

Hand-arm Vibration Syndrome (HAVS)

– LINE MANAGER GUIDANCE

What do I need to know?

The Health and Safety at Work etc. Act 1974 places a duty of care on all employers to protect the health, safety and welfare of their employees. In addition to this, the Control of Vibration at Work Regulations 2005 states that an employer shall protect their employees from hand-arm vibration in the workplace.

As a line manager, you are responsible in ensuring risks from vibration in the workplace are adequately controlled, so that Network Rail complies with the regulations.

THIS CAN BE ACHIEVED BY FOLLOWING ALL OF THE BELOW:

- 1 Assessing the risk to health and identification of vibration exposure in the workplace
 - a) Identify which employees are at risk by using the [WORK ACTIVITY RISK ASSESSMENT](#) process, including the task risk control sheet, the [HAVS SPECIALIST RISK ASSESSMENT](#) and record findings. If the risk assessment indicates vibration exposure levels for particular tasks are above the Exposure Action Value (EAV*), further action is required as specified in section two. **No individual shall be exposed to a daily vibration value greater than the Exposure Limit Value (ELV*).**
 - b) Use the small plant [DATA SHEET](#) to estimate vibration exposures, record findings and identify alternative tools with lower vibration emissions.
 - c) Keep a record of each employee's exposure by using manual or electronic recordings, or the [HSE CALCULATOR](#).
- 2 Implementing control measures to eliminate or reduce employees' exposure to vibration
 - a) Implement control measures identified in risk assessment such as tool rotation, task rotation or use of alternative tools
 - b) Use the [INFRASTRUCTURE PLANT MANUAL](#) to support and identify further control measures.
- 3 Reviewing and monitoring the effectiveness of the controls implemented
 - a) Review employee's control measures and exposure regularly. Should there be a breach of EAV, this will need to be reported as a [CLOSE CALL](#). All breaches of ELV will need to be formally [INVESTIGATED](#).
- 4 Providing information, instruction and training to employees
 - a) Maintain a record of mandatory annual safety briefings
 - b) Use the [SUPPORTING INFORMATION](#) available on the health and wellbeing portal on Safety Central.
- 5 Complying with statutory health surveillance requirements
 - a) Support employees to return their annual HAV screening questionnaire and attend health surveillance where this is identified in the [HEALTH SURVEILLANCE STANDARD](#)
 - b) Investigate when a new or worsening case of HAVS is identified (see Appendix A of the standard for further information)
 - c) [SUPPORTING](#) an employee when a new or worsening case of HAVS is identified.

Further information can be found in the [HSE guidance](#)

* EAV as defined in NR/L2/OHS/00113 is set at 2.5m/s² A (8) or 100 points per eight-hour shift.

* ELV as defined in NR/L2/OHS/00113 is set at 5m/s² A(8) or 400 points per eight-hour shift.