



An tÚdarás Sláinte agus Sábháilteachta
Health and Safety Authority

Programme of Work 2025





Contents

1.	Foreword	4
2.	Vision, Mandate and Values	5
3.	Strategic Priorities 2025-2027	6
4.	Delivering our Strategy: 2025 Programme	7
	Strategic Priority 1: Build and Support Compliance	7
	Strategic Priority 2: Influence, Educate and Collaborate	9
	Strategic Priority 3: Organisational Excellence	10
5.	Measuring our Impact	12



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Conor O'Brien
Chief Executive Officer

This annual programme marks the beginning of our new strategic cycle 2025-2027. The programme is designed to contribute to the delivery of ambitious strategic priorities and goals across all of our mandates.

This published programme is presented at a high-level, focusing on the key and new activities that will specifically contribute to the achievement of strategic priorities in 2025. We will also continue to deliver an extensive business-as-usual work programme based on national and EU requirements across all of our regulatory mandates. We will continue to influence and input into EU policy and regulatory activities through our active participation in EU meetings, committees and expert working groups. The Executive will plan, monitor and report on the full programme to the Board, the Department of Enterprise Trade and Employment and to the public.

Under our occupational safety and health remit we commit to delivering approximately 11,000 inspections. We will continuously refine our inspection approaches to target high-risk activities and to achieve maximum positive impact for our regulatory efforts. Our interventions will be pragmatic as well as tailored to be proportionate to the size of the enterprise and the associated risks.

All work-related fatalities will be assessed and investigated. We will also assess serious workplace incidents and prioritise appropriate investigation activity so that we hold to account those duty holders who expose their employees and others to significant levels of risk. We will ensure that our investigations are efficient and effective by cooperating with other enforcing authorities and state bodies.

Under our regulatory chemicals mandates we will continue to fulfil our competent authority and designated national authority roles in our national inspection programme and within the EU institutions that work together to implement EU policies and EU regulations.

We will continue to provide support to stakeholders, including smaller enterprises, and promote the safe and sustainable use of chemicals through our national Chemicals Helpdesk and stakeholder awareness activities.

Under our Market Surveillance mandate we will undertake assessments of chemicals and industrial products placed on the Irish market.

Through the Irish National Accreditation Board (INAB), we will implement the 2025 programme under the Strategy for Accreditation 2022-2026 and continue to engage with Government and industry to promote accreditation as central to providing trust and confidence in Irish enterprise, trade, and public services.

We will continue to develop our new case management platform, introducing more advanced functionality and customer facing elements. As highlighted in our strategy, we will continue to recruit, retain and develop the skills and expertise required to deliver our mandates. We will be making preparations for the Authority's schedule of events for Ireland's Presidency of the EU in 2026.

Achieving organisational excellence is a priority under our Strategy 2025-2027. We are ambitious to continue to improve our ways of working in line with this priority and the recommendations from the Board of the Authority. Part of this work will be the establishment of a number of specific projects to address particular risk areas. These projects will aim to maximise the value of all our resources by using the full range of interventions available to the Authority (such as advice and guidance, stakeholder collaboration, policy and legislative change, media activity, contact centre engagement, as well as inspections). The Authority also aims to move beyond simple output metrics and will develop an outcomes-based reporting framework to demonstrate the positive impact delivered by these projects.

Conor O'Brien
Chief Executive Officer, Health and Safety Authority

02

Vision, Mandate and Values

Vision

To deliver healthy and safe working lives and contribute to productive enterprises.

To regulate, enforce, and promote work-related safety, health, and welfare, and the safe use of chemicals and products; and to provide the national accreditation service.

Mandate

- ▶ To regulate the safety, health and welfare of people at work and those affected by work activities.
- ▶ To influence improvement in the safety, health, and welfare of people at work and those affected by work activities.
- ▶ To regulate and promote the safe manufacture, use, placing on the market, trade, supply, storage, and transport of chemicals.
- ▶ To strengthen market surveillance in relation to relevant single European market legislation.
- ▶ To be the national accreditation body for Ireland.

Our CORE Values

Collaboration:

We are a people-centred organisation that listens, consults and collaborates with employees, employers, stakeholders, and partners.

Outcomes focus:

All our work is focused on achieving better outcomes.

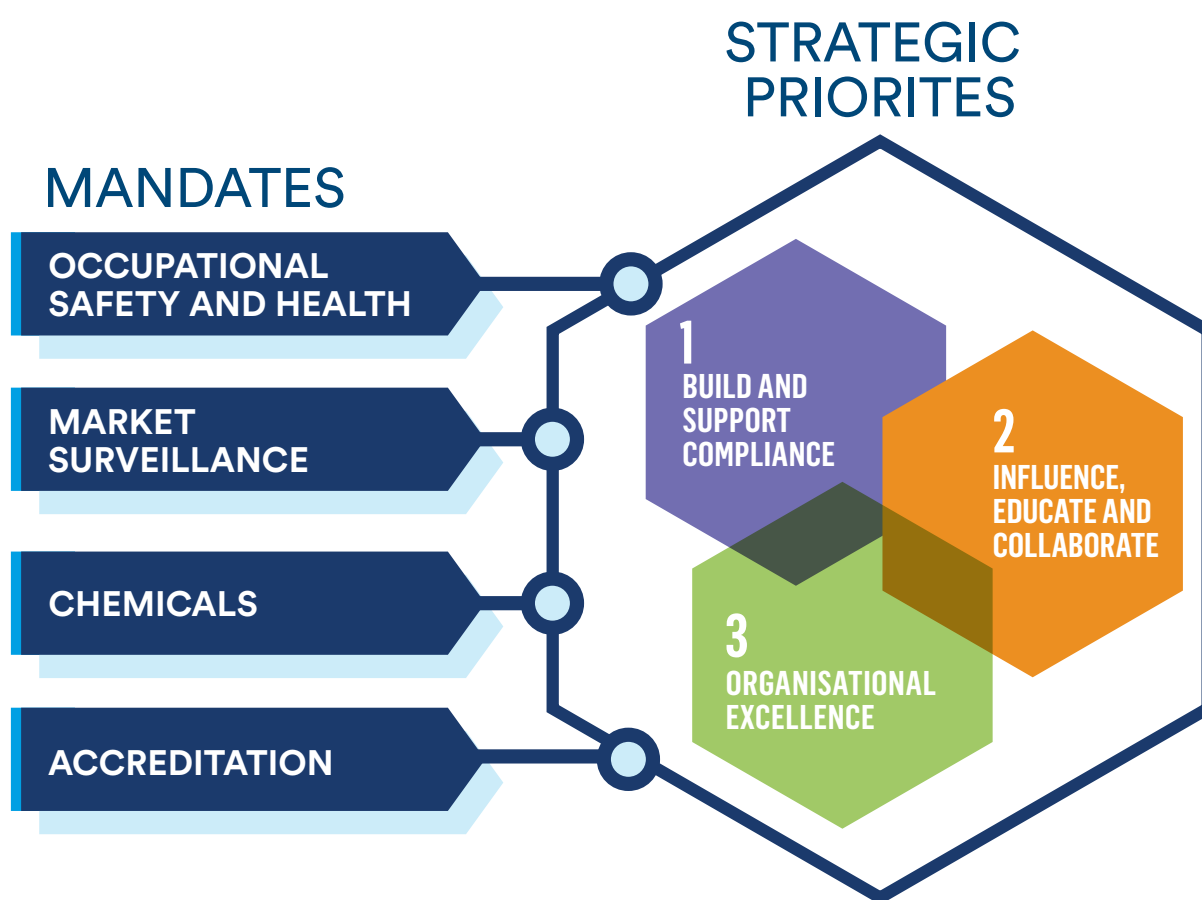
Responsiveness:

We are a progressive organisation that drives continuous improvement through innovation. We use data to inform what we do, and we evaluate and share learnings.

Ethics:

We uphold the highest professional, governance, and ethical standards. We will earn trust by being accountable and delivering our services in a rigorous, consistent and fair manner.

Strategic Priorities 2025-2027



Strategic Priority 1:

Build and Support Compliance

**BUILD AND
SUPPORT
COMPLIANCE**

Embed a culture of compliance, collaboration and best practice.



Identify and focus on the areas of highest risk where we can have the greatest impact

In 2025 we will:

- ▶ Respond appropriately to significant workplace incidents, emergencies and complaints.
- ▶ Deliver a programme of approximately 11,000 inspections under our occupational safety and health remit.
 - Occupational safety: Targeted inspection campaigns will take place in construction, quarries, manufacturing sites, waste and recycling facilities and docks and ports. In addition, there will be three cross-sectoral inspection campaigns on: vehicle operation in workplaces; slips, trips, and falls hazard management; and managing fire risks in workplaces.
 - Occupational health: Targeted inspection campaigns will take place in the health and social care sector and the agriculture, forestry and fishing sector, focusing on areas of highest risks. In addition, we will carry out inspections focusing on the management of hazards and risks associated with chemical, physical, biological agents and ergonomics. There will be a particular focus on work-related musculoskeletal disorders, occupational cancers, psychosocial health at work, health surveillance and cardiovascular health.
- ▶ Implement the required follow-up enforcement measures to reduce the impact of poor OSH practices and raise standards. We will follow up as required to verify the results of prior interventions.
- ▶ Cooperate, as appropriate, with other enforcing authorities and state bodies to ensure our investigations are effective and efficient.
- ▶ Continue to identify hazards which lead to risk and require improvements and upgrades.
- ▶ Use the full range of available interventions to address hazards. Specific projects that will utilise this approach in 2025 include:
 - Safe installation of domestic solar panels
 - Improving indoor air quality in workplaces
 - Regulating for the safe use of the reproductive toxin piperonal
- ▶ Assess our regulatory processes to ensure we address high-risk activities in an efficient, effective, and proportionate manner. Specifically, we will explore an approach, where a team takes primary responsibility for overseeing and inspecting large multi-site employers. This approach will aim to streamline regulatory processes, ensure consistent enforcement of standards across all employer-operated sites, and enable us to address local issues centrally.
- ▶ Deliver a programme of chemical inspections targeted at high-risk chemical activities. See output metrics table on page 15.

- ▶ Assess industrial products and chemical products. (See output metrics table on page 15). Carry out a programme of compliance checks of products sold online as part of an EU-wide enforcement campaign in 2025. This will involve inspecting the Irish market for high-risk non-compliant products flagged by the EU's market surveillance notification systems.
- ▶ Assess safety reports, evaluate significant modifications and provide land use planning advice for establishments that fall under the Control of Major Accident Hazard Regulations.
- ▶ Regulate for the safe use of the reproductive toxin piperonal through ensuring agreement is achieved in Europe to include in Annex VI of the CLP Regulation the Authority's assessment and proposal to classify Piperonal across the EU as a reproductive toxin and evaluating and submission of an EU risk management option analysis determining what, if any, additional regulatory measures are required to protect workers and consumers.
- ▶ Evaluate the safety standards and procedures associated with heating of tanks for the transportation of hazardous chemicals to prevent against likelihood of incidents associated with the over pressurisation.
- ▶ As part of the Strategy for Accreditation, grow the number of accredited Conformity Assessment Bodies in Ireland to meet demand and support Irish industry.



Support compliance while enforcing where required

In 2025 we will:

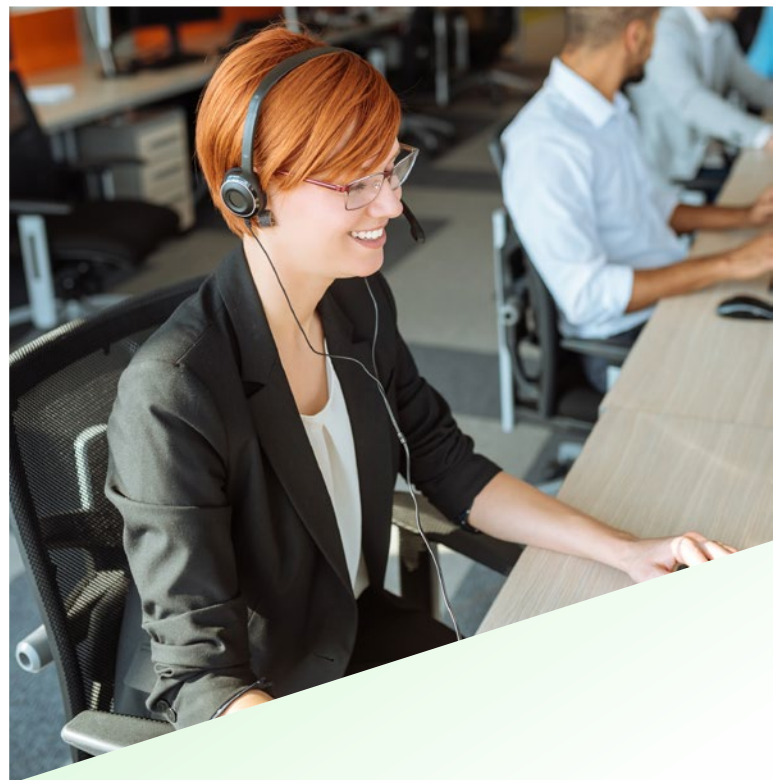
- ▶ Promote the updated Code of Practice on the safe use of industrial trucks in workplaces.
- ▶ Through our Quarry Safety Partnership, continue to identify priorities for improving safety and health in the quarry industry.
- ▶ Promote increased uptake of the Authority's enterprise support tools and the e-learning resources.
- ▶ Promote the Authority's BeSMART and Work Positive tools to enable employers to address work-related psychosocial risks.
- ▶ Develop a new e-learning module on the new legislative changes in the EU CLP Regulation while upgrading existing chemical modules.
- ▶ Implement first-line interventions to identify and follow up with enterprises that would benefit from an enhanced compliance focus.



Be forward-thinking and scan the horizon for emerging issues and technologies

In 2025 we will:

- ▶ Base our compliance building initiatives on the latest available data and evidence, including horizon scanning to consider the future world of work. In particular we will look at the safe use of robotics across manufacturing industries.
- ▶ Scope horizon scanning processes and identify key research needs. Participate in wider public service horizon scanning initiatives.
- ▶ Implement initiatives to improve access to occupational illness data through other public bodies or in the medical system, to inform priorities in our occupational health programme.
- ▶ Through our involvement in the European Agency for Safety and Health, lead the national implementation on the EU-wide campaign on Safe and Healthy Work in the Digital Age and influence the design and development of the next campaign from 2026-2028 on the topic of mental health at work.
- ▶ Continue to engage with Government and national stakeholders to maximise the utilisation, development and promotion of accreditation in provision of public services and development of national policies.



Strategic Priority 2:

Influence, Educate and Collaborate

**INFLUENCE,
EDUCATE AND
COLLABORATE**

Influence, educate and collaborate with stakeholders, to ensure appropriate expertise is developed, risks within our remit are mitigated, and society is protected.



Focus key messages on small enterprises, self-employed, and vulnerable workers

In 2025 we will:

- ▶ Develop initiatives and interventions focused on topics relevant to SMEs, self-employed and vulnerable workers, including developing guidance for information for key high risk sectors of agriculture, construction, manufacturing, quarries and mines.
- ▶ Expand the BeSMART tool and our e-learning resources to address chemical management, agriculture and respiratory hazards.



Proactively influence policy and legislation using our expertise

In 2025 we will:

- ▶ Support the Department with the transposition of the new EU directives on asbestos, lead and diisocyanates.
- ▶ Develop and publish a Code of Practice to support the introduction of updated regulations on Chemical Agents and Carcinogens, Mutagens and Reprotoxins.
- ▶ Continue to provide technical expertise to the Minister in the development of new Regulations as required for the quarrying and construction sectors.
- ▶ Influence and input into next phase of EU activities and new legislative packages under the EU Chemical Strategy; in particular the 'One Substance, One Assessment' legislative package and the REACH Review.
- ▶ Participate in an EU coordinated pilot project on compliance in member states with poison centre notification requirements.



Develop a culture of collaboration with industry, stakeholders and education providers

In 2025 we will:

- ▶ Develop stakeholder relationships in the utilities and green energy sectors to facilitate knowledge sharing.
- ▶ Support the Board's three Advisory Committees (Health and Social Care, Farm Safety, Construction Safety) in support of our strategic priorities.
- ▶ Further develop resources for Safety Representatives on occupational health topics, including work-related psychosocial risks.
- ▶ Develop resources to support employers promote a positive safety culture.
- ▶ Hold a Client Forum for the Conformity Assessment Bodies accredited by the Irish National Accreditation Board. In addition, we will support the Eurachem Analytical Measurement Competition (EAMC).
- ▶ Work with education providers to scope a potential roadmap for course content to ensure that graduates possess the knowledge and skillset in OSH and chemical regulatory fields to meet employer and regulator needs.

Strategic Priority 3:

Organisational Excellence

ORGANISATIONAL EXCELLENCE

Ambitious, ethical, outcome driven, innovative and data enriched organisation, which empowers our people to deliver on our mandate.



Ensure the Authority has the right skills for the future

In 2025 we will:

- ▶ Roll out our Leadership Academy programme for managers; review course and apply lessons learned to future leadership initiatives.
- ▶ Design and deliver innovative recruitment and selection initiatives to attract excellent candidates.
- ▶ Collaborate with external partners to access specialist knowledge and expertise.
- ▶ Improve work processes and efficiency, through increased consistency, accountability and continuous improvement, in alignment with ISO 9001:2015
- ▶ Embed the Authority's framework for crisis management, ensuring staff are trained, processes are tested, and the Authority can maintain business continuity at all times.



Be innovative and agile

In 2025 we will:

- ▶ Capitalise on opportunities for knowledge sharing with other public bodies to further expand our insights.
- ▶ Engage with the Board's advisory committees for the health and social care, construction and agriculture sectors to gather expert insights and frame early indicators for predicting future trends and potential regulatory challenges in specific areas.
- ▶ Adapt our regulatory approach as appropriate to reflect new data insights.
- ▶ Following on from the Work Positive survey in 2024, engage with staff to implement the resulting action plan.
- ▶ Implement the first year of the Authority's Data Strategy 2025-2027, focusing on data quality and data governance.
- ▶ Explore how artificial intelligence can be utilised to add further value to internal work practices.
- ▶ Continue to prioritise our Information Security Improvement Programme, increasing security on our systems and environment and ensuring a robust cyber incident response plan is in place.



Measure better the outcomes of our work

In 2025 we will:

- ▶ As prioritised in the Authority's Strategy 2025-2027, complete first steps to develop a reporting framework that allows us to demonstrate positive outcomes at a strategic level. This will be achieved through specific projects to demonstrate new ways of working. The projects will ensure the use of the full range of interventions available to the Authority and reporting on the performance of the projects will be outcome based.
- ▶ Implement the final year of both the Communications Strategy and People Strategy. Review the impact of these three-year strategies and plan future approaches.



Maximise the value of the investment made in technology

In 2025 we will:

- ▶ Further develop our new case management platform to increase efficiencies and improve customer experiences, focusing on areas such as automation, mobility and customer portals.
- ▶ Ensure customer facing applications are enhanced to meet customer expectations, adopt consistency of approach, and fully meet accessibility requirements
- ▶ Define requirements for a new HR Management System and Learning Management System, and initiate procurement as appropriate.
- ▶ Develop the Irish National Accreditation Board's Client Relationship Manager system and other IT tools to maximise effectiveness and efficiency.



05

Measuring our Impact

This programme of work will be monitored using a range of outcome and output measures. Our activities will be regularly monitored and reported on to the Board and the Department.

In our Annual Reports we will evaluate and appraise the implementation of each annual programme, and we will also report on the progress against the longer-term strategic outcomes.

Many of our strategic outcomes will be achieved over the three annual work programmes of the strategy period, and beyond.

To capture this progress, we will develop a range of high-level outcome measures, and associated indicators, that will allow us to demonstrate where we have delivered against strategic priorities and achieved a positive impact.

We will continue to report the following output metrics and targets as agreed with DETE in our annual Oversight and Performance Delivery Agreement. Reports on these metrics will be made regularly to the Board, with quarterly reports approved by the Board and submitted to DETE.

Output target metrics	2025
Inspections (<i>Occupational Safety and Health</i>)	11,000 (previously 10,000)
Inspections (<i>Chemicals Act and Transport of Dangerous Goods by Road</i>)	900 (previously 650)
Market Surveillance assessments (<i>Chemical Products</i>)	750 (previously 250)
Market Surveillance assessments (<i>Industrial Products</i>)	450 (previously 325)
New users of BeSMART	10,000
Scientific opinions prepared for ECHA Committees	4
New proposals to harmonise the classification and labelling of substances	1
Accreditation decisions (<i>New applications</i>)	15
Accreditation decisions (<i>Renewal of existing accreditation or extensions to scope</i>)	400
HSA Learning course taken	60,000



Notes



Our Vision:

To deliver healthy and safe working lives and contribute to productive enterprises



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