



Banc Ceannais na hÉireann
Central Bank of Ireland

Eurosystem

Safety, Health & Sustainability Performance Report 2022

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HIGHLIGHTS

Sustainability

Multi-disciplinary
Sustainability Taskforce
set-up to coordinate and support
the delivery of the
Climate Action Roadmap

42%
carbon emission reduction
en-route to 51% target by 2030



As part of Ireland's **National Energy Efficiency Action Plan** the Central Bank of Ireland recorded an energy reduction of

62.4% from 2009,
exceeding the 2030
target of 50%.

Health & Safety

1562

Personnel
received Fire
Safety
Induction
training



New online Display
Screen Equipment
(DSE) Training and
Risk Assessment
modules launched



3

HSA
Reportable
Accidents in
2022 (0 in 2021)



NWQ exemplar of
Universal Design –
NDA eLearning
module for architects
and designers



Future Focus – 2023



- Development of Climate Action Roadmap to meet Climate Action Plan requirements and reduce environmental impact
- Enhanced emergency preparedness plans and training to embrace hybrid working
- Recertification to existing ISO 14001, 45001 & 50001 standards and inclusion of new Mayor Street premises and operations

Executive Summary

This annual report on the Safety, Health and Sustainability (SHS) performance of the organisation is designed to assist the Central Bank of Ireland Commission in discharging its responsibility for reviewing SHS management performance.

Operating Environment

- The Central Bank continued to operate in response to COVID-19 pandemic controls, in compliance with Government policy.
- Managed a controlled return to work onsite programme safely from June 2022.
- Addition of new Mayor Street building to the Dockland Campus in July 2022.
- Review of the Safety, Health and Sustainability operating model in a hybrid working environment.

SHS Management

- The Central Bank continues to operate to independently certified international management system standards ISO14001 (environment), ISO45001 (health & safety) and ISO50001 (energy), across all sites and BREEAM In-Use for the North Wall Quay building in the Dockland Campus.

Health and Safety Statistics

- The total number of accidents (with injury) recorded stayed static from 2021 to 2022 at six, with the number of reportable injuries increasing from none to three. This equates to a reportable accident incidence rate increasing to 150 per 100,000 employees in 2022 from nil the previous year. To set this in context, the latest published average national value for Ireland was 526 per 100,000 and for the EU27 countries was 1,143 per 100,000 (Appendix 1).

Resource Consumption ¹

- Comparing 2022 unit consumption with 2021; electricity usage increased by 19.6%, gas decreased by 14.1%², oil decreased by 29.3%; water usage increased by 5.9%. Paper usage per employee increased by 25.8%(Appendix 2).

Waste Management

- Total waste production increased by 176% between 2021 and 2022, however the amount recycled or recovered increased from 92.2% to 98.5% (Appendix 3).

Emissions

- Between 2021 and 2022, greenhouse gas emissions increased by 9.3% to 4,490,161 kgCO₂e (Appendix 4)

Sustainability Taskforce

- A Sustainability Taskforce was established in June 2022, to lead and coordinate the delivery of the Bank's strategic objective to "deliver on our commitment to act as a sustainable organisation".

Managers' EHS Review

- The key health and safety compliance monitoring framework for statutory training etc., was suspended in 2022 during the COVID-19 pandemic and the transition to hybrid working.

Compliance

- No breaches or notices were recorded. Details are presented in Appendix 7.

Wellbeing

- Establishment of the Wellbeing Working Group and retention of the IBEC KeepWell Mark.
- Additional initiatives and details are presented in Appendix 11.

Accessibility and Universal Design

- The Centre for Excellence in Universal Design (CEUD) at the National Disability Authority (NDA) developed a Universal Design e-learning module aimed at architectural professionals in Ireland.

¹ The return to work onsite programme and addition of the new Mayor Street buildings increased energy usage, emissions, waste, water and paper use compared with 2021

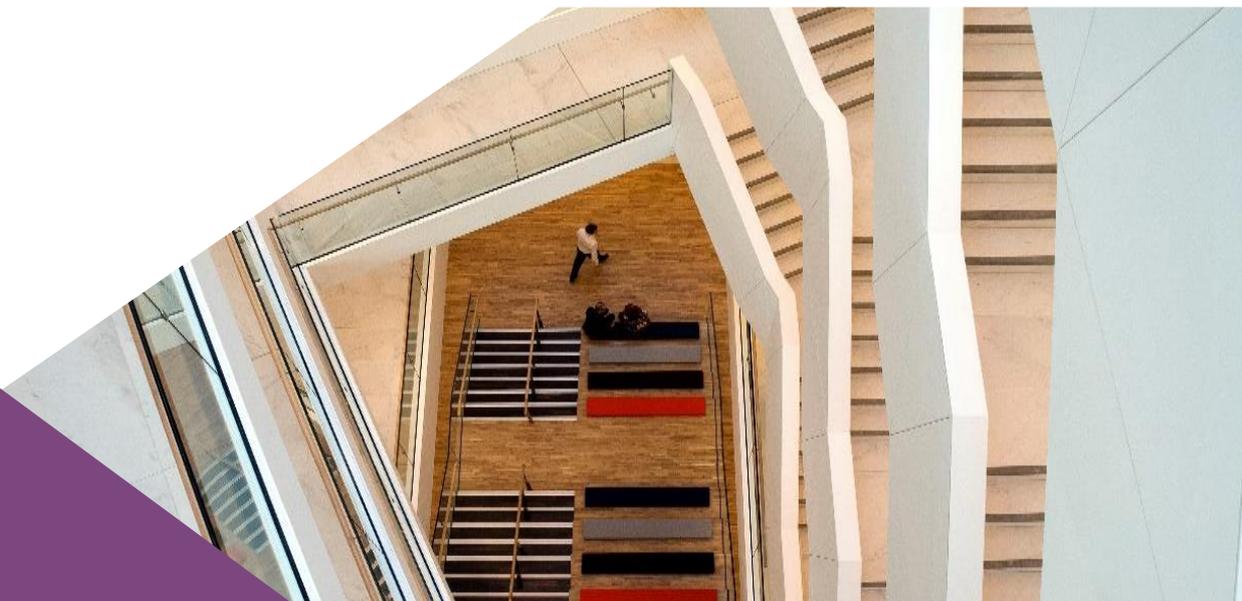
² Gas usage decreased as the Combined Heat & Power plant in Mayor Street was not commissioned in 2022; Oil usage decreased as we continue to move to fossil fuel alternatives

The module is based on a case study of the Central Bank of Ireland, which won the RIAI Universal Design Award for its building on North Wall Quay in 2017. The module was launched at the National Disability Authority annual conference in Croke Park on October 20, 2022, by Anne Rabbitte TD, Minister of State with responsibility for Disability.

Figure 1 | Launch of e-Learning module at the NDA annual conference



Dr. Ger Craddock, Chief Officer at the Centre for Excellence in Universal Design (CEUD), Tony Murray, Senior Solution Architect (ISPD) and chairperson of the BankAbility network, Ruth O'Neill, Senior Built Environment Design Advisor at CEUD, Liam McMunn, Environmental, Health & Safety Manager and Access Officer (WSFM)



Safety, Health and Sustainability

Safety, Health & Sustainability initiatives and projects completed in 2022 and planned in 2023, are available in Appendices 5 & 10 respectively

Stakeholder and Industry Engagement

- Quarterly SHS reports are submitted to the Safety, Health & Sustainability Working Group containing an accident and incident summary, details of training / assessment and a summary of inspections, communications, initiatives and new legislation implications.
- Details of other SHS activities involving communication with stakeholders are presented in Appendix 8.

Ergonomic Support

- Additional staff at our Dockland Campus have been trained as Workstation Assessors, whose role is to review the statutory assessments for display screen equipment which are completed annually by each user.
- A new eLearning based DSE workstation risk assessment module was launched in July. It automatically manages issues and where further intervention is required, competent Workstation Assessors make arrangements for any standard control measures identified in the assessment process. The EHS team is available to manage any escalated actions which require expert input.

Emergency Preparedness and Response

- A schedule of emergency evacuation preparedness drills was completed. Consultation was undertaken with various stakeholders, debriefing sessions were held, and lessons learned have been incorporated into our processes in order to improve future performance.
- An evacuation performance summary table for all buildings is presented in Appendix 6.
- Two personal Emergency Evacuation Plans (PEEP) have been created, tested and documented where requested by a member of staff with additional needs during 2022.
- In anticipation of a reduced number of first aiders on site in a hybrid working environment, a review of Emergency First Aid procedures was carried out for all sites.

- Support was provided during the management of the returning to work onsite programme including extended campus fire safety induction training completed with 1562 personnel during 2022.

Managers' EHS Review Framework

- Due to resource restraints and to support the management of the return to work onsite programme, the Managers' EHS Review process has been put on hold. Dockland Campus Fire Safety Inductions have been prioritised as the key compliance indicator with the most significant consequence and continue to be the focus for the team.

Training, Awareness and Competence

- Time sensitive training records (such as Fire Marshal and First Aid Training) are managed through the EHS team, who record, track and identify staff/people requesting SHS specific training, and ensuring refresher training is provided where required. Completed training figures are presented in the SHS Report at the quarterly Safety Committee meetings.
- Specialist task-related training was arranged, recorded and evaluated as appropriate.
- Details of training provided are presented in Appendix 9.

Safety, Health & Sustainability Working Group

- The Safety, Health & Sustainability Working Group (which includes the Safety Committee function) is chaired by senior management and meets to review SHS performance and issues quarterly.
- Three meetings of the Safety, Health and Sustainability Working Group were held relating to Q1/2, Q3 and Q4 of 2022.

National Energy Efficiency Action Plan / Carbon emissions

- Public bodies are required to report annual energy efficiency data to the Sustainable Energy Authority of Ireland (SEAI) which manages the reporting process on behalf of the Department of the Environment, Climate and Communications
- As at the end of 2022, the Central Bank recorded an energy reduction of 62.4% from 2009, exceeding the 50% target by 2030.
- Greenhouse gas emissions are detailed in Appendix 4.
- A 'Reduce your use' campaign was held in 2022.

Sustainability Taskforce

- A Sustainability Taskforce was established in June 2022, under the Social and Sustainability Oversight Group, to lead and coordinate the delivery of the Bank's strategic objective to "deliver on our commitment to act as a sustainable organisation". With membership comprising of representatives from across the organisation, the key responsibility of the Taskforce was to develop the Bank's Climate Action Roadmap and ensure alignment with the Government's CAP in 2023.

Objectives and targets

- As part of our integrated ISO management system, our 2022 SHS objectives and targets are to:
 - Operationalise and consolidate the IMS processes in line with the Dockland Campus and Currency Centre Services
 - Support the Campus Development and Work Experience programmes to achieve the same EH&S and Accessibility standards of the Fusion programmes
 - Support site works programmes to manage project works and outcomes to achieve the EH&S and Accessibility standards
 - Support the Central Bank's Pandemic Response and Future@Work programmes/Hybrid Working Model
 - Reduce GHG emissions by 51% in 2030 and become climate neutral no later than 2050
 - Implement actions from the Central Bank's Climate Action Roadmap (inclusive of Governments Climate Action Plan 2021 and 2023)

Acknowledgements

The EHS team is grateful to all stakeholders, colleagues and partners for their contributions towards preparing this report.



Abbreviations

AED	Automated External Defibrillator
AIE	Access to Information on the Environment
BREEAM	Building Research Establishment Environmental Assessment Methodology
CAP	Climate Action Plan
CC	Currency Centre
CEUD	Centre for Excellence in Universal Design
DC	Dockland Campus
DSE	Display Screen Equipment
ECB	European Central Bank
ELC	Executive Leadership Committee
EPA-ORP	EPA Office of Radiological Protection
F@W	Future at Work
FoI	Freedom of Information
FTE	Full Time Equivalent employee
Fusion	Programme office for North Wall Quay Project
GHG	Greenhouse Gas
HRD	Human Resources Division
HSA	Health and Safety Authority
IBEC	Irish Business and Employers Confederation
IMTD	Information Management and Technology Directorate
ISO	International Standards Organisation
kWh	Kilowatt-hours
NDA	National Disability Authority
NEEAP	National Energy Efficiency Action Plan
NSAI	National Standards Authority of Ireland
NWQ	North Wall Quay
OPW	Office of Public Works
PEEP	Personal Emergency Evacuation Plan
RTWO	Return to work onsite
SEAI	Sustainable Energy Authority of Ireland
EHS	Environmental, Health and Safety (team)
WEEE	Waste Electrical and Electronic Equipment
WFH	Working From Home
WSFM	Workplace Services & Facilities Management

Appendix 1: Health and Safety Statistics

Accident Statistics

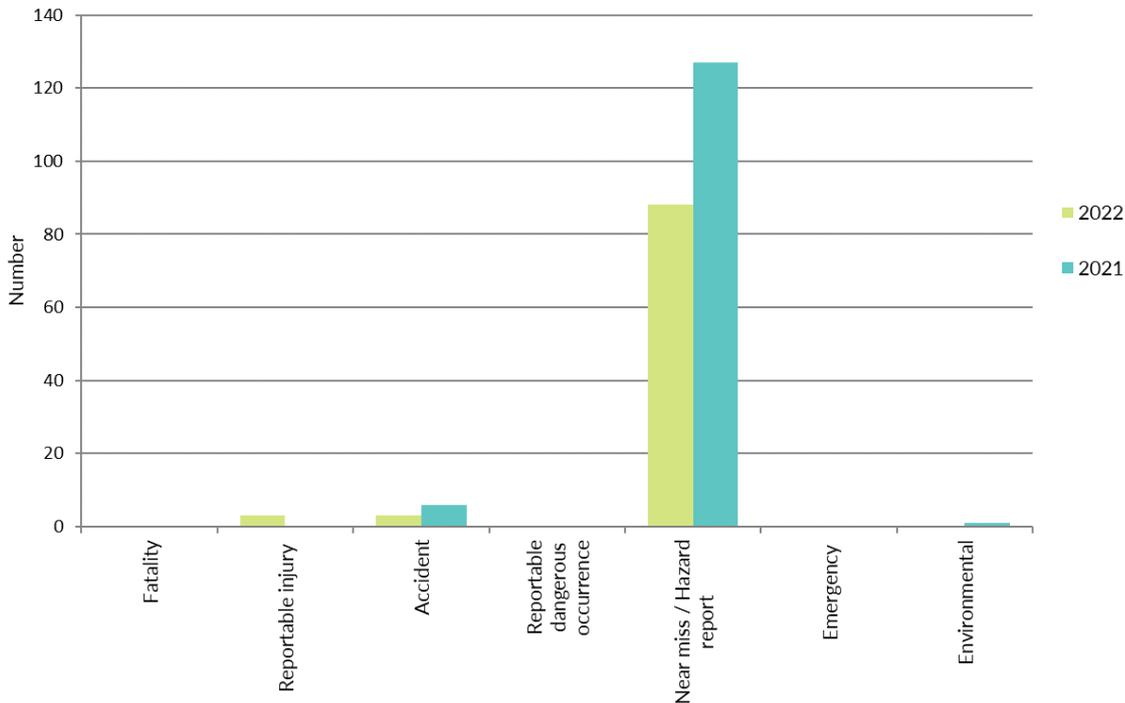
The table below shows accident statistics for the last two years:

Table A1.1 | Accident Statistics

Category	2022	2021	Diff	Note
Fatality	0	0	0	1
Reportable Injury	3	0	+ 3	
Accident	3	6	- 3	
Reportable Dangerous Occurrence	0	0	0	
Emergency	0	0	0	
Environmental	0	1	-1	
Total - Lagging Indicators	6	7	-1	2
Near miss / Hazard reports	88	127	-39	3
Total - Leading Indicators	88	127	-39	4

- 1 On 11/05/22, sadly a long-term contractor fell critically ill (triggered by a medical condition) at North Wall Quay and tragically died on site. However, his death was not accident-related and so not recorded in the Central Bank's Accident Statistics.
- 2 Lagging indicators measure an organisation's incidents in the form of past statistics.
- 3 Significant increase is due to improved recording and reaction to near misses and incidents; also includes hazard reports
- 4 Leading indicators are a measure preceding or indicating a future event used to drive and measure activities carried out to prevent and control injury. The increased number is due to better reporting

Graph A1.1 | Accident Statistics



Accident Incidence Rate

The table below shows accident rates for the last two years:

Table A1.2 | Accident Incidence Rate

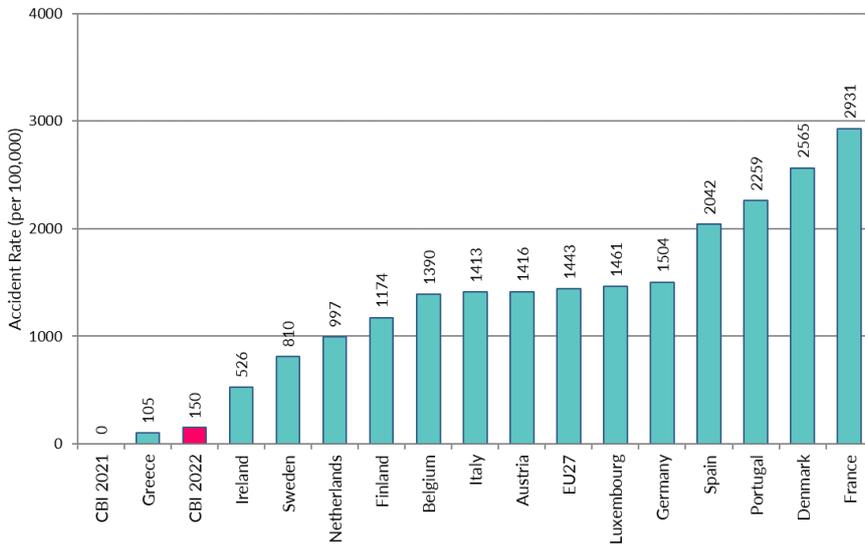
Category	2022	2021	Diff	Note
Reportable Injury	3	0	+ 3	
Accident Incidence Rate	150	0	+ 150	1, 2

1 **THESE FTE FIGURES WILL BE UTILISED FOR THE ALL CALCUALTIONS IN THESE APPENDICES**
 1880.1 FTE Dockland Campus + 113.6 FTE Currency Centre = 1993.7 FTE (2021)
 1998 = FTE (2022)

2 Accident Incidence Rate = (No of reportable accidents / Average workforce) * 100,000

The graph below shows our reportable accident performance for the last two years against the latest published accident rates (2020) for 4+ day injuries in EU national states:

Graph A1.2 | Accident Incidence Rate comparison with 2020 EU National Figures



Accident Related Absence

The table below shows lost days accruing from accidents at work.

Table A1.3 | Accident Related Absence

Category	2022	2021	Note
Dockland Campus	36.5	0	1
Currency Centre	24	1.5	2
Total	60.5	1.5	

1 2022: Soft tissue injury

2 2022: Fall resulting in injured shoulder and knee pain; Fall resulting in ankle pain

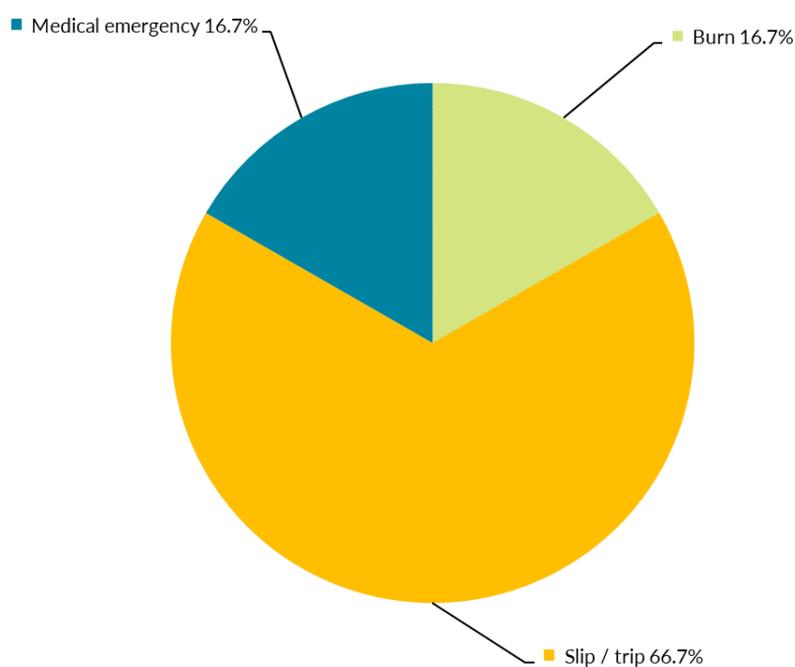
Injury type

The table below shows injury types for the last two years (from Accident and Reportable Injury statistics):

Table A1.4 | Injury Type

Category	2022	2021	Diff	Note
Cut / Laceration	0	2	- 2	
Impact	0	2	- 2	
Scald / Burn / Hazardous Material / Eye irritation	1	0	+ 1	
Fall from height	0	0	0	
Slip / Trip	4	0	+ 4	
Strain / Sprain	0	2	- 2	
Medical emergency	1	0	+ 1	

Graph A1.4 | Injury Type



Appendix 2: Resource Consumption

General

The Central Bank of Ireland operates out of two main locations. The majority of staff are engaged in office-based activities at our Dockland Campus locations, with the remainder involved in manufacturing activities at the Currency Centre. All locations are supported by the on-site provision of services including facilities management, security and catering.

Electricity

The table below shows consumption of electricity throughout the organisation for the last two years:

Table A2.1 | Electricity consumption

Units	2022	2021	Diff (%)	Note
kWh usage	6,640,047	5,550,047	+ 19.6	
kWh / m ²	107.70	124.7	- 13.6	1, 2
kWh / FTE	3,323.3	2,783.8	+ 19.3	3

1 North Wall Quay 23,357 m², Currency Centre 14,931 m²; Spencer Dock 4,620 m²; Mayor Street x18,744 m²; Total x61,652 m²

2 2021 kWh/m² figure does not include Mayor Street

3 2021 FTE = 1993.7, 2022 FTE = 1998

Gas

The table below shows consumption of gas throughout the organisation for the last two years:

Table A2.2 | Gas consumption

Units	2022	2021	Diff (%)	Note
kWh usage	4,982,930	5,803,249	- 14.1	
kWh / m ²	80.8	130.4	- 38.0	1, 2
kWh / FTE	2,493.9	2,910.8	- 14.3	3

- 1 North Wall Quay 23,357 m², Currency Centre 14,931 m²; Spencer Dock 4,620 m²; Mayor Street x18,744 m²; Total x61,652 m²
- 2 2021 kWh/m² figure does not include Mayor Street
- 3 2021 FTE = 1993.7, 2022 FTE = 1998

Oil

The table below shows consumption of oil throughout the organisation for the last two years:

Table A2.3 | Oil consumption

Units	2022	2021	Diff (%)	Note
kWh usage	330,000	467,115	- 29.3	1
kWh / m ²	5.3	10.5	- 49.5	1, 2, 3
kWh / FTE	165.2	234.3	- 29.5	4

- 1 Conversion value is 11 kWh/l; 2022 usage is 30,000 litres
North Wall Quay 23,357 m², Currency Centre 14,931 m²; Spencer Dock 4,620 m²; Mayor Street x18,744 m²; Total x61,652 m²
- 2 2021 kWh/m² figure does not include Mayor Street
- 3 2021 FTE = 1993.7, 2022 FTE = 1998

Water

The table below shows consumption of water throughout the organisation for the last two years:

Table A2.4 | Water consumption

Units	2022	2021	Diff (%)	Note
m ³ usage	7,183	6,779	+ 5.9	1
m ³ / employee	3.6	3.4	+ 5.9	2

1 Calculated using Dockland Campus and Currency Centre total volume

2 2021 FTE = 1993.7, 2022 FTE = 1998

Office Paper

The table below shows consumption of office paper throughout the organisation for the last two years, based on the volumes of paper utilised:

Table A2.4 | Paper consumption

Units	2022	2021	Diff (%)	Note
'000 sheets	835	581	+ 43.7	1, 2, 3
sheets / employee	417	332	+ 25.8	

1 2021: Dockland Campus 500,037 sheets (significant reduction due to personnel working from home due to COVID-19 pandemic); Currency Centre estimate 81,000 sheets

2 2022: Dockland Campus 754,303 sheets; Currency Centre estimate 81,000 sheets

3 Since April 2017, paper usage is measured accurately with data collected from the print devices.

Appendix 3: Waste Management

Waste production

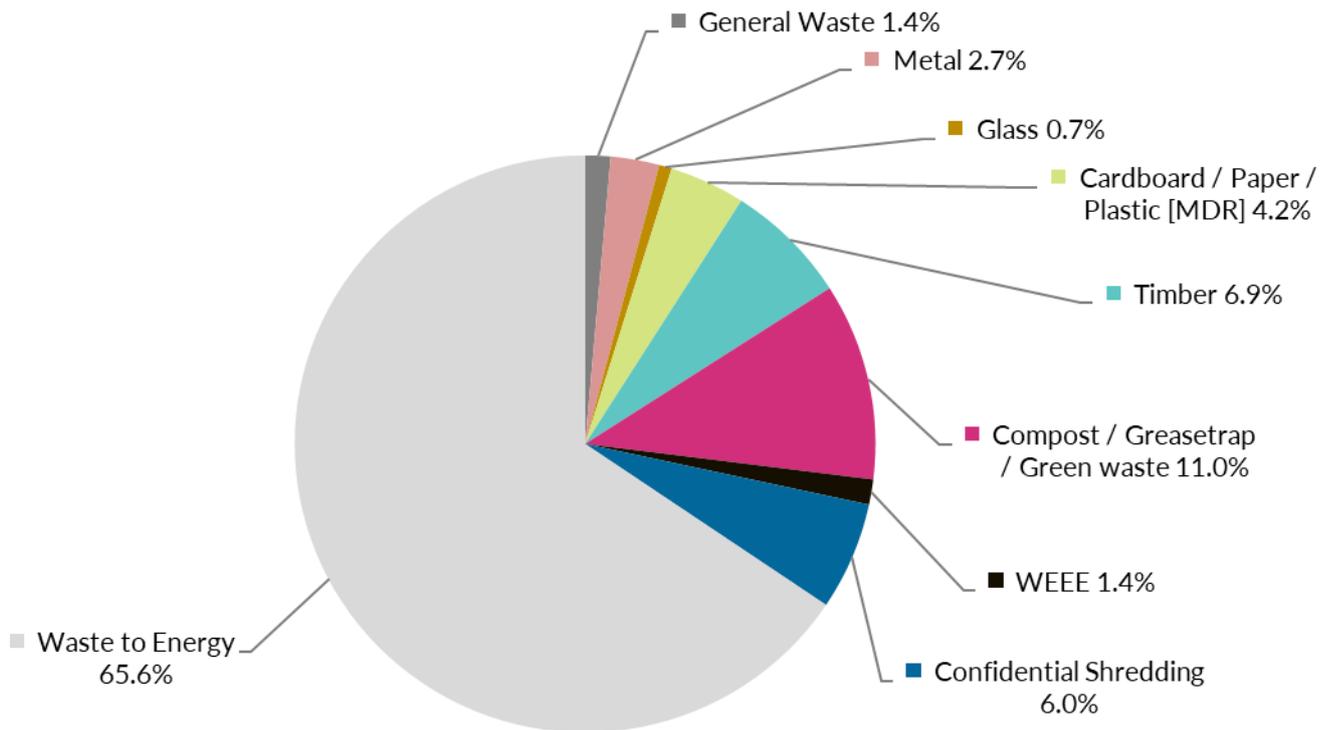
The table below shows waste production for the last two years:

Table A3.1 | Waste production

Category	2022(t)	2021 (t)	Diff (%)	Note
General Waste	4.0	4.9	- 18	1
Cardboard/ Paper/ Plastic [Mixed Dry Recyclables]	12.0	13.6	- 12	2
Compost / Greasetrap Waste / Green Waste	31.4	23.9	+ 31	3
Timber	19.6	6.0	+326	4
Confidential Shredding	17.2	5.0	+ 344	5
Waste to Energy [Mixed Municipal Waste – Recovery]	186.5	98.1	+190	6
Glass	2.0	2.0	+ 0	7
WEEE	4.0	0.3	+1333	8
Metal	7.7	2.6	+296	9
Hazardous Waste	0	4.8	n/a	10
Total	284.4	161.2	+ 176	
Waste t/FTE	0.142	0.081	+ 176	11

- 1 2021 - Dockland Campus 4.95t
2022 - Currency Centre (Construction & Demolition) 4.0t
- 2 2021 - Dockland Campus 1.34t; Currency Centre 9.28t (Mixed Dry Recyclables) + 2.94t Plastic
2022 - Dockland Campus 3.9t + Currency Centre 5.2t + Currency Centre (mixed plastic) 2.9t
- 3 2021 - Currency Centre (Food Waste) 1.998t + Currency Centre (Green Waste) 8.18t + Dockland Campus 13.75t
2022 - Dockland Campus (Food Waste) 20.2t + Currency Centre (Food Waste) 3.2t + Currency Centre (Green Waste) 8.0t
- 4 2021 - Currency Centre 6.0t
2022 - Dockland Campus 9.5t + Currency Centre 10.1t
- 5 2021 - Dockland Campus 4.97t
2022 - Dockland Campus 17.2t
- 6 2021 - Dockland Campus 25.46t + Currency Centre 72.655t
2022 - Dockland Campus t + Currency Centre 109.7t
- 7 2021 - estimated figure
2022 - estimated figure
- 8 2021 - Dockland Campus 0.3t
2022 - Dockland Campus 4.0t
- 9 2022 - Currency Centre 7.7t
- 10 2021 - Currency Centre 4.766t
- 11 t/FTE allows year-on-year comparison of waste production, factoring in the size of the organisation.

Graph A3.1 | Waste production



Waste destinations

The table below shows ultimate destinations of wastes produced throughout the organisation for the last two years:

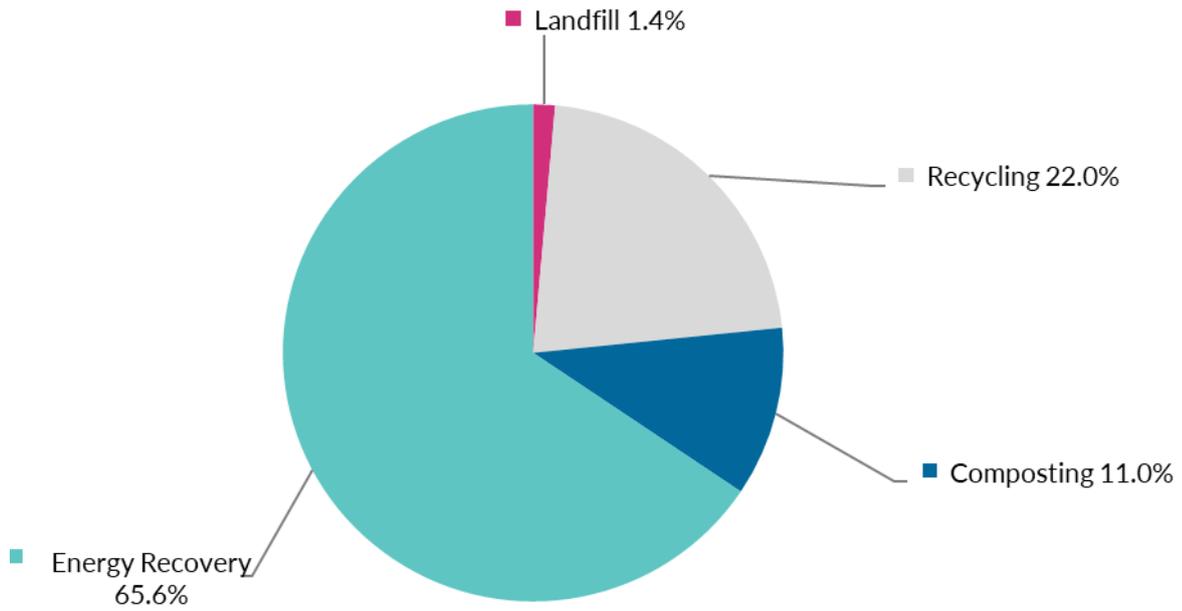
Table A3.2 | Waste destinations

Category	2022 (t)	2021 (t)	Diff (%)	Note
Landfill	4.0 [1.4 %]	4.9 [3.0 %]	- 18 [- 1.6 %]	
Hazardous Disposal	0 [0 %]	4.8 [3.1 %]	n/a [-3.1 %]	
Recycling	62.5 [21.9 %]	29.5 [18.3%]	+ 211 [+ 2.7 %]	1
Composting	31.4 [11.0 %]	23.9 [14.8 %]	+31 [+ 3.8 %]	
Energy Recovery	186.5 [65.6 %]	98.1 [60.8 %]	+190 [+ 4.8 %]	
Total	284.4	161.2	+ 176	
Recovered / Recycled	280.4 [98.5 %]	151.5 [92.0 %]	+ 185 [+ 6.5 %]	

[Bracketed figures] are % of total of all waste streams

- 1 2021 – 6.0 t Timber + 2.64 t Metal + 4.97 t Confidential Shredding + 13.56t Dry Mixed Recyclables + 2.0t Glass + 0.3 t WEEE
2022 – 19.6 t Timber + 7.7 t Metal + 17.2 t Confidential Shredding + 12.0 t Dry Mixed Recyclables + 2.0 t Glass + 4.0 t WEEE

Graph A3.2 | Waste destinations



Appendix 4: Emissions

Refrigerant Gases

The table below shows refrigerant gases disposed of throughout the organisation for the last year:

Table A4.1 | Refrigerant Gases

Category	2022 (kg)	2021 (kg)	Diff (%)	Note
Refrigerant gas lost	129	104	+ 24	1, 2
Refrigerant gas disposed	0	0	0	
Total	129	104	+ 24	

- 2021 – 104kg of R134a was lost from a chiller at the Currency Centre. This was recorded on the F-gas register and the equipment was repaired by a qualified contractor.
- 2022 – 129kg of refrigerant was lost from equipment at Dockland Campus. This was recorded on the F-gas register and the equipment was repaired by a qualified contractor.

Greenhouse Gases

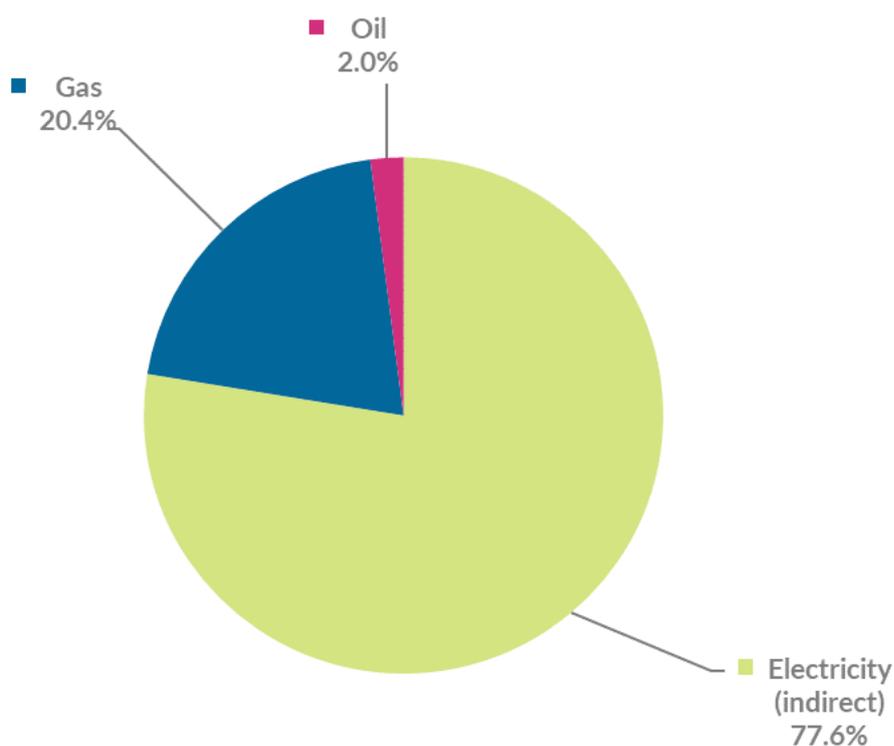
The table below shows refrigerant gases disposed of throughout the organisation for the last year:

Table A4.2 | Greenhouse Gases

Category	2022 (kgCO ₂ e)	2021 (kgCO ₂ e)	Diff (%)	Note
Electricity (Indirect)	3,483,368	2,911,554	+ 19.6	1
Gas	914,865	1,065,476	- 14.1	2
Oil	91,298	130,124	- 29.3	3
Total	4,490,161 kgCO ₂ e	4,107,154 kgCO ₂ e	+ 9.3	
Greenhouse gas	2.247 t/FTE	2.060 t/FTE	+ 9.1	4

- 1 Conversion factor used for electricity is 0.5246 kgCO₂e / kWh
- 2 Conversion factor used for gas is 0.1836 kgCO₂e / kWh
- 3 Conversion factor used for oil is 0.27857 kgCO₂e / kWh
- 4 t/FTE allows year-on-year comparison of CO₂ production, factoring in the size of the organisation.

Graph A4.2 | Greenhouse Gases



Appendix 5: SHS Initiatives and Projects – completed 2022

The tables below detail the key initiatives and project activities completed by the SHS team during 2022.

Table A5.1 | Key initiatives and projects completed – Safety and Health

Safety and Health
Lead workers forum – weekly consultation engagement
Preparation for and launch of the DSE online training and risk assessment programme for hybrid working (home and office)
Technical support for the Campus Development and Workplace Experience programmes e.g. Trip hazards and DSE hazards identified
Engage with Insurance brokers (Marsh Ireland) to prepare and finalise the Bank’s insurance programme for 2022/23, including variations from sale of Spencer Dock R2
Extensive Covid-19 Pandemic Response Programme support provided on SHS related matters
SHS training plan for RTWO and WFH (All sites - New starter induction, First Aider, First Aider Refresher, Fire Marshal, Evacuation PEEP’s)
Statutory annual review of Bank activity risk assessments (governance related review - All sites)
RTWO risk assessment for HOD’s to complete on behalf of their division
Stakeholder groups engaged across all sites to collate end-user experience feedback in regard to EH&S support; Final Report due to be published and recommendations approved in Q1/23
Review of SHS priorities with a view to inclusion into WSFM work plan (all sites)

Sustainability

Technical support for the Campus Development and Workplace Experience programmes

Energy review/survey taken into account best practice on shutdown as per COVID-19 guidelines – Spencer Dock

BREEAM – Building User Guide created

Preparation for the ISO external audits

Embedding sustainable procurement into the procurement policies and procedures

Agreement to work with the FOI Unit and FOI Officers on future Access to Information on the Environment (AIE) requests

Presented sustainability spotlight to the Oversight and Alignment / Performance and Resourcing Committee

Energy management monthly meeting across all sites

Gathering information for external submission for BREEAM – Mayor Street

Replacement of Bank Car – paper developed with recommendation on replacing including sustainable options

National Energy Efficiency Action Plan (NEEAP): Annual reporting on electricity, oil and gas

Business Travel (New) e.g. public transport, air travel, taxi services and private road vehicle (Commenced engagement with WSFM and FCD)

Central Statistics Office mandatory reporting:

- Business energy use survey 2021
- Waste generation survey 2020

Establish green teams (manager/staff led) to become integrated drivers of sustainability (WSFM and CMD)

Access to information on the environment (AIE) requests (2No)

Sustainability Taskforce – First initial meeting 30 June. Draft terms of reference and overview of scope 3 emissions was shared with the group

ECB Waste handling questionnaire updated and submitted

SEAI Mandatory energy requirement/Energy consumption review

Sustainability Taskforce - Draft Climate Action Roadmap to meet the mandatory requirements set out in the National Climate Action plan 2021 including objectives for the wider Bank

Collate and analyse all environmental sustainability data/indicators for year-end and annual SHS report

ECB Waste handling questionnaire updated and submitted

Brainstorming Session with Engineering team/OPW to examine opportunities

WSFM division presented to ELC on energy management initiatives

Inspections / exercises

External NSAI Integrated Management System audit. Outcome recommended continued certification across the Bank to ISO 14001, ISO 45001 & ISO 50001

Internal ISO audits

Nonconformity & Corrective action register monthly meetings to close out actions

HSA Visit NWQ – observations related to slips, trips and falls to be considered in risk assessments and documentation of mental health risk management ref. HSA online tool

Introduced new Emergency First Aid procedures for a hybrid working environment

Appendix 6: Emergency Evacuation Performance

The table below shows the emergency evacuation performance in 2022:

Table A6.1 | Emergency Evacuation Performance

Building	Evacuation 1 (min)	Evacuation 2 (min)	Average (min)
North Wall Quay*	-	-	-
Currency Centre	< 10	< 12	< 11

*Due to significantly reduced occupancy levels, no emergency evacuation exercises were held at the North Wall Quay site.

Specific actions for improvement were identified during each evacuation and implementation of such actions is tracked through the IMS to ensure completion.

Appendix 7: Compliance

Fines and Penalties

The Central Bank of Ireland incurred no fines or statutory penalties issued by health and safety or environmental regulators during 2022.

Improvement / Prohibition Notices

The Central Bank of Ireland has not been issued with any improvement or prohibition notices during 2022.

Spills and Releases

There have been no reported significant spills during 2022.

No releases of refrigerant gas occurred at Currency Centre, however a leak occurred of 129 kg at Dockland Campus. This was recorded on the Fluorinated gas (F-gas) register and the equipment was repaired by a qualified contractor.

Regulatory Inspections - HSA

There were no inspection visits to Currency Centre and one visit to Dockland Campus by the Health and Safety Authority (HSA) during 2022. The focus for the DC visit was slips, trips and falls as well as mental health management.

Consent to Discharge to Sewer

The Currency Centre has a trade effluent discharge consent issued by Dun Laoghaire-Rathdown Co Council. We have been in full compliance with our effluent discharge consent for the Currency Centre during 2022.

Radiological Protection

The Central Bank of Ireland maintained registration with the EPA Office of Radiological Protection (EPA-ORP) in relation to the X-ray machines used by Security. The Central Bank has been in full compliance with the associated conditions throughout 2022.

Legislation Updates

We subscribe to the Red-on-line legal advisory service to identify and communicate applicable new and updated legislation, evaluate new and amended legislation and to assure compliance.

SEAI NEEAP Targets

From the latest figures available, as at the end of 2022, the Central Bank of Ireland had recorded an energy reduction of 62.4 % from 2009, remaining ahead of the NEEAP requirements (50% reduction by 2030).

Access to Information on the Environment

The EHS team, in line with the Access to Information on the Environment Regulations (2007-2014), received and responded to two requests in 2022.

Accessibility of Buildings and Services

Central Bank of Ireland operated a cross-function Disability Task Force to enhance the support structure and experience for service users and line managers

Appendix 8: Communications

The table below details the key communications activities undertaken by the SHS team during 2022.

Table A8.1 | Key communication & engagement activities

Q1/Q2
EHS Performance Report 2021 & Corporate Safety Statement for Commission
Input into PRP Return to Work Onsite (RTWO)
Performance and Resourcing Committee – Sustainability spotlight
CSR Annual Report 2021
Environmental Network of Central Banks - lessons learnt from the pandemic
Emergency Response – Evacuation Drill (CC)
Online DSE Training and Assessment - plaza notice
Integrated Management System - review of overall EH&S performance for 2021
Q3
EHS Performance Report 2021 & Corporate Safety Statement presented to relevant governance Committees and the Commission for approval
Input into PRP Return to Work Onsite (RTWO)
Q4
EHS Roles & Responsibilities feedback sessions with Line Management (CC)
EHS Roles & Responsibilities monthly briefing (CC)
Input into PRP Return to Work Onsite (RTWO)
Annual EHS monthly briefing update
First Aid procedures & Hybrid Working monthly briefing update
National Disability Authority (NDA) National Conference - (i) Bank presentation on - "Overcoming Accessibility Barriers in the Built Environment thanks to Universal Design" and (ii) NDA launch online Universal Design training program featuring NWQ building (Twitter & Plaza)

Appendix 9: Training

The tables below detail the key training activities undertaken during 2022.

Table A9.1 | Key SHS related training activities

Training type	DC total	CC total
New Starter Fire Safety Induction	175	0
Fire Safety Induction	1562	0
First Aid Responder	0	10
Fire Marshal	0	4
Annual total	1737	14

Table A9.2 | Key operational training activities

Training type	DC total	CC total
Manual Handling	0	13
Chemical Spill	0	8
MEWP	0	7
Fork Truck	0	5
Safe System of Work	0	11
Power Pallet Stacker	0	2
Power Pallet Stacker Refresher	0	7
IOSH Training	0	10
Work at Height	0	7
Asbestos	0	6
Annual total	0	84

Appendix 10: SHS Initiatives and Projects – planned 2023

The table below details the key initiatives and project activities planned to be undertaken by the SHS team during 2023.

Table A10.1 | Key planned initiatives and projects

Safety and Health (New and Future @ Work Programme)
Reallocation of SHS related roles and responsibilities within WSFM to enhance compliance and focus on continual improvement
Deliver communications to help build awareness of SHS roles and responsibilities, including key SOPs, like Accident Reporting, at Currency Centre
Review impact of Bank's Future @ Work programme on all SHS related activities and indicators
Review first aider compliment with divisions and initiate a retraining plan to increase numbers (all sites)
Review fire marshal numbers with divisions through Ops Leads and initiate a training plan to increase numbers (all sites)
Facilitate refresher training for WSFM managers / staff with assigned roles in the event of evacuations
Assist Front of House team to plan completion of the refresher fire safety induction training for remainder of staff (600)
Continue to process DSE outputs (ergonomic recommendations, Occ. Health engagement and employee requests) until WSFM Ops DSE assessors are trained in Q1
Complete, publish and agree actions from SHS Review Report

Safety and Health

Implement a fire safety induction plan for Docklands campus for remaining staff (2,200 staff and contractors in total)

Recommence SHS /HRD quarterly collaboration meeting

Monthly review of FM Real-Time task log

Monthly review of Sodexo accidents incidents and near misses

Currency Site Works, SHS & Accessibility support – Cash Cycle & Security Works

Plan an insurance claims review with FM managers, SHS and Travellers insurance company through Marsh (Ire) brokers

Prepare 2022 SHS Performance Review Report

Review of 2022 Objectives and Targets and work plans for 2023

Annual SHS Management Review Preparation, Operations Pre-Meet & Senior Management Review Meeting

Sustainability

SEAI Mandatory energy requirement/Energy consumption review

Finalise Climate Action Roadmap with input from WSFM/Sustainability Taskforce

ELC paper to be presented to endorse the Bank's initial Central Bank Climate Action Roadmap

The Bank's initial Central Bank Climate Action Roadmap to be presented to the Commission for approval

Total Facilities Management Tender – Sustainability support with the technical evaluation criteria and key SHS requirements for inclusion

Finalise tender for the sustainability consultancy services in evaluating scope 3 emissions and establishing baselines to meet the near and the long-term targets for all emissions

Finalise tender for the external audit requirements for the integrated management system and including ISO 9001 for the Currency Centre & WSFM Ops

Finalise tender for the internal audit requirements for the integrated management system and including ISO 9001 for the Currency Centre & WSFM Ops

Appendix 11: Wellbeing initiatives 2022

The table below detail the key wellbeing initiatives completed during 2022.

Table A11.1 | Key initiatives and projects completed – Wellbeing

Wellbeing
The Wellbeing Working Group was established in 2022 bringing a new strategic focus to wellbeing across the organisation
43 events held to promote overall wellbeing and support colleagues in transition to hybrid working
Return of Sports & Social fitness classes across both campuses to further encourage physical and mental wellbeing
On boarded new Employee Assistance Programme provider and launch of Wellbeing Portal
IBEC KeepWell Mark Awarded for third time consecutively since 2018; awarded excellence in 5 out of 8 categories
On boarded new Occupational Health Service provider

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