The working environment and safety in the workplace in the agricultural sector

Regulatory references

Legislative Decree 81/2008 as amended

E.B.A.T. – FAVLA CUNEO

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Updated May 2022

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Introduction

In addition to being a legal requirement, ensuring safety in the workplace is a moral obligation for everyone involved. Employers, workers, health and safety representatives,company doctors, etc all have an active role to play in achieving this objective.

Within this context, the regulatory framework outlined by Legislative Decree 81/08 has identified the figures responsible for safety, assigning responsibilities and duties with consequent sanctions to each figure. Creating a culture of safety in the workplace and accident prevention is not something which can be done by one person – instead it requires the participation of a wider team covering all the stakeholders who each have their own specific contribution to make.

In particular, the employer must carry out a risk assessment to highlight the areas of concern and the priorities for intervention to ensure that activities take place in safe conditions.

Workers play an important role not only because they are the recipients and beneficiaries of this legislation but also because they are recognised as active participants by being able to elect the Workers' Safety Representative (RLS), who may be a company representative (elected directly by the workers of the individual company) or a territorial representative (appointed by the trade unions).

With an agreement of 30 April 2013, the employers (Coldiretti, Confagricoltura, and CIA) and trade unions (FLAI-CGIL, FAI-CISL, UILA-UIL) laid the foundations for the birth of E.B.A.T. - FAVLA Cuneo, Ente Bilaterale Agricolo Territoriale (Bilateral Agricultural Agency) of the province of Cuneo, which took place on 27 June 2013. It is intended to represent a significant step forward for trade union relations in Piedmont agriculture: in the wake of the continuity of FAVLA's activities, the Bilateral Body represents a more appropriate tool for the assistance needs of agricultural employers and workers in the province of Cuneo.

In particular, the Ente Bilaterale has also absorbed the Comitato Paritetico Territoriale per la Sicurezza in agricoltura (Territorial Joint Committee for Safety in Agriculture), a body set up in 2004 to provide farms with the support of the RLST (Workers' Safety Territorial Representative).

This handbook has been produced by E.B.A.T.-F.A.V.L.A. Cuneo to provide member companies with useful support to ensure that workers receive training and information on safety at work, as required by Articles 36 and 37 of Legislative Decree 81/08.

In particular, this handbook is a training tool certified by E.B.A.T.- F.A.V.L.A. Cuneo pursuant to and for the purposes of Article 3, Paragraph 13 of Legislative Decree 81/08 and Article 3 of the Inter-ministerial Decree of 27 March 2013 on the subject of "Simplification of information and training and health surveillance of seasonal workers in the agricultural sector" as a tool for training and information for seasonal agricultural workers who carry out a number of days on the same farm not exceeding 50 in a year, limited to generic and simple work not requiring specific professional requirements as well as occasional agricultural workers ("vouchers") pursuant to Article 70 of Legislative Decree 276/2003. Legislative Decree 276/2003.

In order to ensure foreign workers have access to suitable training, this handbook has been printed in the following languages: Italian, French, English, Albanian, Romanian, Chinese, Polish, Macedonian and Arabic.

Bibliography

To prepare this handbook, the following online sources were consulted:

- Quaderni della Regione Piemonte collana Agricoltura anno XIV (novembre 2010). (Piedmont Region Agricultural Series year XIV (November 2010))
- Regione Veneto: *“La formazione sulla salute e sicurezza sullavoro e sui prodottifitosanitarinegliistitutiagrari”. (Veneto Region: "Training on health and safety at work and on crop protection products in agricultural institutes".)*
- Azienda USSL 20 Verona: *“Il rischio da sovraccarico biomeccanico in agricoltura: dalla valutazione del rischio alle misure di prevenzione e buone prassi ergonomiche”*. (Verona 20 Local Health Unit: 'The risk of biomechanical overload in agriculture: from risk assessment to prevention measures and good ergonomic practices'.)
- Regione Sicilia, Assessorato regionale alla Salute: *“La scelta e l’uso corretto delle scale portatili in agricoltura”. (Sicily Regional Health Department: "The choice and correct use of portable ladders in agriculture".)*
- Provincia di Milano: *“Il lavoro in agricoltura: prevenzione e sicurezza”. (Province of Milan: 'Work in agriculture: prevention and safety'.)*
- Pubblicazione di Veneto Agricoltura: File n.5 di 15 della raccolta:*“Materiale didattico ad uso dei docent impegnati nei corsi di formazione per l'acquisizione del «Certificato di abilitazione all'acquisto e all’utilizzo dei prodotti fitosanitari» in Regione del Veneto”*. (Veneto Agricoltura publication: File no. 5 of 15 in the collection: "Teaching material for use by teachers involved in training courses for the acquisition of the "Certificate of qualification for the purchase and use of crop protection agents" in the Veneto Region".)
- INAIL: Pubblicazioni specialistiche varie. (Pension Insurance Agency: Various specialist publications.)
- Centri per il controllo e la prevenzione delle malattie, (CDC – Usa): line guida in material pericolo fulmini e temporali (Centres for Disease Control and Prevention, (CDC - USA): guidelines on lightning and thunderstorm hazards)

Some pictures found within this handbook have also been taken from the above sources. In addition, some images of equipment, included for the sole purpose of facilitating understanding, have been taken from official websites of various manufacturers. The brand names have been duly obscured.

Foreword

Aim of this handbook

This handbook is designed to be a practical and simple guide of a generic nature, which can be supplemented with company specific information, to explain to workers:

- What is safety at work
- How health and safety in the workplace is organised
- The main rules to follow
- The key risks in the agricultural sector
- Basic rules to follow to prevent workplace accidents and illnesses

Language used and normative references

This handbook has been written in a simple way to ensure it is easily understood.

Small boxes have been placed next to the text indicating the name of the legislation relating to each topic.

Highlighting

Somewords orimportant phrases have been written in**"bold,"**orunderlined to highlight them.

Italics are used to indicate more in-depth explanations, or to provide examples.

Safety at work:rules and organisation

There are many regulations concerning safety at work, but the main one is **Legislative Decree. 81/2008**, also known as **T.U.S.L.** (Consolidated legislation on Workplace safety).

In this handbook we may refer to **T.U.S.L.** as a law or a legislation however the substance remains the same.

The T.U.S.L. is the result of many laws passed over the years which have established that it is not necessary to be a paid 'employee' in order to be protected, but it is sufficient to perform a work activity on behalf of someone else, regardless of whether you are paid for it.

This law and its rules apply not only to companies, but to all 'work activities' and to any inherent risks.

Legislative Decree81/2008 Art. 2.

Accidents at work: occupational injuries and illnesses

Simply put, this law requires all precautions to be taken so that workers do not get hurt in the workplace.

Let us try to understand how this could happen and how these unfortunate possibilities are defined.

Accident

This is a**direct, immediate event** i.e. something that happens, **caused by many possible reasons, that harms the worker**, causing injuries (wounds, fractures, etc.) of various kinds.

Accidents are clearly attributable to a cause. These include human error, equipment failure, irregular behaviour, violation of prevention rules, etc.

Sometimes, by sheer luck, there are no injuries however this event is still classed as an accident, more specifically as a **"near miss."** These events also **need to be investigated** to try and prevent them from happening againand someone getting hurt.

The worker must warn his or her employer when such things happen, precisely so that, by trying to understand the causes, other precautions can be taken.

Occupational illness

Illness is damage to a worker's health, which is also caused by work activity, but unlike an accident, there is no immediacy. It means that the damage is caused slowly, over months and/or years.

It could be, for example, exposure to hazardous chemical agents, performing incorrect movements for a long time, being exposed to harsh working conditions, without precautions for a long time, etc.

Occupational illnesses can be **well documented** (i.e. listed in special tables with lists of symptoms, tasks etc) or **not**. The fundamental difference lies in the fact that the documented illnesses are backed up by a wealth of medical studies which make it possible to trace the injury back to specific work activities, thereby making it much easier for the worker to prove.

INAIL (pension insurance agency) and accident and illness insurance

When a worker is employed, their employer is required to insure them so that they can receive medical care and potentially receive compensation for any workplace illnesses or injuries.

Presidential Degree n. 1124 from 30.6.1965

Tasks, responsibilities, sanctions

The T.U.S.L. requires companies to employ certain figures who are tasked with improving the level of safety, thus avoiding injuries and occupational illnesses.

Sanctions

Art. 7. l.. 300/1970 "Workers' statute" andNational Labour Collective Agreement

The law punishes those who do not abide by the rules with sanctions of different kinds, many of which are of a criminal nature (arrest and/or fine).

Workers may also be subject to these criminal sanctions, although it is usually the employer himself who uses 'internal sanctions' (those provided for in collective labour agreements), to deal with misconduct without involving the law.

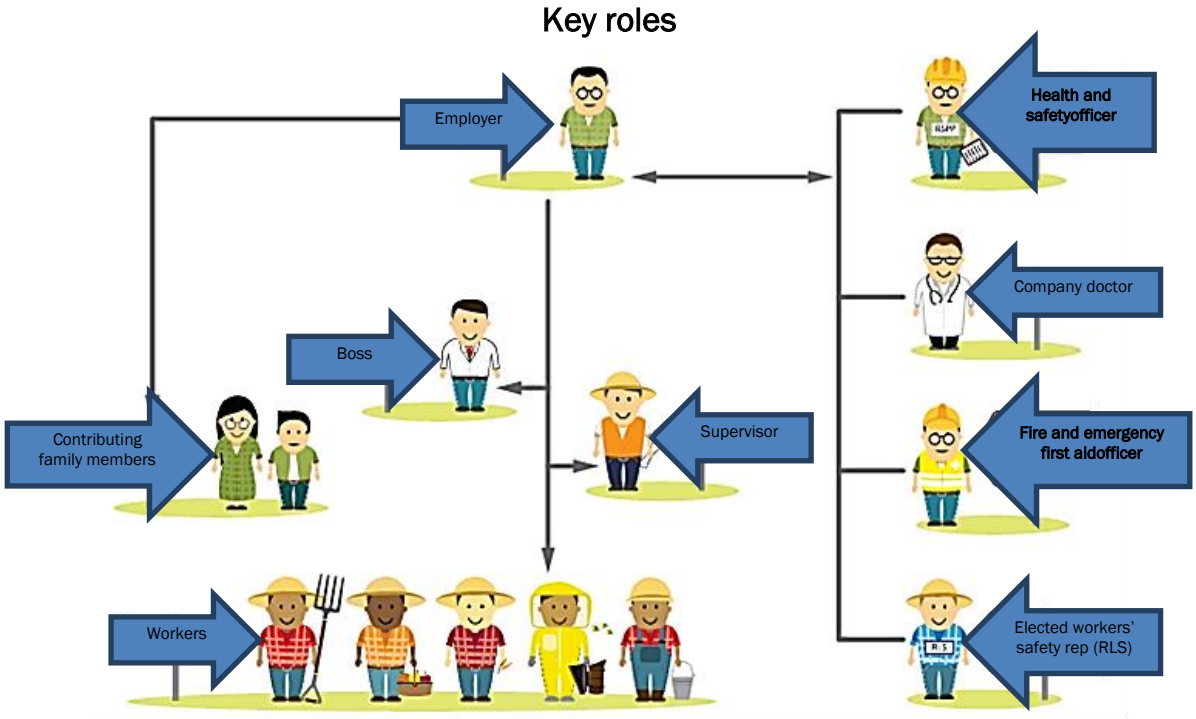
The employer may deal with misconduct in a variety of ways depending on the situation. The less serious ones, which do not entail particular consequences are:

- a verbal warning (a simple verbal reprimand)
- a warning letter (i.e. a written reprimand).

People involved in safety and their roles

The roles played by persons whose task it is to ensure safety and health in the company may be established by law (the T.U.S.L.,) or assigned to workers by the employer.

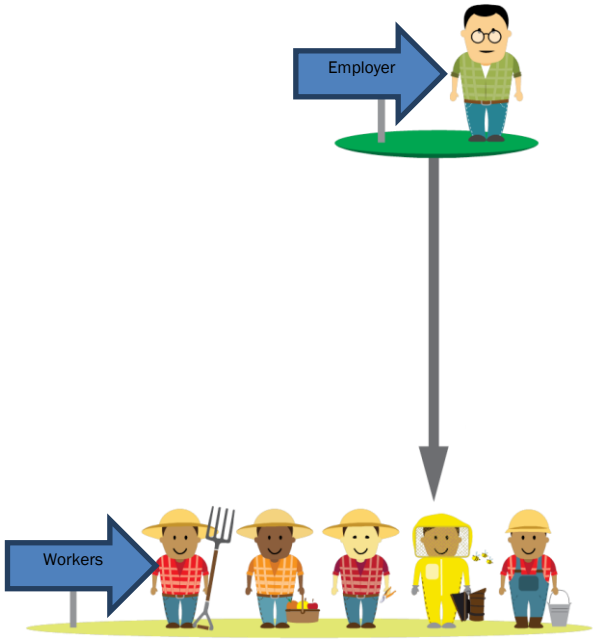
Let us see who these figures are and what tasks they have.



Legislative decree81/2008 Articles 32;33; 34.

Employer

The employer is the holder of the employment relationship, or in any case the one who is responsible for the company.



They are the physical person who materially has the power to **make decisions** and to **incur expenditure**; that is why they are primarily responsible for managing the safety and health of workers in the company.

The employer, to put it simply, is the one who has to organise the work in the safest way possible, **for example** they have to:

- assess risks and find the best way to eliminate or reduce them
- have the company doctor carry out medical examinations of workers;
- inform workers when there are risks;
- train and instruct workers to work safely;
- put up safety signs;
- appoint workers to deal with emergencies (firefighting and first aid);
- give workers the Personal Protective Equipment they need;
- keep machinery and work equipment working and safe
- ... many other things...

To complete these tasks, the employercan get help from a variety of people.

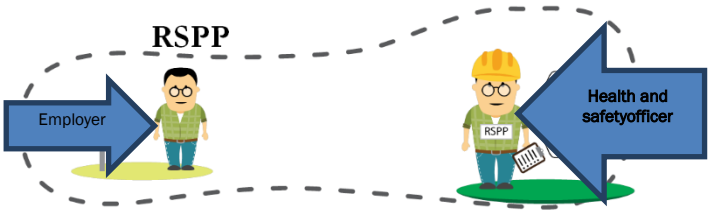
Some of these people fill the roles that are listed and explained on the following pages.

Health and Safety Officer

The Health and Safety Officer is the knowledgeable and experienced person whose role is to 'help' the employer organise the work as safely as possible.

Legislative Decree.81/2008 Art. 31

Health and safetyofficer



In particular, they help to identify risks (related to the work or to the machinery and equipment used) and advise the employer on how to do to eliminate or reduce them.

In some cases it is the employer themself who fulfils this role while at other times it is a person from outside the company.

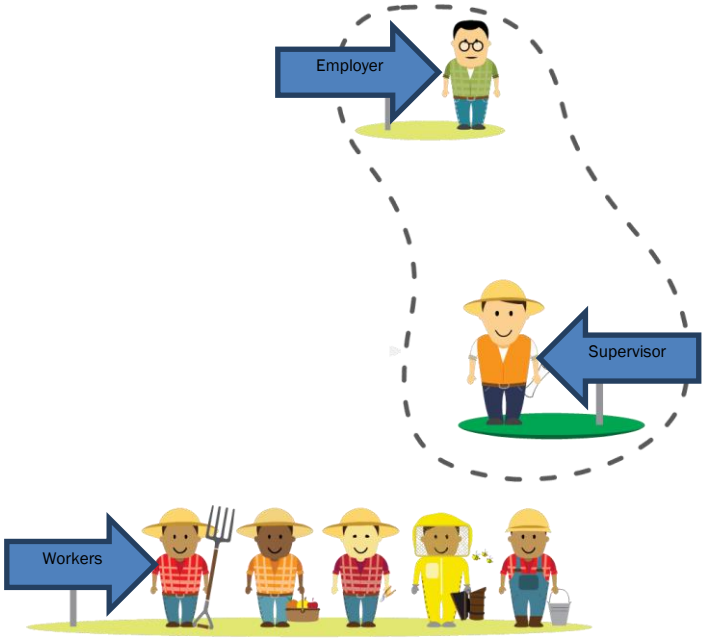
In agricultural and livestock enterprises with up to thirty Annual Work Units (full time employees as defined by EU regulations), ***the Employer may directly carry out the tasks of the Risk Prevention and Protection Service****, provided that they have attended* ***specific training courses****. In agricultural enterprises or production units with up to five workers, the employer, after attending the specific courses,* ***may directly perform the tasks of first aid as well as fire prevention*** *and evacuation, even when they have entrusted the task of head of the prevention and protection service to internal persons, or to external services, giving prior information to the workers' representatives (Workers' health and safety officer).*

Supervisor

The safety supervisor is that person who is a direct superior (e.g. foreman), who is responsible for enforcing the employer's provisions for the safety of workers.

Legislative Decree81/2008 Art. 2.Paragraph1 point e)

In agriculture, this role is often performed by family helpers.



They supervise, check and monitor on behalf of the employer.

They are required to reprimand workers who do not comply with the safety rules and, if they continue not to comply, they must notify the employer, who will take the necessary measures.

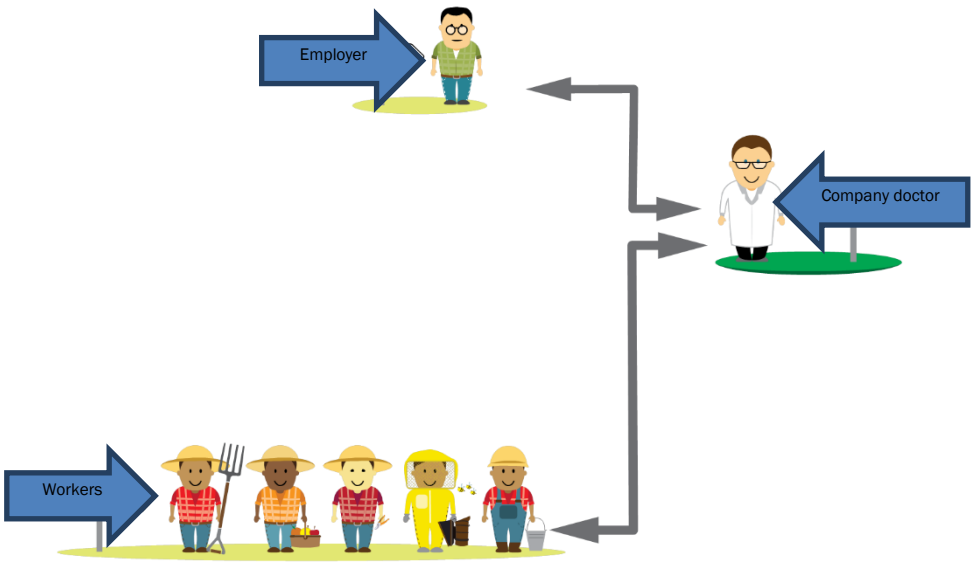
Thus, the worker must follow the supervisor’s instructions.

The supervisor also has the task of stopping work if they realise that there is a danger to the safety of the worker performing the task.

Company doctor

The company doctor is responsible for monitoring the health of the workers and ensuring that the activities they are carrying out are not leading to any health conditions.

Art. 2paragraph1 letter h) Legislative Decree81/2008



The doctor is responsible for:

- **job suitability examinations** (i.e. they make sure that the worker's state of health is compatible with the type of risks that exist in their work activities); this examination is done at the time of recruitment, or when the worker is given tasks other than the initial ones (for example, if a change of job is agreed);
- performing assessments of temporary or permanent partial unfitness, when required. This means that the worker can work but cannot do everything that the other workers can. When the doctor gives partial unfitness, they must inform the employer.
- periodic check-ups, usually once a year, to check the worker's state of health;
- examinations after absence from work for more than 60 days for whatever reason.
- examinations at the end of work, when required by law.
- visits to the workplace, to ensure hygiene conditions.

Agricultural businesses are required to appoint a competent doctor when the following risks are present:

- *manual handling of loads*
- *biological risk*
- *chemical risk*
- *noise risk*
- *drug and alcohol testing for workers driving mechanical equipment*

Note:

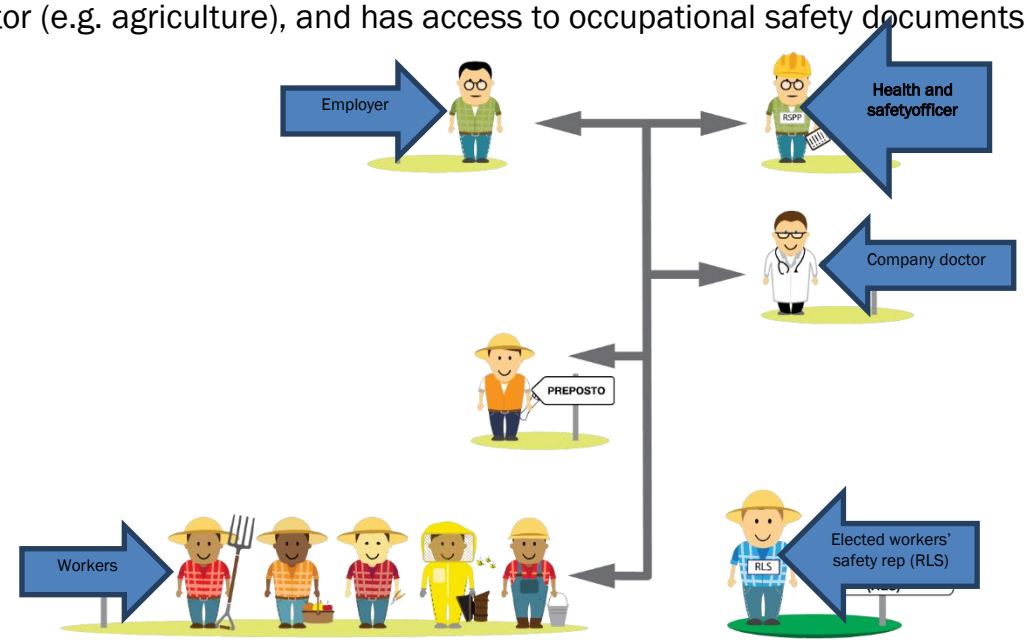
*In the agricultural sector, in the case of **regular, simple work**, the medical examination for seasonal and fixed-term workers needs to be carried out on an **annual** basis and can be **'carried over'** to other farms. This means that workers who change farms to do similar work do not need to repeat their annual examination.*

Lawconverted from Legislative Decreen. 18/2020 (Law 24 April 2020, n. 27)

Elected workers' safety rep (RLS) - Appointed workers' safety rep (RLST)

This figure is a worker, elected from among the company's workers **(RLS)**, or appointed from the joint bodies (bodies formed by several employers' and workers' associations, e.g. F.A.V.L.A) **(RLST)** who represents the workers of the company or the sector (e.g. agriculture), and has access to occupational safety documents.

Legislative Decree 81/2008 Articles 47: 48; 49



The appointment or election of the safety representative differs according to the size of the company.

They perform the following functions:

- Warning the company manager of the risks identified in the course of their activities;
- Promoting the drawing up, identification and implementation of suitable prevention measures to protect the health and safety of workers;
- Voicing opinions during visits and inspections carried out by the relevant authorities;
- Taking part in the periodic meeting referred to in Article 35 of Legislative Decree 81/2008. Legislative Decree 81/2008.

The role gives them **access to all work areas** and if they believe that the measures taken to protect workers are inadequate, **they may refer the matter to the relevant authorities.**

They are also required to give their opinion on:

- risk assessment;
- designation of prevention and protection officers;
- designation and training of persons in charge of fire prevention, first aid, evacuation of workers.

For these reasons, the workers' safety representative is a very important person in the company.

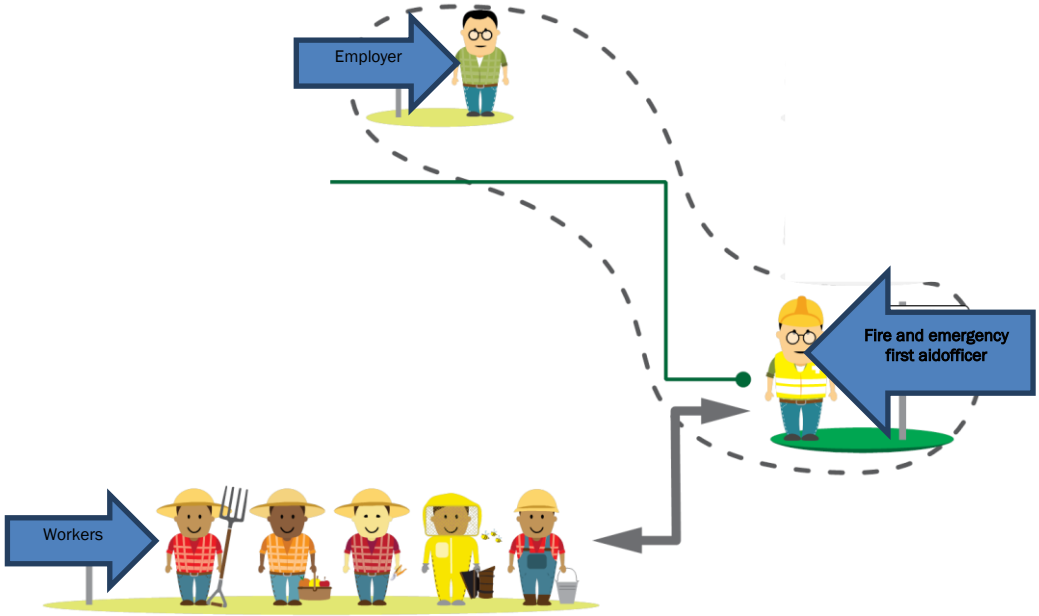
In order to carry out this task, the RLS/RLST must attend a special training course and keep up-to-date by attending regular training.

Emergency officers (fire and emergency first aid)

Art. 2.Paragraph1 letter h) Legislative Decree81/2008

Emergency workers (fire and first aid)

These are the workers, chosen by the employer, who are in charge of intervening in the event of fire or injury to a worker.



In order to be able to do this, they attend special fire-fighting and first aid courses and must keep their training up to date in accordance with the law.

Depending on the size of the company or the tasks being carried out, the employer may appoint several emergency officers.

As mentioned above, in some farms, the position of emergency manager may also be held by the employer himself.

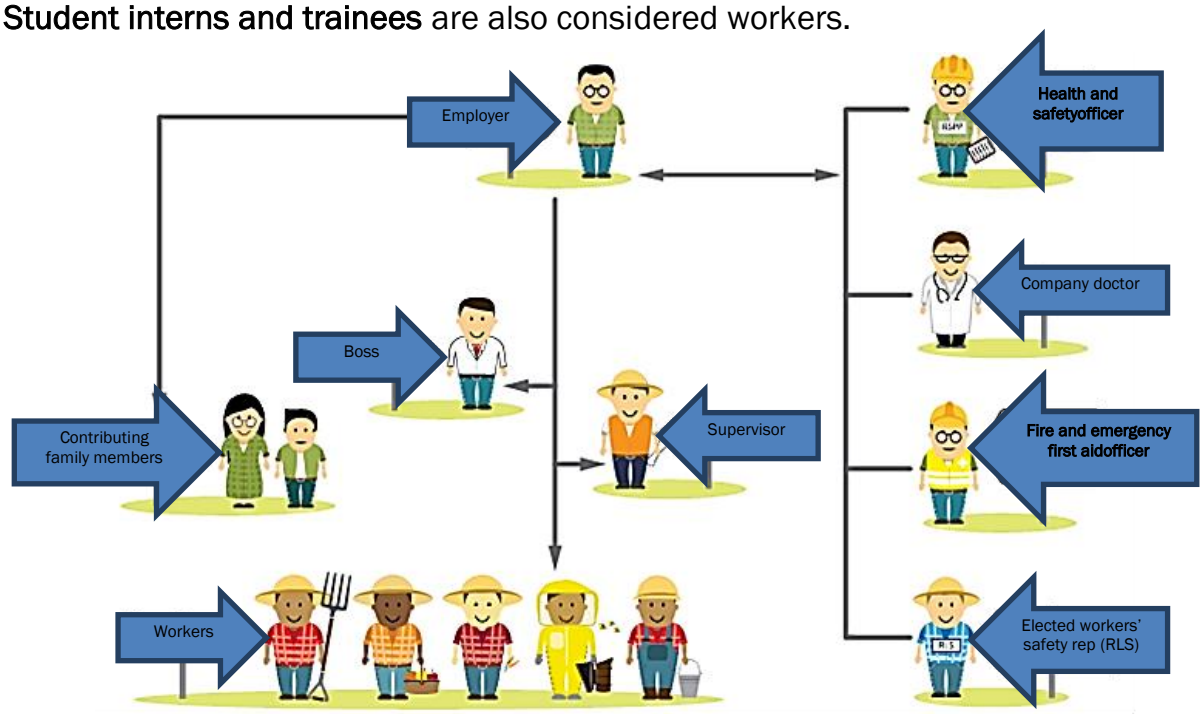
It is important that all workers know who the emergency officers are. This is why their names are always written on notices displayed in various places and communicated by the employer.

Workers

Legislative decree 81/2008 Article2 paragraph 1 lettera; Art20

A worker is anyone who performs work organised by someone.

It does not matter whether they are paid or are working for free to learn a trade. **Student interns and trainees** are also considered workers.



All the regulations exist to protect the health and safety of workers, but for this very reason they too must comply with certain rules. In particular, workers:

- must take care of their own safety and health and that of anyone else present in the workplace;
- must comply with the provisions and instructions given by the employer, also through their supervisors;
- must correctly use machinery, equipment, tools, dangerous substances and compounds, means of transport, other work equipment, and safety devices
- must correctly wear protective equipment, when required;
- must notify the employer, or the person in charge if they become aware of any danger, or of any malfunctioning of a machine, informing the workers' safety representative.
- must not remove or modify safety or signalling or control devices.
- must not do things which are not within their competence, or which may reduce their own safety or that of other workers.
- must be examined by the occupational physician.
- must help the employer, managers and supervisors to do all the things that the laws require to ensure safety.

Workers are subject to a fine or arrest if they violate the above obligations, but usually the employer intervenes first with disciplinary warnings.

Supervisory bodies: the 'Labour Police'

In order to ensure that the laws are respected, there are certain bodies that have the task of supervising, making preventive checks, or intervening in the event of accidents; among these bodies, those most involved are:

- **National Labour Inspectorate** - *This is the state body with responsibilities for safety at work (Fiscal Decree 2022)*
- **S.Pre.S.A.L.**- *This is the prevention service of the Piedmont Region, which has the same tasks as the National Labour Inspectorate but is the responsibility of each individual region.*
- **Fire Brigade** – This has the status of Judicial Police limited to fire prevention tasks.

These appointed bodies perform the role of 'labour police'; they can carry out inspections to check regular compliance and can sanction those who are not compliant.

How safety is managed: protective measures

Legislative Decree.81/2008 Art. 15

The T.U.S.L. states that in order to ensure health and safety in the workplace, **certain very important things must be done**.

These are referred to as **'protective measures'** and are the responsibility of the employer, but in some cases the employer may delegate them to other persons. The main protective measures include the following:

Risk assessment document

Legislative Decree 81/2008 Articles17; 28; 29

The preparation of the risk assessment is one of the main obligations of the employer and cannot be delegated. It needs to be completed in conjunction with the Health and safety officer, the Workers' safety rep and the company doctor.

It is a written document which starts from the dangers present in each work activity or task, assesses the seriousness of the risks and provides instructions on ways to reduce or eliminate the risks.

In this document there is guidance on:

- How to work in the safest way.
- Which personal protective equipment to wear (PPE).

The instructions that are given to workers are a kind of practical 'translation' of these assessments.

Information, initial training and practical training

To work safely, it is very important that the workers are:

- informed about the risks which exist in the workplace.
- trained to know how to avoid them.
- trained in the use of equipment that may be dangerous.

Legislative Decree 81/2008

Information

It is important that workers are given information about procedures, methods and systems for working safely.

Signs, colours, light signals, sound signals (special sounds) may be used.

The law requires the worker to understand:

- The health and safety risks associated with the company's activities.
- The specific risks they are exposed to.
- The risks associated with the use of dangerous substances and compounds (chemicals).
- The procedures for first aid, firefighting and evacuation.

Safety

We could summarise the information with this phrase: **'the worker knows'.**

Initial training

Initial training is the process of transferring **knowledge** so that workers can perform their tasks in a safe manner, are able to recognise and identify risks and know what to do to avoid them.

Legislative Decree 81/2008

Initial training often takes place in the classroom with special courses of varying durations depending on the type and level of risks present.

In the agricultural sector, health and safety training courses for workers must last at least 12 hours, corresponding to a 'medium' risk level.

We could sum up the information with this phrase: 'the worker knows what to do."

Workers' health and safety training must be updated periodically, at least every five years.

Note:

Inter-ministerialDecreefrom 27/03/2013

For seasonal agricultural workers, ***simplifications have been introduced regarding information and training.***

In this case, the obligations are considered to have been fulfilled by handing over to the worker documents containing ***information on:***

- *identification, reduction and management of risks;*
- *knowledge and procedures useful for the safe performance of tasks in the company;*
- *knowledge and procedures useful for identifying, eliminating, reducing and managing risks in the workplace.*

These ***documents must be certified*** *by the local health board or by the bilateral bodies (e.g. EBAT FAVLA) and by the joint bodies of the agricultural sector and cooperation at national or territorial level.*

Workers from other countries must also ***be able to understand the language*** *used in the information and training documents.*

Practical training

Legislative Decree 81/2008

After completing the initial training, workers need to understand how to physically use equipment or how to wear PPE correctly.

Practical training therefore teaches the worker how to correctly use equipment, machinery, systems and personal protective equipment and how to handle chemical substances and compounds.

Practical training must be given directly at the workplace and by an experienced person. It must result in the worker being able to use the equipment independently.

It is also necessary to record the training given to each worker in a special register.

We could sum up the information with this phrase: 'the worker knows what to do and also how to do it'.

Qualifications to use certain tools / materials ("license")

Legislative Decree 81/2008 Artt..73

License to use equipment

Legislation stipulates that only workers who have been properly trained in the use of certain machines (and their accessories), e.g. tracked or wheeled t**ractors, fruit harvesters, fork-lift trucks or telescopic fork-lifts**, etc. are allowed to use them.

These qualification courses lead to the issue of a 'licence'.

Anyone who does not have the required qualification (license) may not use the relevant machine.

The list of equipment that requires a special qualification is contained in a regulation called the State-Regions Agreement of 22/02/2012.

Qualifications are valid for 5 years, then training must be re-taken.

Crop protection licence

A special qualification is also required to be able to carry out crop treatments with chemicals: **the crop protection licence.**

Anyone who does not have this licence may not use crop protection chemicals.

In this case too, renewal is required every five years after a refresher course.

Important information about signs, labels and PPE

Before talking about the main risks present in agriculture and ways to prevent, eliminate or reduce them, we must first **be familiar** with the:

- **Signs,** which indicate the presence of hazards, or which give us important information.
- **Labels,** which indicate the presence of dangers in chemical products.
- **PPE (Personal Protective Equipment),** which protects us, or limits the damage caused by hazards.

Signalling overview

Signals can be made with gestures, with colours, with sounds or with lights.

These signals are important because they alert workers to the presence of possible dangers.

The main ones are, for example:

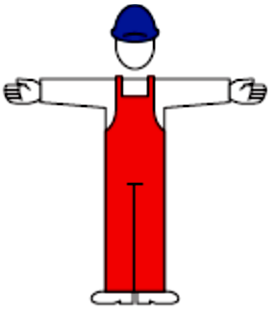
- **Buzzers** to signal moving machinery: stay away.
- **Flashing lights** to warn of moving machinery: stay away.

Signals using gestures

Some are laid down by law, but others can also be used. The key is to **agree beforehand on the meaning** because it is important for the signaller and the operator to understand each other well

Attachment XXXII Legislative Decree 81/08

General signals

Meaning	Description	Image
Start Take note Taking charge	The two arms are open horizontally and the palms face forward	

From this moment on, the operator must no longer perform any movements except under the direction of the signaller

Meaning	Description	Image
End End of the operations	The two hands are joined at chest height	

Meaning	Description	Image
Stop End of manoeuvrer	The right arm is stretched upwards, palm facing forward	

This signal does not indicate a dangerous situation, but only the interruption of an operation.

Vertical movements

Meaning	Description	Image
Higher	The right arm is stretched upwards, the palm of the hand is facing the body with the index finger up tracing out a circle	

Indicates raising the load

Meaning	Description	Image
Lower	The right arm is stretched downwards, the palm of the hand is facing the body with the index finger down tracing out a circle	

Indicates lowering the load

Meaning	Description	Image
Vertical distance	Hands show the distance	

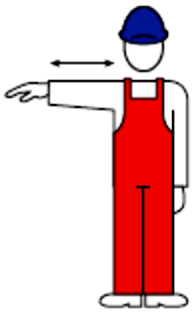
It indicates the space actually present between the load and the point where it is to be deposited vertically (e.g. from the floor or from the load it needs to sit on).

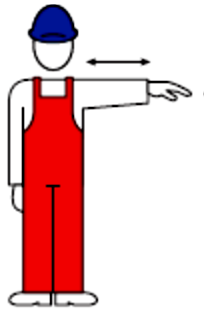
Horizontal movements

Meaning	Description	Image
Go forward	Both arms folded, palms facing forward with forearms making slow movements towards the body	

Meaning	Description	Image
Go back	Both arms folded, palms facing down with forearms making slow movements away from the body	

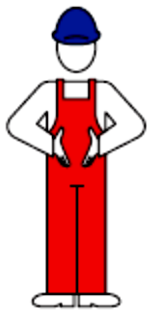
Both signals refer to the position of the signaller, who is located in a safe position facing the operator.

Meaning	Description	Image
Right In relation to the signaller	The right arm is in a horizontal position with the palm of the hand pointing downwards, indicating the direction by making small movements	

Meaning	Description	Image
Left In relation to the signaller	The left arm is in a horizontal position with the palm of the hand pointing downwards, indicating the direction by making small movements	

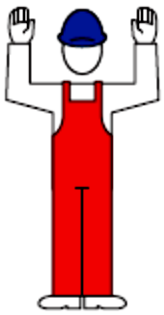
Safety note

Since it makes little sense to indicate right and left (since they are reversed with respect to the position of the signaller), it should rather be understood as 'on the side indicated by the hand position'.

Meaning	Description	Image
Horizontal distance	Hands show the distance	

It indicates the space actually present between the load and the point where it is to be deposited, horizontally (e.g. by a wall or by another load).

Danger

Meaning	Description	Image
Danger Stop or emergency stop	Both arms are stretched upwards and palms facing forward	

Signs

Signs that provide us with important information are known as safety signs.

Depending on the type of information they give us, they have a particular shape or colour that is easily visible.

Safety signs must have certain important characteristics:

- it must be appropriate to the situation;
- it must be consistent (no conflicting signs can coexist);
- it must be visible and legible, informing of the actual situation and therefore removed or updated when there are changes that make it no longer relevant.

Title V Legislative Decree 81/2008 Articles161 and subsequent

The dimensions are calculated according to the distance from which they are to be seen.

The table below shows the meanings of the shapes and colours

Sign	*Meaning*	*Characteristics*
	Prohibition signs	circular shape red border white background pictogram (figure) showing the prohibition red oblique transversal band
	Fire-fighting signs	square shape red colour white pictogram (figure) showing the fire-fighting equipment
	Warning signs	triangular shape with apex on top black border yellow background black pictogram (figure) showing the danger
	Requirement signs	circular shape blue background and border pictogram (figure) showing the requirement
	Rescue signs	square shape with green colour white pictogram (figure) showing the route or emergency exit

Prohibition signs

Some examples:

No smoking

No removal of machine guards

No smoking and open flames

No repairing and lubricating moving parts

No access by unauthorised persons

Requirement signs

Some examples:

Protect eyes with goggles

Wear protective helmet

Wear gloves

Wear respirator

Protect hearing

Wear safety shoes

High-visibility clothing

Wear safety harnesses

Wear protective clothing

Acoustic warning device

Warning signs (when there is a danger)

Some examples:

Danger of crushing hands

Danger of falling material

Danger of moving parts

Flammable material

Danger of noise

Danger of flying splinters

Danger of suspended loads

Danger linked to forklift handling

Danger of bulls

Fire signs

Some examples:

Fire alarm

Extinguisher

Hose reel

Hydrant

Fire-fighting direction

Rescue signs

Some examples:

Emergency exit on right

Way out

Meeting point

First aid box

Emergency key

Warning labels on agricultural machinery

On tractors, or other agricultural machinery, certain adhesive labels are affixed which warn the worker of certain dangers present.

Some examples of these labels and their meanings are given below.

Danger, do not stand between machine and tractor

Danger, do not sit on wing

Danger of tipping over, lift protective frame

Danger of collision, keep a safe distance

Danger of contact with hot surfaces

Danger of crushing – keep hands clear

Danger of winding – keep hands clear

The machine must only be operated by one person

Safety note

Always pay attention to the warnings on these labels: *it is dangerous to touch or get close not only when the machine is moving, but sometimes even when it is stationary!*

Labels on chemical products

Title V Legislative Decree 81/2008 Article161 and subsequent

Labels are **attached to containers to warn of the dangers that exist** when you come into contact with the chemical agents they contain.

The 'pictogram' is the design that symbolises the type of hazard

Table of chemical labels and their meaning

Warning pictogram (EC regulation 1272/2008)	Meaning (explanation and precautions)	Example
 Esplosive	**Classification:** substances or compounds which may explode from a spark, or which are very sensitive to shocks or rubbing. **Precautions:** avoid shocks, friction, flames or heat sources.	Nitrogen trichloride Nitro-glycerine
 Flammable	**Classification:** substances orcompounds: ▪ which can overheat and subsequently ignite on contact with air at a normal temperature without using energy ▪ Which can ignite very easily, due to a simple spark even from a distance they continue to burn ▪ Liquids which have a flash point between 21 and 55 °C. ▪ Gases which, in contact with water or moist air, create highly flammable gases in dangerous quantities. **Precautions:** Avoid contact with ignition materials (such as air and water).	Benzene Ethanol Acetone Turpentine Varnish Mineral oil LPG
	Classification: substances or compounds: ▪ Liquids whose point of combustion is below 21 °C. ▪ Which can overheat and subsequently ignite on contact with air at a normal temperature without using energy. ▪ Which can ignite very easily, due to a simple spark even from a distance, and continue to burn. ▪ Gases that can overheat in contact with water or moist air, creating extremely flammable gases in dangerous quantities. **Precautions:** Avoid contact with ignition materials (such as air and water).	Petrol Paraffin Butane Methane Acetylene
 Combustible	**Classification:** substances that behave as oxidants with respect to most other substances or that easily release atomic or molecular oxygen, and thus facilitate the ignition of combustible substances. **Precautions:** Avoid contact with combustible materials	Oxygen Potassium nitrate Hydrogen peroxide

Warning pictogram (EC regulation 1272/2008)	Meaning (explanation and precautions)	Example
 Pressurised gas	**Classification:** cylinders or other containers of pressurised, compressed, liquefied, refrigerated, dissolved gases. **Precautions:** Transport, handle and use with due care.	Oxygen Acetylene
 Corrosive	**Classification:** these chemicals destroy live tissue and/or live materials. **Precautions:** do not inhale and avoid contact with skin, eyes and clothing. **Protect yourself by:**wearing PPE such as gloves, goggles, overalls	Hydrochloric acid Hydrofluoric acid
 Toxic	**Classification:** substances or compounds which, by inhalation, ingestion or penetration into the skin, may involve serious, acute or chronic risks, and even death. **Precautions:** contact with the body should be avoided. **Protect yourself by:**wearing PPE such as filtering face masks	Barium chloride Carbon monoxide Methanol Boron trifluoride
 Toxic in the long term	**Classification:** Substances or compounds which, if inhaled, swallowed or absorbed through the skin, give rise to extremely serious acute or chronic hazards, and easily lead to death. **Precautions:** body contact, inhalation and ingestion, as well as continuous or repetitive exposure even to low concentrations of the substance or preparation should be avoided. **Protect yourself by:**wearing PPE such as filtering facemasks, gloves, overalls	Cyanide Nicotine Hydrofluoric acid
 Irritant	**Classification:** non-corrosive substances or compounds which may cause irritation on immediate, prolonged or repeated contact with the skin or mucous membranes. **Precautions:** Vapours must not be inhaled and contact with the skin must be avoided. **Protect yourself by:**wearing PPE such as filtering facemasks and gloves	Calcium chloride Sodium carbonate

Warning pictogram (EC regulation 1272/2008)	Meaning (explanation and precautions)	Example
 Harmful  for long-term harmful products	**Classification:** substances or compounds which, if inhaled, swallowed or absorbed through the skin, may cause non-life-threatening effects; or substances which, if inhaled, may cause allergic or asthmatic reactions; or substances with suspected carcinogenic, mutagenic or reprotoxic effects. **Precautions:** Vapours must not be inhaled, and skin contact must be avoided.	Laudanum Dichloromethane Cysteine
 Dangerous for the environment	**Classification:** environmental contact with these substances or compounds may cause short or long-term damage to the ecosystem. **Precautions:** Substances must not be released into the environment.	Phosphorus Potassium cyanide Nicotine

Safety Note

When you have to use (if authorised) chemicals for work:

- *Read the labels carefully;*
- *Try to understand what dangers there are (if not, ask your employer);*
- *Wear the personal protective equipment provided;*

Remember

Some chemical products, such as those for crop protection, can only be used by those who have a special authorisation known as a 'license.'

Personal Protective Equipment (PPE)

Legislative Decree 81/2008 Title IV paragraph II Article74onwards

PPE is the name for clothing designed to protect against hazards present in the workplace.

They are intended to protect certain parts of the body, for example: hands, feet, eyes, head, respiratory tract, etc.

They are **all marked with the CE (European Conformity) symbol.**

They are divided into 3 categories, according to the level of protection they give.

They come with an instruction sheet called an **'information note'.**

The information note is very important, because it explains the following in all languages:

- What it protects against
- How it should be used
- When it must be replaced (expiry date)
- How it should be cleaned
- How it should be stored.

On some articles (e.g. gloves and overalls) there is also a symbol that reminds us of the type of danger that device protects us from.

When the worker has to wear one of these articles of PPE, there is usually a **sign nearby, or in the machine or plant, reminding us of the obligation**.

Some examples of signs reminding us of the obligation to wear PPE are shown below.

Requirement sign

EN 397 helmet

Bump cap EN 812

Requirement sign

Mechanical protection gloves

Mechanical protection symbol

Requirement sign

Chemical protection gloves

Chemical protection symbol

Requirement sign

FFP facemask without valve

FFP facemask with valve

Requirement sign

Headphones, inserts, plugs, customised inserts

Third category PPE

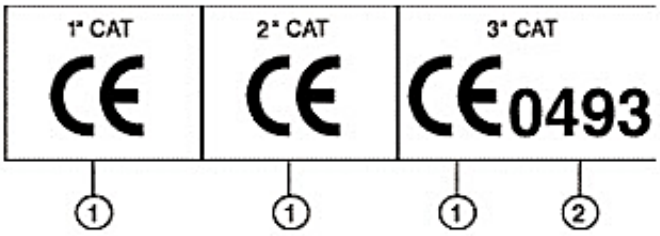
Art .77 Of Legislative Decree 81/2008

For PPE classified in **category 3**, the worker must be **trained in their use.**

In fact, some of them, if not known or misused, can create different risks.

Category 3 PPE can be recognised because behind the CE mark they also have a 4-digit number, which represents the certifying body that has intervened in the production process to carry out checks on compliance with manufacturing standards.

Example of CE mark on PPE



1 – Indicates that the glove conforms to the PPE requirements

2 – The product belongs to the "complete design" class and the homogeneity of its quality has been checked by the authorised laboratory identified by the code 0493

Remember

Using the prescribed PPE is very important to reduce the hazards of work. *Not only is it an* ***obligation to use it****, when it is provided, but those who do not do so are* ***committing an offence! If it is damaged****, the employer will replace it.*

General rules for working safely

Each agricultural sector has its own particular risks, which we need to be aware of, but generally there are some risks that we can somehow consider **common to all.**

The following pages outline some very common risks, what they are caused by and what precautions to take.

> Warning
>
> *If your company has different rules they must be **respected**, because they are the result of a specific evaluation of the risk present.*

Clothing

Dangersign warning about hands or cuffsbeingca

Our clothes can also contain risks.

Since you are regularly in contact with machines and equipment with moving parts, you need to dress in such a way that you do not get caught in the equipment.

Clothes must be comfortable, but not loose. The characteristics should be as follows:

- They must have sleeves with cuffs that close (with Velcro or buttons).
- No aprons with belts.
- No fluttering parts.
- No scarves or foulards.
- No rings.
- No necklaces.
- No bracelets.

Catching: two rollers rotating in opposite directions

Entanglement: with a moving protruding part

Catching: clothes caught by gears or rollers

- Put long hair in a hairnet or roll it into a bun.

Requirement to use hairnet

Hair net

Or put your hair in a bun

Order, cleanliness, personal hygiene

Order and cleanliness

Keeping the workplace and tools **clean and tidy** is very important.

We ensure we can always find the most suitable tool which reduces the risk of us hurting ourselves.

When cleaning tools, we become aware of any faults or breakages.

This also applies to the machines used.

Put tools back in their place and do not leave them unattended; when transporting them, put on guards if there are dangerous parts, e.g. sickle blades, etc.

Mess creates risk

Danger

Dangerous situation: there are lots of risks.

Tidy up

OK:

Everything in the correct place

Everything tidy

Did you know?

Cobwebs are highly flammable and can transfer fire between combustible materials. Remove them periodically.

Order and storage of chemical containers

Store chemicals out of the reach of children and unauthorised workers.

Check that chemical containers are also **tightly closed and that there are no leaks.**

Check the labels before storing these products to ensure they are not put together with other products from which they should be kept separate.

Pesticides must be kept in a **special room or cabinet that is locked and accessible only to trained and authorised personnel.**

OK:

*Locked cabinet with appropriate warnings:****increased safety***

Personal hygiene

Taking care of personal cleanliness and hygiene is important, because in agricultural work you often come into contact with biological agents (faecal microorganisms from animals, spores, bacteria, etc.).

Clean hands are especially important because we often touch our eyes and mouth, which are natural pathways for pathogens to enter.

Pregnancy and working mothers

The maternity period is a delicate time for a female worker.
In order to ensure health and safety at work, the law requires us to pay attention to the special conditions of pregnant workers.
As a matter of fact, working conditions that are considered acceptable in normal situations may no longer be so during pregnancy and, in some cases, up to the child's seventh month.
The employer must therefore also consider this condition in the Risk Assessment Document and, as the law says, establish whether there are any risky tasks that **CANNOT be performed** during the period of pregnancy or breastfeeding, and therefore identify what actions they can take to ensure the safety of the worker and the unborn child, availing of the support of the company doctor to identify prohibited activities.
Having said this, it is very important that the worker communicates her pregnancy to her employer, so that they can check the conditions for the worker to continue working safely.

If the activities are compatible, the pregnant worker can continue her work; if, however, risks are detected for the mother, or for the child, the employer will **assess whether it is possible to:**

- change the working conditions and/or working hours;
- deploy the worker to another job which doesn't involve risk.

If these arrangements are not possible, early suspension from work is envisaged.

It must therefore be clear that **early maternity may be granted either for pregnancy at risk, or for risky work**, or when the employee performs **dangerous, strenuous or unhealthy work**, or when the working conditions or environment during pregnancy are detrimental to the health of the employee or the unborn child.

Children

There are often children on farms; they may be the children or grandchildren of the farmer, their family members, or workers who stay on the farm.

Children **do not understand dangers** and, in their daily lives, **are used to seeing work equipment and machinery**, but do not perceive them as **dangerous.**

Always make them move away when work is in progress, especially when it involves dangerous tools or machinery.

Child near machinery

Danger

Dangerous situation: the child could fall on the fork and get hurt. ***Move him away****.*

Machines and dangerous areas

Every machine has a dangerous area around it where people could be hurt. Dangers could be due to:

- Moving arms
- Splinters or materials being thrown out
- Noise

It is necessary to keep a safe distance.

Warning

Before approaching, you must make yourself clearly visible to the operator *(the worker who drives and manoeuvres the machine)* ***and wait for him to stop the work.***

Never carry out operations** of any kind **with the machine switched on: switch it off and remove the keys.

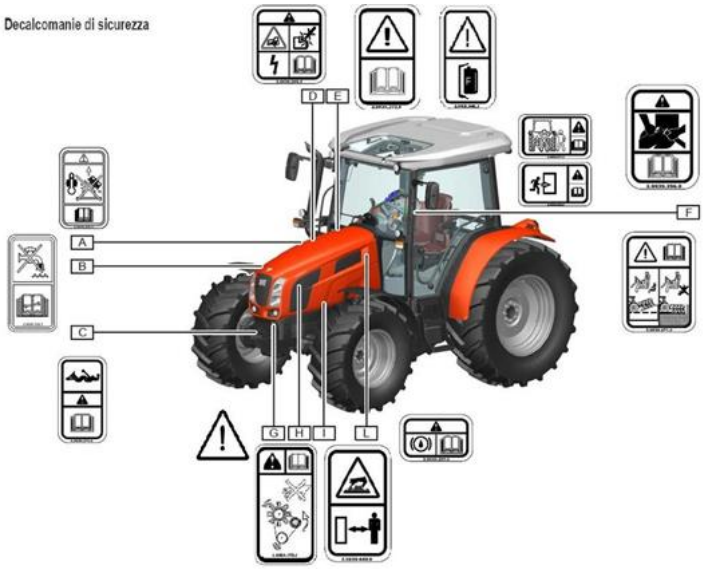
People in the danger zone for being hit by material

Danger

Dangerous situation: people can be hit by material being thrown out, or by the vehicle itself

Move them away

Remember to also pay attention to the **warning labels on machines.**



Dangerous parts: power take-off and cardan shaft

Many agricultural machines are set in motion by the tractor's power take-off (often called the PTO), via a transmission shaft called a **'cardan shaft'.**

It is **extremely dangerous** to approach the cardan shaft and the moving parts of machines coupled to the tractor.

There are risks of:

- injuries to limbs
- losing limbs
- cuts

All these parts must be protected, and the guards must never be removed.

Warning labels (such as the ones we saw earlier in the section related to "Warning labels for agricultural machinery") informing us of hazards must also be displayed.

Sometimes, **even when the machine has just come to a standstill**, there is a **risk of getting burnt** in some places, due to the moving parts and the friction generated by the moving parts.

Unprotected cardan shaft

Dangerous situation: you can easily be trapped and there is a ***risk of death!***

You can't work if you haven't fitted the protective guards

Protected cardan shaft

Good! The cardan shaft is protected

Fruit harvesters

Art. 73 Of Legislative Decree 81/2008 State – regional agreement from 22/02/2012

These are machines with a lifting platform to enable workers to pick fruit from trees.

This machine is similar to an Elevating Work Platform, i.e. one of those machines that under Italian legislation requires a **special qualification**, (the so-called 'license').

Fruit harvester without roller *Fruit harvester with roller*

Whoever drives (manoeuvres) this machine must therefore have **attended a special training course** and must be licensed.

The crew does not have to be licensed, but they do have to **do some training**, because they have to learn to work in a coordinated manner and follow the instructions given by the driver.

Dangers of fruit harvesters

The biggest dangers when using these agricultural machines are:

- Loss of stability, with risk of overturning
- Structural failure
- Falls from height
- Slips, bumps and falls when climbing on and off work platforms
- Crushing or losing limbs due to moving parts
- Injuries caused by branches in the face or eyes.

Precautions when working on a fruit harvester

Workers must work from the **position established by the manufacturer**, if provided.

- The maximum number of persons indicated must never be exceeded
- The maximum permitted weight must not be exceeded
- It is obligatory to listen to the instructions of the driver who will warn in advance of the manoeuvres taking place.e.g. “I'm lifting"; “I'm lowering"; “I'm opening" or “I'm closing" (the floor), etc., so that the crew can hold on to the handrails.
- Don't lean outside
- Don't climb up onto the footboard or railings in order to go higher

Use the designated access ladder to get on and off the vehicle.

Depending on the type of work being done and the height reached (when over 2 metres high), it may be **necessary to use PPE to protect against falls**, usually a harness.

The use of these devices requires training and instruction.

Depending on the situation, it may be necessary to wear **eye protection.**

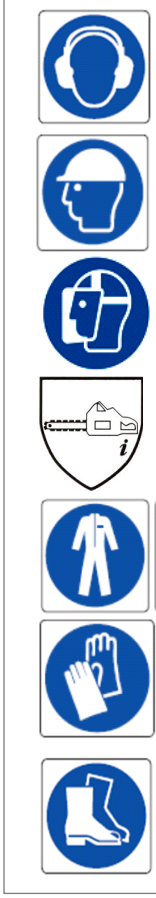
Some situations mayrequire the use of a harness and goggles.

Chainsaws

This is a piece of equipment that requires **specific training**, although the training course **doesn’t lead to a qualification.The main risks** are linked to lack of information and training.

Chainsaw for felling

Chainsaw for pruning



Dangers when using a chainsaw

The main dangers are as follows:

- Contact with the moving chain
- Chain breakage
- Recoils due to excessive friction, or from improper cutting action
- Recoil caused by cutting with the bar tip
- Materials being thrown against the operator while cutting
- Falls from height by the operator in the case of overhead cutting on a basket or rope
- Bumps due to impact with the plant
- Burns from hot or live parts of the saw
- Fire or explosion of the tool
- Excessive noise or vibration
- Contact with or inhalation of fluids, gases, dust or vapours
- Awkward working positions due to difficult cutting positions
- Failure to hear colleagues' warnings

Precautions when using a chainsaw

It is very important to check before use that there are no problems. You should therefore check:

- That the chain is sharp
- That the chain has the correct tension
- That there is lubricant and that the chain lubrication system is working
- That the chain brake is working
- You must wear chainsaw-specific PPE (jacket, trousers, gloves), which are marked with the chainsaw symbol and are of the correct class (according to the chain speed)
- Use a helmet with a safety visor and noise-reducing earmuffs
- If using the chainsaw on an elevated platform you must wear fall prevention PPE
- When transporting use the blade cover and hold the blade backwards

Above all, you need **training on cutting techniques**, how to handle the chainsaw, how to refuel, how to spot a loss of chain sharpness etc.

Incorrect use and missing PPE

Danger

Dangerous situation: the worker could be cut or fall from the platform; they are exposed to noise.
Serious risk: unsafe to work.

Incorrect use and missing PPE

Danger

Dangerous situation:the worker could be cut, and they are exposed to noise.
Serious risk: unsafe to work.

Wearing PPE

Good: PPE is being worn and the cutting technique is correct.

Strimmer

Similar to a chainsaw, this is a piece of equipment that requires **specific training**, although the training course **doesn't lead to a qualification** (you do not need a licence, unless you are a logger).

Hand-held strimmer

Back-mounted strimmer

Dangers when using a strimmer

- Noise
- Vibrations
- Being hit by stones
- Exhaust gases
- Contact with the tool
- Danger of kickback
- Burns

Precautions when using a strimmer

- Check it is working correctly before using it.
- Cordon off the work area, the danger zone is 15 metres according to the Piedmont Region guidelines.
- Always use the prescribed PPE.

Above all, **it is necessary to be trained in cutting techniques**, and the differences between using a blade and wire.

Work without PPE

Danger

Dangerous situation: Risk of being hit by stones in face and eyes

You cannot work without PPE

 *Work with PPE*		***Good*** ***PPE is being worn and the cutting technique is correct***

Electrical risks

The electrical risk covers both the risks around the use of power tools and the risk of electrocution.

Use of electrical equipment and tools: precautions

- Use only authorised equipment.
- Check the condition of electrical cables.
- Protect extension cords with cable grommets when they are used in places where they could be crushed by moving equipment.
- Do not use multipliers.
- Disconnect tool from the power supply after work is finished.

Electrocution due to uninsulated overhead lines

You don't actually need to touch high voltage cables to be electrocuted – **it can be enough to be at less than a safe distance.**

Fields often have high-voltage power lines going over them so it's important to keep a safe distance.

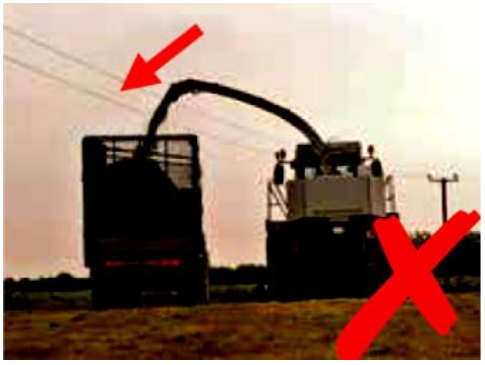
The most common risks are when using **fruit-collecting wagons or baskets for forestry activities, or platforms/vehicles with elevating arms** in general. When passing under cables, ensure that the platform, basket, arm etc is **lowered**. If there

is any doubt about the distance from the cables, it is advisable to ask workers to get off the equipment as a precautionary measure.

When using **tipping trailers** it is advisable to check in advance where the unloading will take place and avoid areas within sight of cables.

The table below shows the safety distances to be followed according to voltage. If the voltage is not known, the maximum distance should be kept.

Voltage (kw)	Distance (m)
≤ 1	3
>1 ≤ 30	3.5
>30 ≤ 132	5
> 132	7



Non isolated electric cables

Danger

Dangerous situation:

Without a safe distance there is the risk of an arc flash

Load handling and movements

The wrong way of lifting, pushing, pulling or supporting loads, or even the wrong way of using tools, can cause injuries or even illnesses.

Damage mainly occurs in tendons, joints and muscles. Over time, it can lead to serious and disabling lower limb disorders and degenerative bone injuries.

To limit the risks:

- Alternate tasks, so as to avoid staying too long in the same position.
- Avoid stationary positions for long periods.
- Avoid sudden movements.
- Where possible, use supports or aids that reduce the need to stay in unnatural positions.

Lifting and moving loads correctly

Legislation specifies that the maximum weight that can be moved manually by a worker under optimal conditions is 25 kg; this limit drops to 20 kg in the case of female workers and to 15 kg if they are under the age of 18.

Moving, lifting and stowing weights over 25 kg requires the assistance of other people or special equipment.

Before beginning, **the storage area must be prepared and the movements well-coordinated. One person must give precise instructions and commands.**

Correct lifting with two people

Good:

One of the two coordinates: "Let's lift on the count of three: one, two, three!"

Objects should only be lifted if **you are well-balanced.**

The **back should be kept straight**, the torso erect, the body in a squat position and the **load** should be **kept as close to the body as possible**.

> *By lifting a load with a hunched back, the cartilaginous intervertebral discs are deformed and compressed at the rim. This can lead to non-reversible disc disorders, adversely affecting back function.*

Lifting light weights can also be dangerous if you lift while leaning forward and holding the load away from your body.

> *This type of lifting and carrying is often necessary when the load has a high temperature or when it is particularly dirty.*

Incorrect handling

Danger

Dangerous situation: the load is not balanced close to his body; back injury is possible. ***The worker should move closer to the load to be lifted.***

When lifting and setting down heavy loads, the correct technique must always be used to avoid back injuries. Keep your trunk erect with your back in a straight position. The weight should stay close to the body, Keep an open, firm foot position, grasp the load securely and move gently without jerking.

When lifting loads by hand, the back should be upright and the arms stiff. The effort should be supported mainly by the leg muscles.

NO

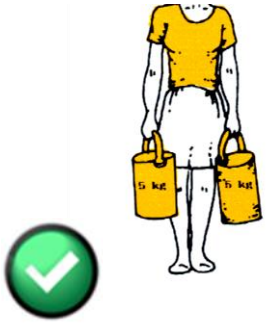
YES

NO

YES

When transporting by hand, the load must be handled securely at the easiest gripping points and, if necessary, placed against the body, with the weight distributed on the arms.

NO



YES

If the load is to be placed on a table or shelf, it must be placed on the edge and pushed forward with the arms and body.

Loads should not be transported with oily hands.

Hand trolleys (those with 4 wheels) must be pushed, never pulled, and the maximum weight of the load must not exceed 250 kg

Pallet trucks, on the other hand, **should normally be pulled**, but if they are hand-operated they must not exceed 600 kg in load.

4 wheeled trolley should be pushed

Pallet trucks should be pushed

Risk of work at height: fall from height

The risk of a fall when using a ladder is very high and there are a significant number of agricultural activities which require their use. These include **pruning and harvesting** trees in **fruit farms** when the use of dedicated machines is not possible, for forestry activities, **cellar activities in wineries** and specific activities in livestock farms.

Choosing the right ladder and how to place it

UNI ENnorm 131 parts 1a and 2a

The risk of a fall when using a ladder is very high and there are a significant number of agricultural activities which require their use. These include pruning and harvesting fruit trees when the use of dedicated machines is not possible, for forestry activities, cellar activities in wineries and specific activities in livestock farms.

Portable ladders should be selected based on the type and height required for the task. They should be light and easily transportable, with detachable feet, anchoring hooks and non-slip steps or rungs.

Usually the ladders most suitable for leaning against trees and wine tanks are the simple ones.

Conical ladders with a support strut are the most suitable overall because their base forms a triangular surface making them best suited to uneven ground.

Conical ladder

Good

The conical ladder has a triangular base making it the most stable for working in the fields.

Ladder characteristics

Good

The ladder has a support base and anchoring elements, foot grips and non-slip treads

Ladder with protective cage

Good

A ladder with protective cage needs to be used for heights over 2.5m

How to use ladders

In order to use a ladder safely, the worker must first check that there are no faulty parts and that it is not damaged. Then it is necessary to:

- Check the stability of the ladder.

- Check that the steps are not wet with oil or other liquids.
- **Avoid leaning over the side** to reach 'far areas'.
- If possible, only **place the ladder facing the** work area: never climb up/down with the ladder in the side position as the risk of tipping over is higher.
- Avoid prolonged standing on a ladder by alternating with periods of rest.
- **Avoid climbing up onto the three highest rungs**; otherwise, secure the ladder with hooks or a ladder restraint.
- Carry out **periodic maintenance in accordance with the manufacturer's instructions**, paying particular attention to ensure that the non-slip bases, uprights, rungs, etc. are always intact.
- During activities above a height of **more than 2 metres** (e.g. pruning, work on wine tanks in the cellar, on feed silos etc.), it is also necessary to use a **harness** to remain secure and stable.
- This PPE is classed as category 3 and **training on its use is mandatory**.

Conical ladder in correct position

Good

Work facing forward with a suitable ladder and don't go higher than the third highest step.

Fixed ladder and harness worn

Good

Ladder is well supported and secured, and worker is wearing PPE to protect from falls.

Chemical risk: dangerous products

As explained on the previous pages, crop protection agents require a special 'licence' in order to use them.

This section focuses on products which workers can use.

It is important to remember the meaning of the labels, which show the type of danger (as indicated on the previous pages).

How contamination occurs

There are three ways that chemicals can enter the body:

Skin *(touching them)*

This happens when the **chemical touches your skin**. The most dangerous areas are where there are more capillaries or where the skin is thinner.

- Mucous membranes (lips, intimate areas)
- Eyes
- Ears (particularly the centre of the ear, where you put ear plugs).

Most crop protection agents enter the body in this way, particularly with **unprotected hands**.

			
Skin absorption	*Corresponding labels*	*Sign showing requirements*	*PPE to be used*

Inhalation*(breathing them)*

This occurs when these products evaporate and **vapours** are breathed in, or when they are **sprayed and atomised**.

		 	 
Inhalation	*Corresponding labels*	*Sign showing requirements*	*PPE to be used*

Ingestion *(drinking or eating them)*

These agents are dangerous even in very small quantities; they can also be unintentionally ingested when we touch our mouths with contaminated hands or if they come into contact with any food or drink brought into the workplace.

			
Ingestion	*Corresponding labels*	*Sign banning eating and drinking*	

Precautions when using chemical products

The below precautions should always be followed:

- Use only what is strictly necessary.
- Comply with **labels** and wear the **required PPE.**
- **Do not mix different products** (this can produce even more dangerous agents, such as when chlorine and ammonia are mixed).
- **Do not use food containers** to transport small amounts of product.
- Do not put chemicals in water bottles, as they get mixed up and can be unintentionally drunk.
- If using non-original containers, ensure they are clearly labelled.
- When using a mask with filters, **check that the filters are still effective** (not expired) and that they are of the **right type**.

  Appropriate filters, based on the properties of the products used in agriculture, are usually marked with coloured bands and letters of the alphabet:

  Brown with letter "A"

  Whitewith letter "P"

  but always check the indications on the Safety Data Sheet, if in doubt ask your employer.

- Wash gloves and hands after use

Biohazards

Signindicatin gbiohazard

This refers to the risk of catching diseases transmitted by biological agents, such as:

- Viruses.
- Bacteria.
- Spores.
- Microorganisms.

Livestock farms

This risk is present in **all activities related to animals** (pig, cattle, poultry farming), due to the micro-organisms present, particularly in their droppings (excrement).

Transmitted micro-organisms can sometimes cause diseases called 'zoonotic diseases'.

When working with animals, in addition to wearing PPE (especially gloves) you need to be particularly careful about **personal hygiene.**

Forestry Activities: Tetanus and Ticks

Tetanus is a particularly dangerous disease that is contracted when a **wound is contaminated with a spore** often found in farmland.

This risk must therefore be prevented with a **tetanus vaccination.**

Other diseases can be caused by **tick bites**.

When the tick bites, **it injects an anaesthetic meaning that you do not notice the bite;** the tick's 'mouth' part, the rostrum, makes its way into the skin and gradually penetrates deeper.

The tick sucks blood and can release bacteria which cause diseases; one of the most frequent is Lyme borreliosis. The first symptoms **are a red circle around the bite area**.

In the evening, **when taking a shower, it is very important to check under your hair** to make sure that you have no ticks attached. If you find one, **seek medical assistance** to remove it. You may also be prescribed antibiotics to prevent illness.

Tick embedded in the skin

Typical symptom of Lyme disease

Noise and vibrations: two frequently underestimated risks

Noise and vibrations belong to a group of risks called 'physical risks'.

They are often underestimated, because the damage is not immediate, but manifests itself over time, due to a worker's exposure to levels of noise or vibration that can lead to illness, or progressive hearing loss.

In the company, the risks of noise and vibration exposure must be assessed and from this assessment it is possible to understand the level of risk and the type of PPE to be provided to workers.

Noise

Legislative Decree 81/2008 Title VIII Articles 187; 189 and subsequentar ticles

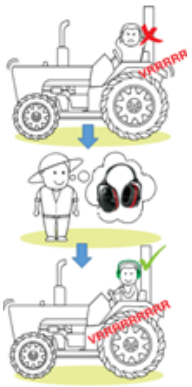
Noise can be harmful in two ways:

- By exposure to very high peak noise (e.g. an explosion).
- By prolonged exposure to harmful levels over days and months.

When there is a significant noise risk, there are **signs** on walls, or **labels** on machinery.

In these cases, workersare required to wear the PPE that the employer has provided.

The unit used to measure these levels is sound pressure, expressed in decibels (dB).



Signs and labels

In addition to signs, placed near the risk, information labels are displayed on the equipment.

The worker needs to know that below a certain level (called the lower action value) there is no danger.However, when this level is exceeded, the risk increases.

The table below shows the levels and the corresponding obligations of the worker when they are reached.

Risk classification	Exposure level in dB(A)	Peak pressure dB(C)	Requirements
Low	< = 80	< 135	none
Medium	From 80 to 85	From 135 to 137	**PPE must be available. The worker can choose whether to wear it.**
High	Above 85	>137	**Requirement to wear the provided PPE.**

Danger sign

Equipment label

Corresponding requirement sign

Vibrations

Vibration is a three-axis oscillation that is perceived through contact with the human body. It can affect two parts of the body depending on where it comes into contact: the hands and arms when using vibrating tools, or the spine when sitting on vehicle seats.

If exposure to vibrations exceeds certain levels it can cause permanent damage.

As with noise, the regulations also set a ceiling for vibrations, above which precautions must be taken.

The precautions to be observed mainly concern the organisation of work, which must alternate between workers when using equipment with significant risk levels.

Climatic conditions can also be important. Generally cold and humid climates accentuate the risk.

Specific work environments

There are certain work environments which have particular dangers.

These environments, which deserve special attention are:

- Confined spaces.
- Barns.
- Alpine pastures.

However, it must also be considered that, by the nature of the places where agricultural work is carried out, there are some very particular hazards, such as:

- the risk of electrocution
- the risk of sudden atmospheric events (storms)

Storms: danger of lightening and rainstorms

The risk of lightning strikes is greater in the mountains (alpine pastures), but even in the plains it is not to be underestimated. Thunder and lightning are the typical features of a thunderstorm.

Thunderstorms can be made more dangerous by the addition of rainstorms, which occur when the amount of rain in a certain interval of time assumes very significant and alarming levels that cause, flooding, land subsidence and landslides.

Rainstorms occur when a strong upward current of warm air prevents condensed raindrops from falling to the ground. This is why the phenomenon is much more frequent in mountains and hills, where the slopes of the terrain facilitate the upward movement of warm air currents towards the atmosphere.

However, **rainstorms can strike any area** and, increasingly often, we hear about them because of their intensity and devastating effects in Europe and Italy.

These phenomena are normally more frequent in summer and during the afternoon or evening hours.

The approach of a thunderstorm can be predicted by observing the weather conditions at the time. For example, increasing wind, dark skies, obviously threatening cumulus clouds, cloud cover on the mountains that can give indications as to the direction the storm will take; however, due to the irregularity of cloud cover, it is not always possible to assess exactly where the storm will develop.

To avoid thunderstorms and/or rainstorms, it is important for the employer to monitor the weather warnings and alerts that the municipalities and the civil protection authorities of potentially affected localities will provide and to organise work with these potential dangers in mind, suspending work if necessary.

In agriculture, it is very common practice that in the event of bad weather, no work is carried out in the open fields and the focus changes to activities which can be completed indoors.

An approaching storm can be predicted in the following ways:

- Smell of ozone.
- Tickling sensation on uncovered skin.
- Scalp tingling, hair standing on end due to the increased electrostatic charge of the air.
- Buzzing and slight metallic sounds.
- Bluish flashes (St. Elmo's fires) near very exposed metal objects (e.g. rods, summit crosses).

What to do when there is lightning

- Follow the rule of 30 - 30. After seeing lightning, start counting to 30. If the thunder arrives before 30, it is a good idea to seek shelter. Wait 30 minutes after the end of the thunderstorm before going outside.
- Use buildings and cars to shelter, keeping windows and doors closed. If there is a radio aerial, lower that too. Caves and bivouacs can also provide shelter but stay away from the openings.

What to do if you are outside and there is no shelter

- Move away from slopes, summits or high, exposed or sharply shaped places (e.g. peaks) and keep a good distance from them (at least 15 metres).
- Keep away from wide fields with prominent vertical features (e.g. isolated trees, light poles, etc.).

- Stay away from isolated trees, light poles, pylons or other tall objects and make sure not to touch them.
- If you are in a group/team, spread out far from each other and if you are working with animals do the same with them, this prevents the discharge from spreading by conduction.
- Sit or crouch with your head closer to your knees with your feet together, so that the point of contact with the ground is minimised, if you have any non-metallic objects (e.g. a rucksack) place them underneath you to isolate yourself more from the ground.
- Move away from metal work equipment/machines, but also from fences, nets, railings, ropes or ladders, not because lightning is attracted to metals but because metals are good conductors of electricity.
- If there are streams, irrigation lakes, etc., move away as water is a very good conductor of electricity.

If you are outside:

- Stay away from doors, windows, fireplaces, concrete floors and walls, as lightning can travel through metal wires or bars in concrete walls or floors.
- Avoid using water as lightning can travel through plumbing.
- Avoid using electrical appliances and unplug them if possible (mobile phones and cordless phones are safe,) avoid using metal ladders.

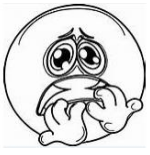
What to do in the event of a rainstorm

If you suddenly find yourself caught in a rainstorm, it is important to take cover in an enclosed area and on as high a floor as possible, depending on the intensity and extent of the event and the location. Avoid standing under balconies, near windows and doors, and also follow the precautions indicated

for lightning strikes.

If there are no houses nearby, try to reach the highest surrounding area, being very careful where to walk, as there may be sinkholes, potholes and open manholes.

If you are in a car or agricultural vehicle, avoid underpasses or roadways that are already visibly flooded, stretches near bridges and embankments, roads with steep inclines and in general all areas that are lower than where you are. If visibility is



reduced, it is very important to find a suitable area to stop the vehicle and wait for the situation to improve.

Confined spaces

Confined spaces are areas where it is sometimes necessary to enter, but which were **not built to accommodate workers**.

They usually have one of the following characteristics:

- They do not have adequate access, but can only be entered by passing through manholes, trapdoors, vertical or horizontal 'manholes'.
- They have no openings for ventilation and air circulation.
- Often there may be residues of hazardous chemical agents inside that can intoxicate workers or even explode.

Below are some examples of confined spaces where the work needs to be organised in a particular way:

- In cellars when cleaning barrels.
- In biogas plants when cleaning manholes and cavities.
- In livestock farming when cleaning slurry tanks.
- In cereal farms when cleaning silos.

Specific training is required for all workers working inside confined spaces. If they are **contractors**, the company must have **specific requirements as established by law.**

Presidential Decree

177 / 2011i

Examples of confined spaces

Atmosphere controlled cold rooms

Silos – tanks

Slurry tanks

Hazards in confined spaces

There are **numerous dangers** in confined spaces with the main ones being:

- **Intoxication** due to the presence of dangerous gases or vapours.

- **Asphyxiation** due to lack or deficiency of oxygen in the air.
- **Explosion** due to the presence of gases that are flammable.
- **Intoxication** from the production of gases and fumes created by the type of work done.
- **Difficulty in retrieving** workers who are injured inside.
- **Drowning** if there is water.
- **Biohazard** due to the presence of microorganisms (e.g. in slurry tanks)

Danger of asphyxiation due to lack of oxygen

Risk of explosion

Biohazard

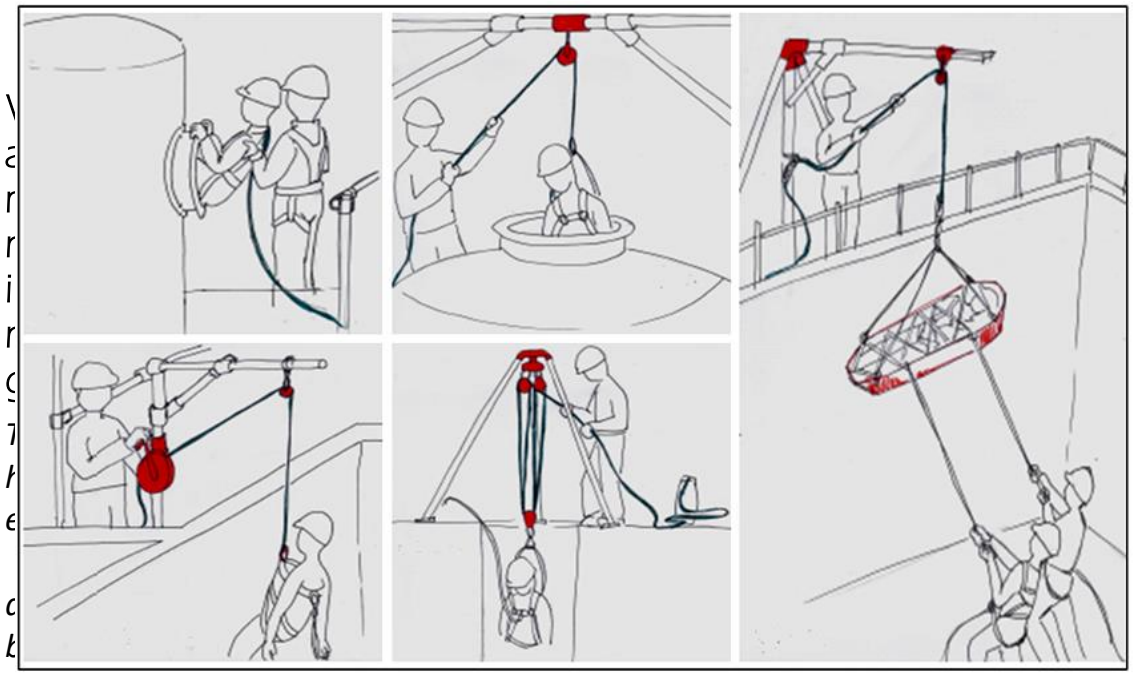
Precautions when working in confined spaces

Never enter alone and without authorisation.

When you need to go in, it is important to prepare everything in advance to **avoid danger and to ensure help can arrive immediately** if it required, for example:

- Do an air analysis before entering.
- Air the place well.
- Ensure there is someone standing outside to provide help at all times.
- Those entering must wear appropriate personal protective equipment (PPE).
- Those entering should usually wear a harness so that they can be 'pulled out' if necessary.

Examples of precautions to follow:



ve are only examples of precautions.

Depending on the type of confined space and the type of work to be done, the company's Health and Safety Officer will be able to give workers control instruments (e.g. oxygen detectors) and specific instructions, which should include adequate training for workers involved in the activities.

Entering without PPE and without assistance from outside

Dangerous situation: there may be toxic gas inside, you could die, and nobody could help you

You cannot work!

Organised work in a confined space

Good

The workers are wearing PPE, there is help outside and the works are well organised.

Barns

Barns are places where certain dangers lurk, mainly related to the stacking of hay.The risks associated with these environments are basically two:

- Fire risk.
- Risk of improperly stacked bales falling.

Fire risk in barns: causes and precautions

Forbidden to smoke and use nakedflames

The fire risk is caused by the fact that hay, as well as straw, or grain, **can ferment** and in this fermentation process there is an increase in temperature that can often reach the ignition temperature of the hay.

The greatest risk is between the 4th and 120th day after stacking.

Fermentation occurs more easily if the grass has not been dried well. In fact, humidity is precisely the cause of this phenomenon.

Therefore, certain precautions must be taken, such as:

- Letting the grass **dry well** before forming round bales or hay bales.
- Stacking should be done in such a way as to create **natural ventilation** corridors to allow circulating air to disperse heat.
- A pipe at least 50 cm in diameter should also be placed in the centre of the stack to act as a **chimney to help heat dispersion**.
- **Do not compress the bales too much**.
- Periodically **measure the temperature**: if it starts to hover around 50 °C there is a moderate risk, when the temperature reaches 60 °C the risk becomes medium.

Smoking or activities producing sparks such as sharpening blades are prohibited in barns.

Warning

Indicators of fermentation with excessive overheating are:

pungent smell and a sagging of the pile.

Falling bale risk

Unauthorised access forbidden

Falling round bales are mainly caused by poor stacking. The rules to be observed to reduce this risk are:

- Stack the round bales carefully.
- Do not exceed the 4th level.
- If possible, pull steel cables transversely between the barn pillars at the height between the 3rd and 4th bale to limit the negative influence of the stacks on static stability.
- Do not allow people to walk near the bales.
- Always move one bale at a time.

The bales are too high, and they are not being held in place.

Dangerous situation:*the load is not balanced, and it is falling.*

Don't exceed 4 levels and ensure the load is properly stacked.

Good:

The bales are not too high and are well stacked

Alpine pastures and isolated locations

The risk here is that the worker is almost always alone and if they have an accident or become ill it is difficult to rescue them.

In the Risk Assessment this location must be dealt with specifically because work must be organised and instructions given, taking into account the particularities of each location.

Prevention measures

The most common and feasible prevention measures are:

- Only send workers to mountain pastures following approval from the company doctor.
- Only send **knowledgeable, trained workers** who are aware of the risks.
- Ensure the suitability of the shelter.
- Provide **all PPE** that may be required.
- Ensure that there is mobile phone coverage.
- Provide mobile or satellite phone.

- Provide a **first aid kit** with all necessary items (following advice from the company doctor).
- Set up a **system for regular communication** several times a day. This could even be arranged with workers on neighbouring land, so as to create 'shared oversight'.
- **Provide specific instructions** on what to do and how to communicate.

Note

The measures indicated are only examples but must be assessed on a case-by-case and location-by-location basis.

In some cases, the doctor may also authorise certain (normally prohibited) medicines to be kept in the first-aid kit.

Outdoor work: - Sun exposure

Prolonged exposure to the sun can also be dangerous.

In the short term, you can get **sunburn** or heatstroke, while in the long term you will get wrinkles and **risk skin cancer**.

Precautionary measures

The most common and practical precautions are:

- Use sunscreen.
- Wear light-coloured, light, breathable clothing.
- Wear a hat or head covering.
- **Never** work bare-backed.
- Beware of cloudy and windy days: ultraviolet rays still get through.
- **Drink** water regularly.
- Eat light foods.
- **Freshen** your face and head with water.
- If possible, **avoid direct sunlight between 12 noon and 4 p.m.**, when the sun's rays are most intense.
- Protect yourself **during the winter** and not only during summer.

First aid tips

At work, you might find yourself in a situation where you need to provide first aid to other workers or act to prevent damage following an accident (e.g. a fire).

If this happens, it is important to know that if you need help you should call the emergency number.

Emergency number: 112

In the event of an emergency, it is important to provide accurate and timely communications.

It is also important to immediately inform emergency workers and your employer.

What to do in the event of an accident

- Check the injured person's **state of consciousness**; if the person is unconscious, check:
- that the airways (nose and mouth) are clear;
- whether they are breathing;
- their heartbeat;
- **Share this information with the emergency operator** and follow any further instructions that are given.
- In every farm, as well as in every production site, a **first aid kit** containing the minimum basic items must be available in a visible and easily accessible place.
- Here are some common accidents which may occur.

Severe poisoning

(a) The intoxicated person is lucid and cooperative:

- seek help;
- identify the product responsible and the source of contamination;
- remove any contaminated clothes and shoes;
- keep the intoxicated person still;
- ask the company doctor for information;
- take a sample of the product (showing the label or safety data sheet) to an emergency room or poison control centre if necessary.

b) The intoxicated person is unconscious:

- lie the individual on their back with their head to the rear;
- remove contaminated clothing while avoiding being contaminated;
- ensure **cardiorespiratory function** (if necessary, start CPR and/or cardiac massage);
- take them immediately to A&E, bringing a sample of the product (showing the **label or safety data sheet**).

Serious accident at work

While waiting for help, it is important **not to leave the injured person** (**do not** try to move an unconscious person, **nor** attempt to make them recover consciousness by splashing cold water or spraying their face)

- encourage breathing by loosening clothing around the neck;
- cover the person with blankets and clothing to maintain body temperature.

Heat or chemical burns

- wash with plenty of water;
- do not touch the burnt area;
- **do not** apply ointments or ointments without a doctor's prescription.

Electrocution

- switch off the current at the circuit breaker;
- **do not touch the victim directly**, but use non-conductive objects (wood, rubber) to move them away from the current;
- ensure cardiorespiratory function (if necessary, start CPR and/or cardiac massage);
- if there are severe burns, cover them with sterile gauze;
- if necessary, take them to A&E

Sunstroke or heatstroke

- have the injured person lie down in a cool place with their legs slightly elevated;
- loosen clothing;
- moisten forehead with a wet cloth.

Minor wounds

- immediately clean the wound, removing any dirt or rust;
- dress the wound using disinfectant and sterile gauze;
- check vaccination status and consult a doctor.

Deep wound

- bandage the area with sterile gauze;
- immediately go to **A&E.**

Fractures

- **do not move** the injured person or limb;
- **immobilise** the affected body part;
- if the fracture is exposed, touch the wound only with sterile gauze to avoid the risk of infection;
- transport the injured person to A&E**.**

Eye injuries

- **wash thoroughly with running water for at least 5 minutes,** holding the eyelids apart and moving the eyes in all directions;
- **do not rub** the affected area;
- go to A&E**.**

Insect bites (wasps, hornet etc)

- use tweezers to remove the stinger (if present);
- disinfect the affected area;
- go to A&E if you feel discomfort or have an allergic reaction.

Tick bites

- Do not try to remove the parasite - go to A&E.

E.B.A.T. - FAVLA

E.B.A.T. (EnteBilateraleAgricoloTerritoriale) - FAVLA Cuneo was established on 27 June 2013 by the employer (Coldiretti, Confagricoltura, and CIA) and trade union (FLAI-CGIL, FAI-CISL, UILA-UIL) agricultural parties of the province of Cuneo, taking up the legacy of FAVLA and CPT, setting itself the following statutory objectives

1. To supplement compulsory welfare treatment in the event of illness or accident and in general to supplement public assistance for all workers in the agricultural and floricultural sector in the province of Cuneo;
2. To recognise, subject to financial availability, further treatments and benefits for agricultural and floricultural workers in the province of Cuneo;
3. To observe and monitor the dynamics and trends of the agricultural and floricultural labour market in the province of Cuneo, with the aim of promoting the meeting between labour supply and demand also with reference to equal opportunities;
4. To promote and support the development of training for agricultural and floricultural workers in the province of Cuneo;
5. To promote and encourage measures to improve safety in the workplace in the province of Cuneo, also through the organisation of the Territorial Workers' Safety Representative service
6. To carry out studies, research, training and publishing activities pertaining to institutional tasks;
7. To collect on behalf of employers' and trade union associations the contribution for contractual assistance envisaged by the provincial labour contract
8. To promote and carry out activities useful for the inclusion and integration of workers, including immigrants, in the Italian society;
9. To promote the development of trade union relations and the application of collective bargaining;
10. To collect on behalf of the promoting organisations any contributions provided for by the provincial agricultural bargaining for contractual assistance;
11. Perform other functions that the constituent parties deem appropriate for the improvement of labour relations;

For any information please contact the Secretariat of E.B.A.T. located in Cuneo, C.so C. Brunet, 5 – tel. +39. 0171.692477

To contact the workers' safety representatives, please refer to the secretariat of E.B.A.T.-F.A.V.L.A. Cuneo

Provincial Trade Union Organisations

The Provincial Trade Union Organisations that adhere to E.B.A.T.-.F.A.V.L.A. Cuneo and provide information and guidance are:

FLAI CGIL	Via Rossini, 5- 12051 Alba	Tel. 0173 283628
FAI CISL	Via Paruzza, 7- 12051 Alba	Tel. 0173 362596
UILA UIL	Via Santa Barbara, 5 - 12051 Alba	Tel. 0173 33050
U.P.A.	Via Bruno Caccia, 4/6/8- 12100 Cuneo	Tel. 0171 692143
COLDIRETTI	Piazza ForoBoario, 18- 12100 Cuneo	Tel. 0171 447211
C.I.A.	Piazza Galimberti, 1/c – 12100 Cuneo	Tel. 0171 67978

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