing countries with as many as 100 students per teacher.

At the same time, the study reveals that declining working conditions and low salaries in the industrialized nations are discouraging new recruits to the profession,

creating shortages and threatening to diminish the quality of education at a time when the need for new knowledge and skills is growing dramatically.

The *Statistical Profile of the Teaching Profession* is based on the most extensive set of data ever gathered on teachers. It looks at how many teachers there are, who they are and what training they have received, their working conditions and how much their governments invest in them. It clearly links the status of teachers with the quality of education: in those countries where teachers enjoy relatively good employment conditions, education tends to be given high priority and is of higher quality.

The data show that a concerted effort has been made in many developing regions, where demand for more teachers is highest, and where two thirds of the world's 59 million teachers live and work. The number of primary teachers in these countries increased on average by almost nine per cent between 1990 and 1995. But, the report finds, the population of primary school-age children there rose by the same amount.

At secondary level, the number of teachers grew substantially faster than the secondary school age population in the developing countries (14.3 per cent and 6.0 per cent respectively). In the Least Developed Countries (LDCs) the difference was much less marked (16.4 per cent and 13.9 per cent). However, the study notes that almost half (228 million) of the total youth population of secondary age in these countries was out of school. As more of these young people get into school, demand for teachers will increase exponentially.

The ratio of primary pupils to teachers remains three times higher in the Least Developed Countries than in developed ones. In countries such as Benin, Central African Republic, Chad, Congo, Gabon, Malawi, Mali, Mozambique and Senegal, for example, the study reports an average of more than 50 primary-age pupils and often as many as 70 for every teacher in the overall population. These are national averages, which need to be distinguished from class sizes. The report points out that average values of the order of 70:1 mean that classes of more than 100 children are not unusual. This compares with an average of 16 pupils for every teacher in the member countries of the Organisation for Economic Cooperation and Development (OECD). Denmark, for example, counts 10.6 primary pupils for every teacher, Hungary 10.9, Italy 11.3, Luxembourg 12.5 and Norway 12.6.

Developing country teachers tend to be very young and inexperienced. In many of these nations more than 30 per cent of teachers are under 30 years of age: in Indonesia, the under 30s account for more than 52 per cent of primary school teachers. Although most teachers have the national academic qualifications to do their job, these qualifications vary widely, and in many of the Least Developed Countries the majority of primary teachers have, at most, a lower secondary qualification, and frequently no professional training at all. This is the case for almost 50 per cent of Uganda's teachers, 40 per cent of Togo's teachers and some 35 per cent of teachers in Cape Verde.

The report notes that the number of women teachers increased throughout the 1990s, but added that they still remain well under 50 per cent of the total in many

countries in sub-Saharan Africa and South Asia, where the presence of more women teachers could help increase the access of girls to schooling. In addition, women remain under-represented, often severely, in educational management positions, providing further evidence that the "glass ceiling" remains a reality in education.

Developed countries are also facing a difficult future. The teaching force as a whole is ageing, and governments are battling to attract young people to the profession. In Germany and Sweden for example, more than 70 per cent of primary teachers are over 40. This means that the majority of teachers received their initial training 15 to 20 years ago, but the knowledge and skills needed by students has changed dramatically since then. The report notes that in-service training is offered in many countries, but questions its quality and relevance.

Research indicates that low salaries may be partly responsible for lack of new recruits. In the OECD countries, for example, a teacher with 15 years experience earns an average of US\$27,525 annually (ranging from a low of US\$8,252 in Hungary to a high of US\$43,627 in Switzerland), which the report says is significantly less than equally qualified professionals in other fields. Nonetheless, this is still several times the earnings of teachers in developing countries, where salaries fell steadily throughout the 1990s. In Indonesia, a teacher with 15 years experience earns an average US\$2,938 annually, while in Peru, all teachers, regardless of the level they teach or their experience, earn little more than US\$4,700 a year.

The report analyses the trade-offs made by governments to maximize the efficiency of their education systems. In some countries, such as Peru, teachers' low salaries are partly compensated by a relatively light teaching load of about 648 hours annually. In the Philippines, teachers are paid more (about \$US 10,640 annually), but work an average of 1,176 hours per year and teach classes of over 50 students.

Juggling these various elements is obviously a complex task, especially for poor countries. But getting the balance right is vital for building and maintaining a professional teaching corps. In 1966, UNESCO and the ILO adopted the Recommendation Concerning the Status of Teachers, which stresses the central role of teachers in education and argues that salaries and conditions should reflect their importance to society.

"The Recommendation is as relevant as ever," says UNESCO Assistant Director-General for Education John Daniel. "The teacher shortages we are beginning to see everywhere have various causes," he adds. "But a common factor seems to be the diminishing status of teachers and a concomitant decline in working conditions in many countries. As a result, we are seeing qualified teachers quit the profession for other work, and potential recruits looking upon teaching as a last resort."

"What we are seeing are the first signs of a looming teaching crisis in the global education system," says Sally Paxton, ILO Executive Director for Social Dialogue. "At a time when population changes as well as changing knowledge and skills needs are placing new demands on schools and pupils alike, governments and their education partners quickly need to find a way to open meaningful dialogue with teachers and their unions to discuss ways to improve the lot of the world's teachers."

For further information , please contact:

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Tel: +3314/568-1706, Email: s.williams@unesco.org

Thomas W. Netter, ILO Department of Communication, Chief Media Programmes

Section Tel: +4122/799-7973, Email: netter@ilo.org

More information on World Teachers' Day is available online at:

www.unesco.org/education

NCEC's latest Product Briefing: "Chemdata - the multi-use hazard and response database".

Many different sectors of industry, as well as ports, harbours, airports, etc. have been finding Chemdata of great benefit to the management of chemicals and hazardous substances. The Product Briefing details the broad range of these users and the way in which Chemdata helps them.

Chemdata has recently been updated with even more powerful searches and enhanced data display screens. These new features enable users to find the substance in question far more rapidly, and to see at a glance the hazards of the system. For a free CD-ROM Interactive tour of the newly updated system, contact NCEC.

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Emergency Response Training

The NCEC is pleased to announce a new date for the very popular, 1st Response Training Course. This NCEC training course, supported by the Fire Service and chemical industry, is invaluable for all organisations involved in dealing with chemical incidents in the distribution chain. The next course will be held on Tuesday 11th March 2003 at the Chemical Industry Association's headquarters in Westminster, London, UK.

The last couple of courses have been over-subscribed and we would encourage anybody interested in attending to contact us as early as possible. For further details or to book a place please see the NCEC website: www.the-ncec.com/1stresponse

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Please make my day.....send some news

.... Your Editor

Information from Poland

National Competition for the Improvement of Working Conditions

The Competition started in 1972 and is one of the forms of encouraging Polish enterprises to undertake different activities which could help to reduce or eliminate occupational accidents and the risk of occupational diseases.

The aim of this Competition is inspiring and promoting scientific-research works as well as organizational and technical solutions which lead to the improvement of occupational conditions, its safety and man protection in working environment.

It could be done through the improvement of already used and newly introduced methods of hazard and occupational risk assesment, new constructions, technologies, equipment and materials.

The Competition covers solutions that reduce occupational hazards and improve working conditions and that have been applied in practice. These could be technical and organizational projects as well as research projects.

The Competition elaborations could deal with eg. reduction or elimination of accident risks, noise, vibration, air pollution, electrical and radiation hazards and other hazards which could cause occupational accidents and diseases.

They can also deal with improvement of working conditions connected with proper lighting and microclimate, reduction of physical and mental load, improvement of existing or elaboration of new personal protective equipment as well as improvement of already used or elaboration of new forms and methods of educational, promotional and publishing activities in the field of occupational safety and ergonomics.

The Competition is organized by the Ministry of Labour and Social Policy in cooperation with several other institutions. The secretariat is run by the Central Institute for Labour Protection.

During 29 years of duration of this Competition more than 4 thousand of technical and organizational solutions were submitted and their use in practice assure the improvement of working conditions for more then 2 million persons as well as the economic benefits of hundred millions zlotys.

The existence of this Competition for so many years, its popularity and its range the high role of such an event.

In 2001 85 technical and organizational solutions and 13 scientific-research works were submitted for this Competition.

In the group of technical and organizational solutions, 7 works were awarded. The first prize was awarded for the elaboration of the central air conditioning in the coal mine. It is a unique solution not only in Poland and it let to explore the deep coal

seems in more effective and safe way. This air-conditioning system allows also to reduce the costs of energy production.

In the group of research works, 6 solutions were awarded. The first prize was awarded for a safe ventilation system and the protection of the coal miners.

Other awards included: decreasing the acoustic emissions to the working environment on cars' assembling lines; decreasing of noise on productions lines; safety and health management systems, utilization of chemical refuse

Title you may have missed....

Corporate Killing: a Manager's Guide to Legal Compliance

by Michael G. Welham, Mphil, MSc, DIPOHSM, Dip Law, FIOSH, RSP, FIRSM

One of the hot topics in the occupational health and safety world, particularly in the UK is corporate killing. This is a specific offence which is intended to make companies accountable in the criminal law for manslaughter at work. The penalty will be an unlimited fine and directors may also be disqualified. The other offences under the UK legislation which will affect the individual are:

>Reckless killing - where a person is aware of the risk that their conduct will cause death or serious injury. The maximum penalty is life imprisonment.

>Killing by gross carelessness - when there is a risk that the conduct would cause death or serious injury and the person concerned is capable of appreciating the risk. The maximum penalty is ten years' imprisonment.

> Killing when the intent was to cause minor injury. The maximum penalty is ten years' imprisonment.

The work includes specific chapters for directors and safety officers. The practical, user-friendly format will make this an invaluable reference source for the 3.5 million UK enterprises and other organisations working in the UK that could be affected under the new law.

Contents of each chapter: 1 Current deaths at work legislation; 2 Workplace accidents and disasters; 3 Corporate manslaughter cases and key elements of manslaughter at work; 4 Corporate killing; 5 Reckless killing; 6 Killing by gross negligence; 7 Killing where intention to cause minor injury; 8 Enforcement and fines; 9 The legal system, process and enforcement agencies; 10 Management of health and safety. There is also a Table of Cases, Table of Statutes, Table of Statutory Instruments, Index.

This authoritative, up-to-the-minute guide is written by Mike Welham who is a leading authority on corporate and individual manslaughter. He is employed by the UK Health and Safety Executive (HSE), and is a member of the HSE Manslaughter at Work Project Team, and has extensive working experience of investigating and prosecuting individual and corporate manslaughter at work cases.

The Guide provides clear, easy-to-understand commentary on the Act and advises managers on the necessary steps to ensure compliance with the legislation and implementation of new practices and procedures.

Corporate Killing, Michael G Welham

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Butterworths Tolley, 2 Addiscombe Road, Croydon, Surrey CR9 5AF, UK

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Product Code CKNL01

ISBN 0754510662 0 2002

266 pages Paperback

Diary of Events

8 January 2003 - Advanced Ecotoxicology Training Course: Module 12

Institute of Quality Assurance, London, UK

Contact: Chemical Hazards Communication Society (CHCS), UK

Fax: +44 (0)7000 790 338 | Email: chcs@chcs.org.uk | www.chcs.org.uk

22 January 2003 - The Practical Aspects of Managing Occupational Road Risk

The Beardmore Conference Hotel, Clydebank, UK

Contact: RoSPA -The Royal Society for the Prevention of Accidents, Edgbaston Park
353 Bristol Road, Birmingham B5 7ST, UK. |Tel: +44 0870 7772120 or

Tel + 44 (0)121 248 2120 | www.rospa.com

4 February 2003 - Classification for Transport Training Course: Module 8 Manchester Airport, UK

Contact: Chemical Hazards Communication Society (CHCS), UK

Fax: +44 (0)7000 790 338 | Email: chcs@chcs.org.uk | www.chcs.org.uk

28 February 2003 - International RSI Awareness Day

Contact: TUC/ Hazards, P O Box 199, Sheffield S1 4YL , UK

Tel: +44 (0)114 267 8936 | www.hazards.org/campaigns

31 March - 1 April 2003 - Surviving EU information: strategies and skills for success: 12th Annual Conference

Robinson College, Cambridge, UK

Contact: Catherine Webb, EIA Manager & Eurotalk Listowner , European Information
Association

Central Library, St Peter's Square, Manchester M2 5PD, UK

Tel: +44 (0)161 228 3691

Fax: +44 (0)161 236 6547

Email: eia@libraries.manchester.gov.uk | www.eia.org.uk

28 April 2003 - Workers' Memorial Day

Contact: TUC/ Hazards, P O Box 199, Sheffield S1 4YL , UK
Tel: +44 (0)114 267 8936 | www.hazards.org/links |
www.gmb.org.uk/health&safety

31 August - 4 September 2003 - First International seminar on Good Management Practice- Interaction of Environment Safety and Quality

Hotel Levitunturi, Sirkka (Lapland) Finland
Contact: Gunilla Rasi, NIVA, Topeliuksenkatu 41 aA, FIN-00250 Helsinki Finland |
Tel: +358 9 4747 2398 | Fax: +358 9 4747 2497 | E-mail: gunilla.rasi@ttl.fi |
www.niva.org

15-17 September 2003 - Second International seminar on Workplace Health Promotion - Practice and Evaluation: Part 1 (Part 2: 19-21 January 2004 - see entry)

Hotel Eckero, Aland, Finland
Contact: Gunilla Rasi, NIVA, Topeliuksenkatu 41 aA, FIN-00250 Helsinki Finland |
Tel: +358 9 4747 2398 | Fax: +358 9 4747 2497 | E-mail: gunilla.rasi@ttl.fi |
www.niva.org

22-24 October 2003 - Occupational Safety and Health in the Construction: Impact of new demands and global management: XXVII International Symposium ISSA Construction Section

Lisbon, Portugal
Contact: Sofia Brito Avo, IDICT, Av. Republic 84-4, D-P-1600-205 Lisbon, Portugal |
Tel: +351 21 792 7059| Fax: +351 21 792 7084| Email: aiss2003@idict.gov.pt

3 November 2003 - FSE 2003: Food Safety in Europe 2003 Conference

Royal National Hotel, Russell Square, London, UK
Contact: Mary Meadows, Angel Business Communications Ltd,34 Warwick Road, Kenilworth, Warwickshire CV8 1HE, UK | Tel: +44 (0) 1926 512 424| Fax: +44(0)1926 512 948| Email: mary@angelbc.co.uk

4-5 November 2003 - EUROSHE 2003: European Occupational Safety, Health and the Environment 2003 Conference (MAJOR EVENT)

Royal National Hotel, Russell Square, London, UK
Contact: Mary Meadows, Angel Business Communications Ltd,34 Warwick Road, Kenilworth, Warwickshire CV8 1HE, UK Tel: +44 (0) 1926 512 424 Fax: +44(0)1926 512 948 Email: mary@angelbc.co.uk

9-21 January 2004 - Second International seminar on Workplace Health Promotion - Practice and Evaluation: Part 2 (Part 1: 15-17 September 2003 - see entry)

Nordic School of Public Health, Gothenburg, Sweden
Contact: Gunilla Rasi, NIVA, Topeliuksenkatu 41 aA, FIN-00250 Helsinki Finland
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