

Annual Report 2024





Healthy,
safe and
productive
lives and
enterprises

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Report of the Chairperson of the Board to Alan Dillon, Minister of State at the Department of Enterprise, Tourism and Employment



Patricia Byron
Chairperson

Dear Minister,

On introducing the 2024 Annual Report, I would like to first and foremost acknowledge the ongoing dedication and commitment of the Authority and its stakeholders throughout the past year. I am proud of the progress made across the Authority's extensive remit, encompassing occupational safety and health, chemical safety, market surveillance, and the national accreditation service. The breadth and complexity of our responsibilities requires continuous adaptation, particularly in the context of rapidly evolving work environments and regulatory frameworks.

However, it is with deep regret that I acknowledge the tragic loss of 34 lives in workplace incidents during 2024. While this figure represents a decrease from the previous year, each loss is profoundly felt, and I extend my heartfelt condolences to the families, friends, and colleagues affected.

The agriculture and construction sectors continue to present significant health and safety challenges, and we are actively collaborating with our sectoral advisory committees to identify innovative and effective interventions.

The 2024 work programme marked the final year of delivery for our current Strategy Statement 2022-2024. I am pleased to report that the Authority has largely delivered on its strategic objectives, while also laying strong foundations for a new strategy. The development of the strategy for 2025-2027 was a significant task for the Board in 2024. The Board led a very comprehensive strategy development process, involving consultation with staff, stakeholders, and the public. I would like to thank your Department officials for engaging with us and adding value throughout the strategy development process.

In conclusion, I would like to express my sincere gratitude to the Department, the Board, the CEO and Executive, our staff, and all stakeholders for their support and commitment throughout 2024. I also extend my appreciation to your predecessor, Minister Emer Higgins, for her support during the year.

Report of the Interim Chief Executive Officer to Alan Dillon, Minister of State at the Department of Enterprise, Tourism and Employment



Mark Cullen

Interim Chief Executive Officer of the Health and Safety Authority

Dear Minister,

I am pleased to present the Health and Safety Authority's Annual Report 2024, the third and final report under our Strategy 2022-2024. Throughout the strategic cycle we focused on enhancing regulatory oversight, promoting a culture of safety and embracing innovation in how we work. This report highlights the major milestones and performance indicators that contributed to strategy delivery in 2024.

One of the Authority's primary responsibilities is the regulation and promotion of occupational health and safety. The Authority conducted over 11,600 inspections and investigations throughout the year. These spanned all economic sectors, with a particular focus on high-risk industries such as construction, agriculture, healthcare, and manufacturing. Importantly, we intensified our efforts to tackle risks associated with psychosocial hazards such as workplace stress and bullying, and the growing challenges posed by new technologies and digitalisation in the workplace.

In parallel, we provided additional resources for employers and workers, equipping them with tools and guidance to uphold health and safety standards. For example, our BeSMART.ie tool, designed to help small and medium-sized enterprises conduct their own risk assessments, had over 20,000 new user registrations in 2024. Additionally, our online learning portal provided accessible training for thousands of workers.

In the area of chemical safety, the Authority continued to play a leading role in Ireland's implementation of European chemical regulations, providing technical expertise and regulatory oversight. The Authority contributed technical expertise to various European Chemicals Agency (ECHA) committees and working groups.

Through our participation in these forums we ensure that Ireland influences and shapes legislation and policies aimed at protecting workers and the environment, and that Irish businesses are well-prepared to meet emerging regulatory requirements and maintain competitiveness.

The Irish National Accreditation Board (INAB) continued to support quality and safety standards in sectors such as healthcare and environmental protection. In 2024, we expanded our accreditation schemes, responding to emerging needs and strengthening Ireland's global reputation for high standards and robust regulatory oversight.

One of our most notable achievements this year was the launch of our new core technology platform. This new system has brought significant improvements for our staff in data collection, case management, and risk-based decision-making. It has enabled us to streamline our inspection processes, enhance data analytics capabilities, and improve information sharing across teams. This new system will be pivotal in shaping a more responsive, data-driven approach to our work.

This year marked 35 years since the Authority was established. We will continue to build on the progress of the past 35 years as we move forward with our new Strategy which aims to support competitiveness and the sustainability of Ireland's economy. We will be ambitious and innovative, focusing on new ways of working and achieving tangible outcomes.

There was a welcome reduction in work-related fatalities, with the lowest number of fatalities on record since the Authority was established in 1989. However, I want to mark the fact that 34 people lost their lives in foreseeable and preventable workplace incidents. I would like to express my sincere condolences to the families, friends and communities affected by these tragic losses.

None of the achievements highlighted in this report would have been possible without the dedication, professionalism and resilience of our staff. Despite the challenges posed by a growing organisation and evolving work environments, the Authority continued to operate with a high degree of commitment and effectiveness.

I would like to thank our Board and the Minister for their continued support and guidance.

Finally, I want to acknowledge the thousands of employers and workers across the country who continue to prioritise health and safety in their daily operations. The Authority's work is ultimately about protecting lives, and every action taken to improve compliance standards, no matter how small, contributes to safer, healthier and more productive enterprises.



Abbreviations

ACSH – Advisory Committee on Safety and Health at Work

ADR – Carriage of Dangerous Goods by Road

AEP – Automated Entry Processing

ATV – All-Terrain Vehicle

CA – Competent Authority

CAB – Conformity Assessment Body

CLH – Harmonised classification and Labelling

CLP – Classification, Labelling and Packaging of Substances and Mixtures

COMAH – Control of Major Accident Hazards

CPD – Continuing Professional Development

CSPAC – Construction Safety Partnership Advisory Committee

DAFM – Department of Agriculture, Food and the Marine

DETE – Department of Enterprise, Tourism and Employment

DNA – Designated National Authority

EA – European Co-operation for Accreditation

EAMC – Eurachem Analytical Measurement Competition

EA MLA – European Accreditation Multilateral Agreement

EC – European Commission

ECHA – European Chemicals Agency

EEA – European Environment Agency

EPA – Environmental Protection Agency

ESB – Electricity Supply Board

EU – European Union

EU-OSHA – European Agency for Safety and Health at Work

FSPAC – Farm Safety Partnership Advisory Committee

FTE – Full-Time Equivalent

GLP – Good Laboratory Practice

HSA – Health and Safety Authority

ICSMS – Information and Communication System for Market Surveillance

ICT – Information and Communications Technology

IE – Ireland

INAB – Irish National Accreditation Board

INMO – Irish Nurses and Midwives Organisation

ISME – Irish Small and Medium Enterprises Association

LPG – Liquefied Petroleum Gas

LUP – Land Use Planning

MoU – Memorandum of Understanding

NPIC – National Poisons Information Centre

OECD – Organisation for Economic Co-operation and Development

OPDC – Office of the Protected Disclosures Commissioner

OSH – Occupational Safety and Health

PCN – Poison Centre Notifications

PIC – Prior Informed Consent

POP – Persistent Organic Pollutant

POW – Programme of Work

PPP – Plant Protection Product

RAC – Committee for Risk Assessment

RCPI – Royal College of Physicians of Ireland

RCV – Refuse Collection Vehicle

REACH – Registration, Evaluation, Authorisation and Restriction of Chemicals

REF – REACH Enforcement Forum

RiME+ – Risk Management and Evaluation Platform

RIN – Reference Identification Number

RSTB – Road Safety Transformation Board

SDS – Safety Data Sheet

SEAC – Committee for Socio-economic Analysis

SIPTU – Services Industrial Professional and Trade Union

SLIC – Senior Labour Inspectors Committee

UK – United Kingdom

VLO – Victim Liaison Office

WWTP – Waste Water Treatment Plan

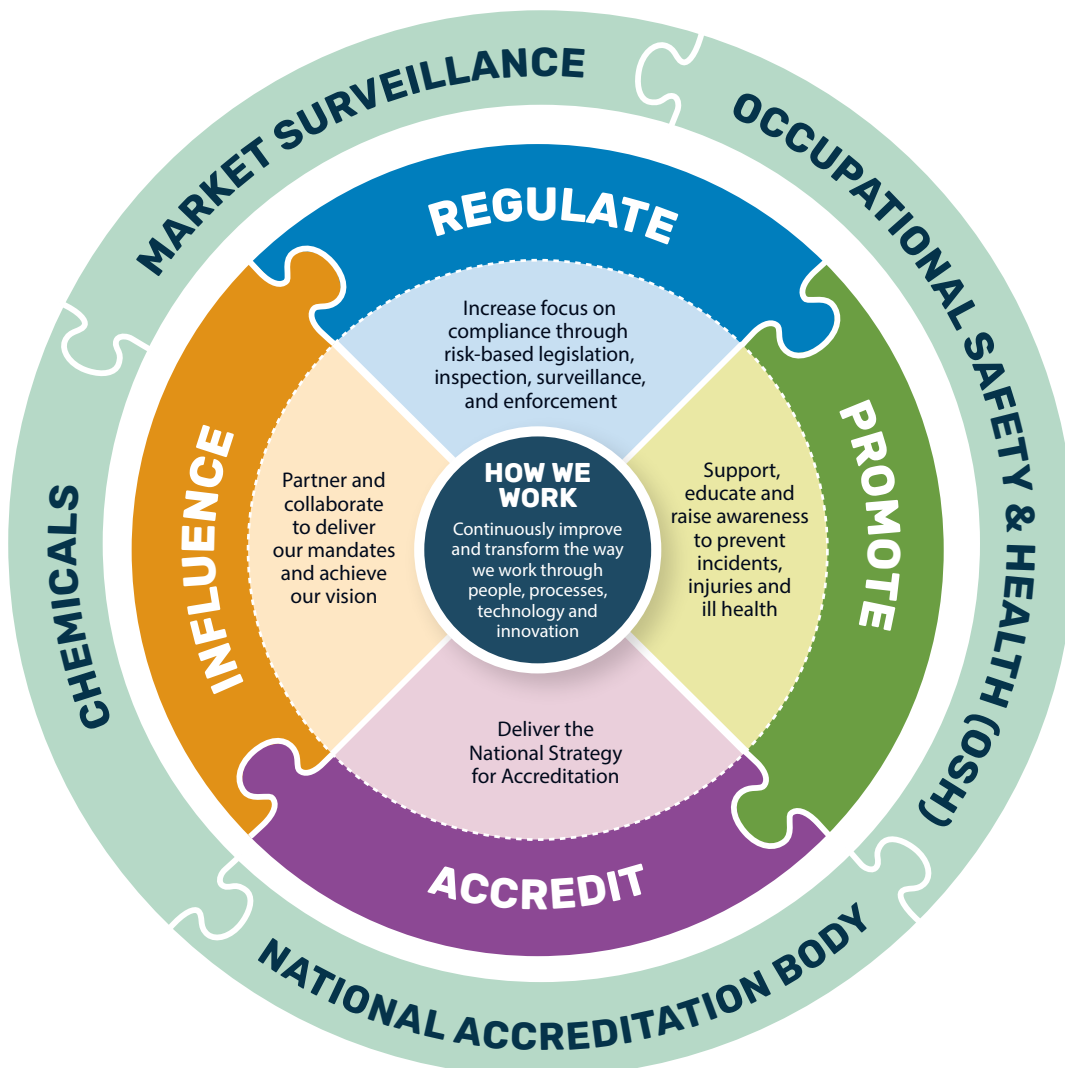
Role

The Health and Safety Authority's mandate includes the following responsibilities:

- To regulate the safety, health and welfare of people at work and those affected by work activities;
- To promote 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 act as a surveillance authority in relation to relevant European single market legislation; and
- To act as the national accreditation body for Ireland.

Strategy Statement 2022-2024

The Health and Safety Authority's (HSA) *Strategy Statement 2022-2024* sets out five strategic priorities, as shown below:



Board and Executive

The Board determines the HSA's strategic direction. It comprises 12 members: a Chairperson, Deputy Chairperson and 10 ordinary members appointed by the Minister for Enterprise, Tourism and Employment. The Minister appoints members nominated by organisations that represent interests associated with occupational safety and health (OSH), chemicals, and market surveillance regulation. These interests include employees, employers and other bodies. Appointments are for a term of three years in a part-time capacity. Members may be invited to serve two terms.

Board of the HSA


Board member	Date of appointment	Board meetings attended
Chairperson		
Patricia Byron	30 June 2023	7 of 7
Employer nominees		
Paul Kelly (Deputy Chairperson)	20 December 2022	7 of 7
Padraig Somers	20 December 2022	6 of 7
Frank Kelly	20 December 2022	6 of 7
Employee nominees		
Deirdre MacDonald	20 December 2022	7 of 7
David Hughes	20 December 2022	7 of 7
Michelle Quinn	20 December 2022	4 of 7
Ministerial nominees		
Bríd De Buitléar	11 August 2023	5 of 7
Mary Coyne	11 August 2023	7 of 7
Ciarán Roche	11 August 2023	7 of 7
Terry O'Niadh	30 June 2023	7 of 7
Fiona Kilcullen	25 September 2023	7 of 7


Chairperson




Patricia Byron

Employer nominees


Paul Kelly
Deputy Chairperson


Padraig Somers


Frank Kelly


Employee nominees



Deirdre MacDonald



David Hughes



Michelle Quinn

Ministerial nominees


Bríd De Buitléar


Mary Coyne


Ciarán Roche


Terry O'Niadh


Fiona Kilcullen

Executive of the HSA

The Chief Executive Officer, together with four Assistant Chief Executives, manages the implementation of strategy in line with the HSA statutory responsibilities and policies as set out by the Board.

As of 31 December 2024, the HSA employed 275 staff (269.7 full-time equivalent (FTE)), including inspectors, professional and technical specialists, accreditation officers, administrators and clerical staff.

Chief Executive


Conor O'Brien

Assistant Chief Executives


Mark Cullen


Yvonne Mullooly


Dr Kevin De Barra


Dr Adrienne Duff

Irish National Accreditation Board

The Irish National Accreditation Board (INAB) is a committee of the HSA. The Board of INAB, which makes decisions relating to the award of accreditation, has 12 members and is appointed by the Board of the HSA.

Board member	Board meetings attended in 2024
Dr Micheál Lehane , <i>Chairperson</i>	6 of 6
Rosemary Hayden	6 of 6
Cecilie Laake	4 of 6
John O'Loughlin	5 of 6
Dr David Graham	3 of 6
Denise Barry	5 of 6
Paul Scallan	3 of 6
Gail Carroll	4 of 6
Rita Purcell	5 of 6
Barbara O'Leary	5 of 6
Joe Ryan	5 of 6
Vacancy	

Note: As of 31 December 2024, one INAB Board position was vacant.

Meeting legislative requirements

Report under Protected Disclosures Act 2014

Under the Protected Disclosures Act 2014, the Chief Executive Officer of the HSA is prescribed as a recipient of protected disclosures in relation to all matters associated with legislation enforced by the HSA. Relevant workers, as defined by the Act, can also make internal disclosures relating to the HSA.

Under Section 22 of the Protected Disclosures Act 2014, each public body is required to publish an annual report setting out the number of protected disclosures it received in the preceding year and the actions taken. Public bodies must publish the data in the report in a way that protects the identity of the disclosers.

From 1 January to 31 December 2024, the Chief Executive Officer of the HSA, in the context of their role as a prescribed person under the Protected Disclosures Act 2014, received 56 reports of alleged wrongdoing related to third parties, submitted by parties external to the HSA. Of these, 30 reports of wrongdoing were made directly, and 26 were transmitted from another prescribed person or from the Office of the Protected Disclosures Commissioner (OPDC). Of the 56 reports of wrongdoing, 24 were deemed to be protected disclosures to be investigated under the HSA's remit. All 24 of these disclosures were subsequently referred to HSA inspectors for investigation. Of the disclosures received in 2024, 16 have been closed out and 8 remain under investigation. No internal disclosures were received.

Table 1 provides a breakdown of the protected disclosures received in 2024, the number of investigations that were opened as a result of the protected disclosures, and the status and outcome of the investigations which have been concluded.

Table 1.
Reports of wrongdoing received in 2024 under the Protected Disclosures Act 2014

Reports of wrongdoing received in 2024	Number
Reports made directly to the HSA	30
Reports transmitted to the HSA from another prescribed person or the Protected Disclosures Commissioner	26
Investigations opened by the HSA following reports received in 2024	24
Investigations and proceedings closed by the HSA following reports received in 2024	16
Investigations and proceedings closed by the HSA in 2024 following reports received prior to 2024	3

Investigations and proceedings launched by the HSA as a result of reports which were both received and concluded in 2024 resulted in 14 Enforcement Orders being served. These included 13 Reports of Inspection and 1 Improvement Notice.

Three investigations, opened as a result of protected disclosures received in 2023 or previous years and still ongoing on 31 December 2023, were concluded during 2024.

Report under Official Languages Acts (2003 and 2021)

The HSA is committed to meeting all of its obligations under the Official Languages Act 2003, as updated by the Official Languages (Amendment) Act 2021. The HSA's Head of Communications and Customer Relations has been appointed to oversee performance and report on the HSA's obligations under the Official Languages Acts.

In 2024, the HSA took the following actions to ensure compliance with the Acts:

- ▶ **Staff training:** Six staff members have completed the Certificate in Professional Irish programme with Gaelchultúr, with two staff members each attending Levels 2, 3 and 4 of this course.
- ▶ **Publications:** Ten new publications were made available in Irish on the HSA website.
- ▶ **Stationery:** All stationery used by the HSA complies with the requirements under the Acts.

Additionally, in 2024, the HSA met the new requirement under Section 10A of the Official Languages (Amendment) Act 2021 (Advertising by public bodies) to ensure that at least 20% of all advertising is in the Irish language. The HSA also fulfilled the obligation to allocate 5% of its annual advertising budget to Irish language media, as specified in Section 10A(1)(b) of the Official Languages (Amendment) Act 2021.

Reporting on climate action targets

The HSA is committed to enhancing its energy efficiency and has introduced several initiatives in support of the Government's requirement that all public sector organisations reduce their energy usage by 50% by 2030.

From the baseline year of 2009, as of 2023 the HSA has reduced its total energy usage by approximately 37% and reduced its carbon dioxide emissions by 36%. This accomplishment demonstrates the HSA's commitment to reducing its carbon footprint and contributing to a more sustainable environment. The report from the Sustainable Energy Authority of Ireland for 2024 has not been released at the time of writing.

Strategic Priority

Regulate

We will increase focus on compliance through risk-based legalisation, inspection, surveillance and enforcement



Inspection and investigation

Some 11,667 inspections and investigations were conducted by the HSA across all economic sectors and under its OSH mandate.

Inspections were carried out across all sectors, with a particular focus on the construction, agriculture, health and social care, transport and retail, manufacturing, utilities and quarrying sectors.

Over 1,000 occupational health and hygiene inspections were completed, focusing on chemical, biological and physical agents along with psychosocial hazards and risks.

A total of 796 chemicals inspections were undertaken, covering all aspects of chemical production, storage, use and transport.

There were 34 investigations of work-related fatal incidents.

A Victim Liaison Office (VLO) was established in 2023. The role of the VLO is, to the extent possible, to inform victims of the progress of a case and relevant court dates with regard to any subsequent prosecution. A significant level of communication with victims took place in 2024. A total of 34 cases were referred to the VLO in 2024, and over 200 external communications were issued to victims and their legal representatives.

Competent Authority and Designated National Authority functions

The Authority has a significant European Union (EU) Competent Authority (CA) and Designated National Authority (DNA) mandate to fulfil (technical policy and inspection) in relation to EU chemicals, carriage of dangerous goods by road (ADR) and market surveillance legislation. Authority staff participated in 93 EU/CA meetings (hybrid and in person) for Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH), Classification, Labelling and Packaging of substances and mixtures (CLP), Seveso, Detergents, Prior Informed Consent (PIC) and Carriage of Dangerous Goods by Road (ADR).

The HSA also participated in a European Chemicals Agency (ECHA) pilot project on the assessment of regulatory needs for restricting photo initiators.

In addition to statutory inspections, 62 assessments were carried out under the Chemicals Act (Control of Major Accident Hazards involving Dangerous Substances) Regulations 2015 (COMAH Regulations) concerning COMAH notifications (40), safety reports (11) and significant modifications (11). Furthermore, 302 requests for land use planning (LUP) advice were processed.

Our experts prepared scientific opinions relating to harmonised classification for human health and environmental effects for two chemical substances for ECHA's Committee for Risk Assessment (RAC).

Throughout 2024, HSA experts provided significant input into ECHA's RAC discussions involving approximately 60 substance classifications covering over 175 hazard classes. They were also directly responsible for initiating the drafting and discussion at RAC of two scientific opinions as RAC rapporteurs.

ECHA's RAC adopted the proposed classification for the substance piperonal (1,3-benzodioxole-5-carboxaldehyde) as a reproductive toxin (that is, it may damage fertility and may damage the unborn child) and as a skin sensitiser (that is, it may cause an allergic skin reaction) in line with the proposal by the HSA acting as harmonised classification and labelling (CLH) dossier submitter.

The Authority submitted a dossier proposing classification for the substance O-isopropyl ethylthiocarbamate as a reproductive toxin and an environmental hazard (that is, it is toxic to aquatic life with long-lasting effects). The dossier is scheduled for discussion and agreement by the RAC in 2025.

The HSA also submitted a dossier to ECHA following the environmental assessment for the substance sodium chlorite to begin the final steps in the CLH process by RAC.

The HSA also commenced its assessment for the substance 3,3'-[methylenebis(oxyethylene)] bisheptane under the substance evaluation process, leading on the human health assessment.

Market surveillance

The HSA carried out 413 assessments of industrial products ranging across machinery, lifts, personal protective equipment (PPE) and transportable pressure equipment. Where products were found to be non-compliant, these were removed from the market. Four safety alerts were issued in 2024, highlighting products of serious concern.

The HSA completed two EU joint action market surveillance projects on circular saws and scissor lifts, with appropriate follow-up undertaken where products were found to be non-compliant.

Chemicals market surveillance included assessing products for compliance with the requirements of the REACH Registration, as well as restriction and authorisation obligations. A total of 472 chemical products were assessed for regulatory compliance, and chemical products found to be non-compliant were removed from the Irish market.

Support to the Minister and the Department of Enterprise, Tourism and Employment

The HSA provided support to the EU Attaché and the Minister for the EU Council Technical Harmonisation Working Group in respect of meetings for the revision of the Detergents Regulation. We prepared technical briefings and formal written comments for the Minister. The HSA also provided support and technical briefings for the Minister with regard to the European Commission's (EC) trio legislative package 'One substance one assessment'.

Briefings were also prepared for the Department of Enterprise, Tourism and Employment (DETE) on other cross-cutting EU legislative developments not within the HSA's mandate but relevant to the area of chemical regulation and the EC's *Chemicals Strategy for Sustainability Towards a Toxic-Free Environment*, such as the update to the Directive 94/62/EC on packaging and packaging waste and the Working Party on International Environment Issues (Global) meeting on plastics pollution. In 2024, the HSA assisted the DETE with 441 requests related to general and chemical inquiries, parliamentary questions (PQs) and representations.

The HSA provided technical support to the DETE on updates to the Safety, Health and Welfare at Work (Quarries) Regulations 2008, the Construction Safety Licensing Bill 2023 and the safety requirements for the construction of offshore utilities projects.

Strategic Priority Promote

We will support, educate and raise awareness to prevent incidents, injuries and ill health



Awareness-raising initiatives

In 2024, the HSA collaborated with the National Irish Safety Organisation to deliver a series of safety workshops across multiple locations. The HSA also partnered with the Irish Small and Medium Enterprises Association (ISME) to contribute news items, LinkedIn newsletter content and feature articles for their quarterly magazine. These articles covered key strategic themes such as vulnerable workers, the gig economy, platform work regulations and occupational health management. The HSA participated in ISME roadshows to engage with small and medium-sized enterprises on various topics including occupational health requirements.

Our education resources and programmes were showcased at key education conferences, including the Education and Training Boards Ireland's Annual Principals and Deputy Principals Conference 2024 and the Transition Year Teacher Professional Network National Conference. Additionally, HSA resources were promoted at various industry events, including the Hospitality Expo; the National Construction Summit; the Environment, Health and Wellbeing Conference; and the National Ploughing Championships.

We also delivered a presentation on workplace safety during the Dublin Airport Authority's Safety Week and contributed to discussions on OSH at both national and international conferences, including the International Occupational Hygiene Association's International Scientific Conference and the Irish Human Factors & Ergonomics Society's Annual Conference.

The HSA once again had a successful presence at the National Ploughing Championships, engaging thousands of attendees on critical farm safety topics. Our exhibition stand featured practical farm safety demonstrations, and a key highlight was the opportunity for farmers and other visitors to interact directly with our inspectors. The HSA's stand also included the Irish Heart Foundation and Embrace Farm, offering health checks and advice to farmers and their families. Additionally, the HSA partnered with FBD Insurance Ireland and Farm Relief Services at the Tullamore Show to provide key safety advice regarding farm vehicles and machinery.

The HSA publicised an extensive media campaign on safe use of all-terrain vehicles (ATVs) prior to our farm inspection campaign on vehicles and machinery. A new media campaign on farmer fatigue, developed in collaboration with the Department of Agriculture, Food and the Marine (DAFM), will be launched in Q1 2025. The HSA featured in a new third-party monthly agricultural magazine aimed at primary school children, where it provided farm safety advice.

The HSA developed and published new resources on workplace carcinogens along with website resources on hazardous medicinal products. Updates to the Code of Practice for the Safety, Health and Welfare at Work (Chemical Agents) Regulations (2001-2021) were published.

The HSA implemented several initiatives addressing hidden OSH hazards, including psychosocial risks and human factor issues such as fatigue. These initiatives featured in-person stakeholder events and webinars. The high attendance at both in-person and online events highlighted the demand for more guidance and support among stakeholders and reflects increasing interest in addressing psychosocial risks and hazards.

A media campaign and resources were launched to create awareness of the importance of managing the hazard of third-party violence and aggression across multiple sectors, including retail, hospitality and health and social care.

In collaboration with the Road Safety Authority, the HSA hosted a webinar on work-related vehicle safety. This webinar targeted all employers managing fleets or with employees who drive for work, providing key insights into best practice.



Enterprise and employee support

In 2024, the HSA platform BeSMART experienced significant growth and development, with 21,719 new user registrations bringing the total number of users to 130,859. The platform underwent a major technical upgrade, along with enhancements to user support documentation, website graphics and the release of two new instructional videos.

The platform expanded its offerings by introducing risk assessment tools for three new business types – primary schools, post-primary schools and dairy farms – while also updating content for tattoo parlours. Additionally, four new workplace hazards – diisocyanates, fuel storage, new-to-the-job risks and fatigue – were added. Eight existing hazard categories – including asbestos, chemicals and indoor air quality – were revised to reflect current safety standards. These updates reinforce the HSA's commitment to providing businesses with accessible and up-to-date risk management resources.

In 2024, a total of 73,890 eLearning courses were completed on hsalearning.ie, the HSA's online educational platform, with 43,843 courses taken directly on the platform and an additional 30,047 accessed through HSeLand. This strong engagement highlights the continued demand for online workplace safety training and education.

[Hsalearning.ie](https://hsalearning.ie) introduced three new short courses covering key workplace safety topics: vulnerable workers, reporting workplace accidents and managing workplace violence and aggression. Additionally, three courses tailored for small businesses – 'Small Business: Employers'; 'Small Business: Employees'; and 'Small Business: Start-Up' – were fully revised and updated, while several others received minor improvements.

Several courses – including those related to workplace transport safety, 'Safer Steps and Stairs' and 'An Introduction to Ergonomic Risk Assessment' – received approval from Engineers Ireland as continuing professional development (CPD) courses, reinforcing the platform's commitment to high-quality, industry-recognised learning.

Safety representatives

The HSA hosted a national conference on consultation and safety representation. As part of the preparatory work for the conference, the Authority undertook a survey on consultation and safety representation and shared the findings both at the conference and on its website. Five safety representation training workshops were delivered to the Irish Nurses and Midwives Organisation (INMO), the Services Industrial Professional and Technical Union (SIPTU) and the Electricity Supply Board (ESB). Resources for safety representatives were promoted both online and at stakeholder events.

Of the workplaces inspected in 2024, 28% had a safety representative in place. Reported reasons for not having a safety representative included the employer not facilitating the position, the position being vacant, lack of awareness, a small workforce or agreement that adequate two-way communication was already in place.

Chemicals

The HSA provided support to enterprises with their chemical queries. Guidance was updated for companies importing chemicals from outside the EU.

The HSA received 425 chemical-related queries to our national chemicals helpdesk for REACH and CLP. These queries primarily originated from industry and their representatives and related to requirements for safety data sheets (SDS), registration under the REACH Regulation, and classification and labelling obligations under the CLP Regulation. The average number of queries received during this strategy cycle increased by 16% compared to the previous strategy period.

In 2024, the HSA received 167 requests to support the Department of Enterprise, Tourism and Employment under our chemicals and market surveillance mandates. This reflects the significant level of regulatory activity in the EU, primarily associated with the review of the CLP Regulation, the revision of the Detergents Regulation, the new Regulation (EU) 2023/1230 ('the Machinery Regulation') and the 'One substance, one assessment' legislative package.

Strategic Priority Influence

We will partner and collaborate
to deliver our mandates and
achieve our vision



Stakeholder engagement

The HSA met with various stakeholders who had an interest in REACH and CLP processes, and we further communicated the new legislative changes to CLP through our website and social media channels.

The Construction Safety Partnership Advisory Committee (CSPAC) Action Plan for 2022-2024 was concluded in 2024, with most of the planned objectives and goals either achieved or partially achieved. The working groups carried out significant work, resulting in the creation of extensive resources for the construction sector, including guidance, online safety courses and awareness campaigns.

The CSPAC has developed and proposed a new Action Plan for 2025-2027. This new plan aligns with the HSA's *Strategy Statement 2025 – 2027* and outlines actions needed to improve OSH in construction. It will focus on promoting the standardisation of good workplace practices and developing useful resources that the industry will champion to enhance safety, health, welfare and well-being for all workers in the sector.

Building on the CSPAC's past achievements and reflecting the current challenges for the industry based on the 2022–2024 review, the new Action Plan will set out four major goals aligned with the Authority's strategic plan for the same period.

The Farm Safety Partnership Advisory Committee (FSPAC) met three times in 2024, with most working groups also meeting three times. It was the final year of the *Farm Safety Action Plan 2021-2024*. The objectives were reviewed and had broadly been achieved. The FSPAC and a subcommittee dedicated significant effort to drafting the *Farm Safety Action Plan 2025–2027*. The current structure of the FSPAC, with its working groups addressing areas of key concern, has proven effective in delivering a wide range of farm safety initiatives. It is proposed to retain this structure for the FSPAC for its 2025–2027 Action Plan.

Stakeholder engagement undertaken by the HSA to promote farm safety included the following:

- ▶ Champions for Safety – farm safety awareness and practical safety days completed at all agriculture colleges in collaboration with FBD, ESB and others.
- ▶ Knowledge transfer events with Teagasc advisors and DAFM staff.
- ▶ Presentations during Farm Safety Week and at other stakeholder events.
- ▶ North South Farm Safety Group meeting held with the Health and Safety Executive for Northern Ireland (HSENI) and the Department of Agriculture, Environment and Rural Affairs in Northern Ireland.
- ▶ Presentation at an Irish Farmers' Association (IFA) webinar on ATV safety.

The newly established Health and Social Care Advisory Committee held its inaugural meetings in 2024, convening three times to develop its action plan for its three-year term. The action plan, designed to address key focus areas for the sector, was approved by the Board at the end of 2024 and will be implemented over the next three years. Additionally, in 2024, the Committee reviewed and provided recommendations on the HSA's *Guidance on Managing the Risk of Lone Working in the Health and Social Care Sector*.

The Quarry Safety Partnership Forum met twice in 2024. The Partnership shared information regarding achieving compliance with health and safety regulations, understanding the inspection and enforcement functions of the HSA and considering the specific safety requirements of the sector.

The HSA continued to contribute to *Our Journey Towards Vision Zero: Ireland's Government Road Safety Strategy 2021–2030*. It held a webinar with all key stakeholders, as well as a cross-agency webinar in 2024 with presentations from the Road Safety Authority, An Garda Síochána, Uisce Éireann and industry stakeholders.

EU policy input

The HSA continued to support stakeholders with interests in EU chemical processes under the Chemicals Act. We represented Ireland on several ECHA and EC committees and technical working groups. As the central CA in Ireland under the Chemicals Act, we dedicated significant effort to shaping new chemicals policy at EU level, particularly in the context of the EC's trio legislative package 'One substance, one assessment'.

The HSA participated in a working group of ECHA's Forum for Exchange of Information on Enforcement to prepare guidance and provide training for trainers for an enforcement project on compliance with National Poisons Information Centre (NPIC) notifications requirements under the CLP Regulation.

The HSA participated in the EC working group to prepare guidance on the restriction of synthetic polymer microplastics as stipulated by the REACH Regulation.

The HSA continued to participate in the EU Advisory Committee on Safety and Health at Work (ACSH) and contributed to the working parties on the revision and update of Directive 90/270/EEC ('the Display Screen Equipment Directive') and Directive 89/391 EEC ('the Workplace Directive').

Strategic Priority Accredit

We will deliver the strategy
for accreditation



This year marked the halfway point of the five-year *A Strategy for Accreditation 2022-2026*. The strategy outlines how Ireland will fully realise the benefits of accreditation, which will positively impact the Irish economy and society. The Strategy recognises the role accreditation will play in supporting government, enterprise, regulators and consumers. The Strategy is focused on the following four key priorities:

- ▶ Inform and influence national policy
- ▶ Promote awareness and engagement
- ▶ Grow uptake and application of accreditation
- ▶ Provide capacity and infrastructure

The Strategy project plan was followed, monitored during the year and updated to reflect the progress against the strategy.

Inform and influence national policy

Throughout 2024, meetings were held with stakeholders from various Government Departments. These included the DETE, the Department of Transport and the Department of Environment, Climate and Communications. Meetings regarding the application of accreditation were held with the Data Protection Commission and the National Cyber Security Centre. These meetings aimed to provide information on the role of accreditation and its operation with regard to specific legislation.

Promote awareness and engagement

A communications plan aligned to *A Strategy for Accreditation 2022-2026* continued during 2024. The INAB programme manager attended the inaugural in-person meeting of the European Accreditation Communication Network. Two editions of the INAB newsletter were published and distributed to all conformity assessment bodies (CABs) and stakeholders, and made available on LinkedIn and the INAB website. A forum for INAB technical assessors was held in Dublin Castle in September 2024, at which training was provided to all attendees.

Presentations were given to stakeholders in healthcare at the BioBANC Symposium III, the Royal College of Physicians of Ireland (RCPI) and the Academy of Clinical Science and Laboratory Medicine.

INAB sponsored prizes for the Eurachem Analytical Measurement Competition, the aim of which is to raise awareness among science students of the importance of competency in laboratory skills and accuracy in analytical measurement. The event was hosted by Atlantic Technological University (ATU) Sligo in April 2024.

Grow uptake and application of accreditation

In 2024, INAB awarded 13 new accreditations. These included three accreditations in ISO/IEC 17025, five medical testing for ISO 15189, two inspection bodies for ISO/IEC 17020, one management systems certification body to ISO 17021-1 and two product certification bodies to ISO/IEC 17065. In addition, INAB awarded seven extensions to scope for new disciplines.

The first assessment for accreditation of a biobanking facility (ISO 20387) was completed in 2024. INAB also intends to apply to join the European Accreditation Multilateral Agreement (EA MLA) for ISO/IEC 17029 in 2025/2026.

At the end of December 2024, there were 11 new applications for accreditation in hand. These included three accreditations in ISO/IEC 17025, one medical testing for ISO 15189, two inspection bodies for ISO/IEC 17020, two certification bodies for ISO/IEC 17024, two product certification bodies to ISO/IEC 17065 and one biobanking facility (ISO 20387).

INAB awarded 159 extensions to scope for current clients, an increase of 35% on the 2023 figures.



Strategic Priority How we work

We will continuously improve
and transform the way we work
through people, processes,
technology and innovation



Governance

The HSA continues to operate to high standards of corporate governance. This ensures that structures, policies and processes are in place to effectively discharge the Authority's statutory functions, while effectively managing risks and allowing for an objective assessment of management and corporate performance. Throughout the year, the HSA maintained a high level of compliance with the Code of Practice for the Governance of State Bodies.

In terms of the wider governance framework, the HSA continued to improve its processes and adherence to obligations around protected disclosures, freedom of information, data protection, ethics legislation, among others. It also continued to manage a dynamic risk management process, with senior management holding regular workshops to assess risks and monitor controls, as well as providing input to the overall risk register which was regularly considered by the Board.

Strategy development process

The HSA Board engaged in a comprehensive strategy development process during 2024. The Board consulted widely with management and staff, the DETE, key stakeholders and the public in order to develop a set of priorities to guide the HSA's activities over the next three years. The development process took account of the HSA's broad mandate and identified key economic, political and societal factors that will impact the HSA's work over the coming years. New in this strategy is a focus on demonstrating the outcomes and positive impact of our work programmes, rather than simply reporting outputs. The Board is also encouraging the HSA to optimise available resources by utilising the full range of available interventions, not just inspections, to address issues and risks. The Minister approved the new strategy in November, and the HSA is planning new projects to implement the strategy and develop improved ways of working and reporting on progress.

Organisational development

The HSA operated throughout 2024 with vacancies in several areas. In some cases, it was necessary to reassign resources within our organisation to service critical work areas and to meet legal obligations, such as incident investigations and compliance with the COMAH Regulations. Additional resources allocated under the Estimates for Public Services 2025 will allow the HSA to fill vacancies and grow towards its sanctioned headcount.

In 2024, we implemented the second year of our People Strategy, Empowering our Future 2023-2025. The projects and initiatives under this strategy demonstrate the value that we place on enhancing the employee experience and developing our employees' future with us. The implementation of the strategy has enhanced our ability to attract, develop and retain the best staff.

Systems and data

With regard to occupational illness data, the HSA had a number of constructive meetings with key stakeholders such as the Department of Social Protection, the National Cancer Registry Ireland, Hospital In-Patient Enquiry and the Health Research Board, as well as an introductory meeting with the Faculty of Occupational Medicine. A road map for obtaining relevant data on occupational illness is now being prepared.



Core platform

In April 2024, the HSA launched Phase 1 of its new core platform, Córas. This new platform brings many benefits, including integration with Microsoft Power BI as well as facilitating email, pre-planning of inspections, dashboards, views and queues to help prioritise and monitor work. There is also a function for merging cases and tracking joint inspections. By the end of 2024, there were over 15,000 cases recorded on Córas.

Meeting wider public sector requirements

As a public body, we actively consider how we can most effectively fulfil our duty to eliminate discrimination, promote equality of opportunity and treatment, and protect the human rights of those we serve, as well as our staff. Throughout the year, several initiatives were undertaken to support vulnerable workers – those who may be particularly sensitive or overexposed to potential health and safety risks compared to the general working population.

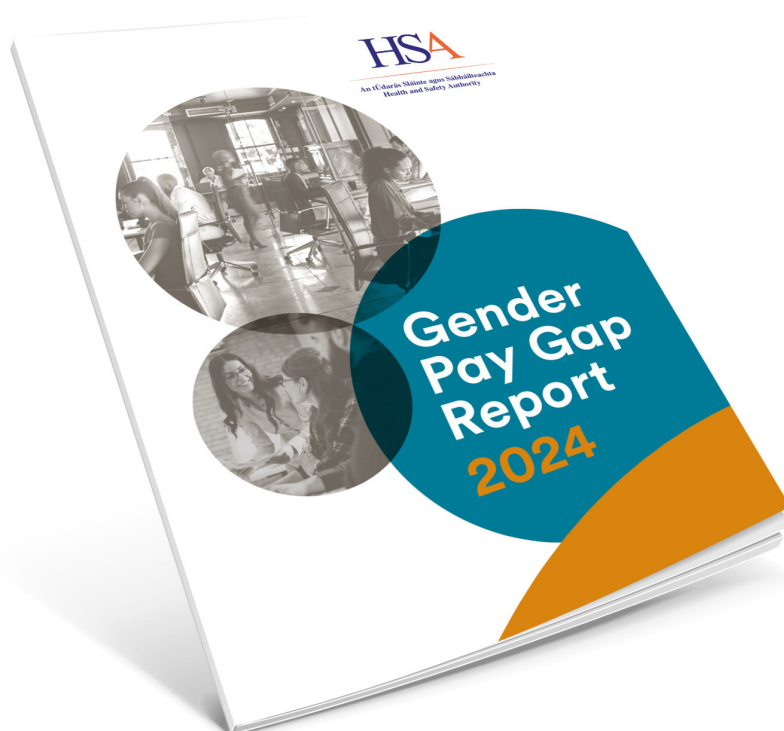
We produced specific guidance, including guidance on the management of vulnerable workers in the workplace, targeted at employers and employees across all work sectors. In addition, we published an information sheet for employers and managers, focusing on protecting vulnerable workers.

We are committed to ensuring that our recruitment policies are effective in reaching the targets set out in the *Comprehensive Employment Strategy for Persons with Disabilities 2015–2024*. We continue to exceed the target outlined in Part 5 of the Disability Act 2005, which places an obligation on public bodies to consider and respond to the needs of people with disabilities. Our latest online staff census (reference year 2024) indicates that 8.7% of our staff are people with a disability under the definition in the Disability Act 2005.

Additionally, to support staff needing reasonable accommodation, needs assessments have been carried out and appropriate supports provided as required.

The Gender Pay Gap Information Act 2021 introduced the legislative basis for gender pay gap reporting in Ireland. The Act requires organisations (with 250+ staff) to report on their hourly gender pay gap across a range of metrics. We published our second *Gender Pay Gap Report* in 2024, with a gap of 0.8% indicating a generally healthy balance of male and female earnings in the reporting period.

Quality customer service is a key priority for the HSA. Throughout the year, we continued to uphold our revised Customer Service Charter and to implement our Customer Action Plan. Our Customer Service Charter sets out the level of service customers can expect when dealing with us. Our Customer Action Plan sets out a range of measures that will improve quality customer service across the HSA, to be implemented during the lifetime of the plan.



Key achievements: Occupational Safety and Health Programme

- Regulate
- Promote
- Influence

Action in POW 2024	Achieved in 2024
Investigate all fatal incidents reported to the HSA	All fatal accidents reported to the HSA were investigated. There were 34 investigations of work-related fatal incidents.
Assess and respond, using a risk-based approach, to serious workplace accidents	All serious non-fatal workplace accidents reported to the HSA by the emergency services were triaged and allocated a dedicated response.
Hold wrongdoers to account, in conjunction with the office of the Director of Public Prosecutions	A total of 11 prosecutions concluded in 2024. Of these, nine were concluded on indictment and two summarily. These cases resulted in fines totalling €1,440,000. Probation was applied in two of the indictment cases.



Action in POW 2024	Achieved in 2024
<p>Deliver 10,000 proactive inspections by way of specific campaigns and targeted inspections across all economic sectors but focusing where risks are highest. The inspection programme in 2024 will have particular focus on:</p> <ul style="list-style-type: none"> • psychosocial hazards and risks, including workplace bullying and stress; • vulnerable workers and workers in the gig economy; • violence and aggression; • lone working; • load security, loading/unloading, storage racking, industrial trucks and lifting equipment; • exposure to biological agents; • removal and management of asbestos-containing materials; • exposure to chemical agents such as carcinogenic, mutagenic and reprotoxic substances; • hazardous medicinal products and potent compounds; • confined space risk assessments and training; • exposure to noise and vibration; • indoor air quality; • manual handling and people handling activities; and • accident and dangerous occurrence reporting. 	<p>The HSA carried out a total of 11,523 inspections.</p> <p>Our inspectors found that 74% of workplaces had a safety statement available at the place of work. In 28% of cases, the inspector required the duty holder to make further improvements to the safety statement.</p> <p>The HSA carried out national inspection campaigns in the following sectors:</p> <p>Construction</p> <p>Two targeted construction campaigns were undertaken on construction sites.</p> <p>A work at height campaign focusing on work at height and ergonomics ran for four weeks in Q4 2024. The campaign included 232 inspections and resulted in 178 Reports of Inspection, 33 Prohibition Notices and 2 Improvement Notices being served.</p> <p>The HSA carried out a nationwide inspection campaign focusing on work at height for a two-week period between Q2 and Q3 2024. A total of 104 inspections were carried out in this period, the majority of which were undertaken on housing projects with multiple units. Other sites included single house builds, commercial/civil/road works. Inspectors issued 68 enforcement notices with written/verbal advice, 4 Prohibition Notices and 1 Improvement Notice during the period of the campaign. Inspectors issued enforcement action in relation to unsafe scaffolding erected – for example, leading edges on scaffolding with no handrails, or with mid-rails missing – while also responding to other construction hazards observed during the inspection. Inspectors communicated clearly to employers the importance of site safety and the risk posed by work at height.</p> <p>Quarrying</p> <p>The HSA carried out two national quarry safety inspection campaigns.</p> <p>The focus of the first campaign was on the management of contractors. This inspection campaign concentrated on key safety areas, including management and supervision of contractors while on site, employer co-operation and co-ordination when sharing a place of work, ensuring safe equipment is in use and ensuring relevant personnel have appropriate qualifications when using machinery.</p> <p>The second quarry campaign focused on safe machinery operation, machinery guarding and maintenance activities. HSA inspectors inspected key hazards associated with operating quarry machinery and carrying out machinery maintenance in quarries and associated manufacturing premises. Inspectors also focused on ensuring that safe work practices and proactive measures are in place to reduce the risk of incidents, including serious or fatal injury.</p> <p>Manufacturing</p> <p>A targeted national inspection campaign was undertaken in the dairy sector. The main focus was on guarding and maintenance safety. A total of 54 inspections were carried out in large processing plants for milk and dairy products, with 47 Reports of Inspection issued and 8 Improvement Notices served.</p> <p>Rail</p> <p>Inspections of rail safety were done between April and June 2024. Findings from the campaign were shared with Irish Rail, the Commission of Railway Regulation and the Railway Accident Investigation Unit.</p> <p>Waste</p> <p>In July 2024, the HSA conducted a focused inspection campaign on refuse collection vehicles (RCVs). The inspection campaign focused on the provision and wearing of high-visibility clothing, driver blind spots and compliance of man-riding footboards with the Irish Standard I.S. EN1501-1:2021.</p> <p>As part of the campaign, 101 RCVs were inspected across 25 different operators. Along with the Reports of Inspection that were issued on inspection, 20 Prohibition Notices and 7 Improvement Notices were issued.</p>

Action in POW 2024	Achieved in 2024
	<p>Following the campaign, an information sheet was published to remind employers of the importance of inspecting and maintaining RCVs, wearing high-visibility clothing and addressing driver blind spots. The combination of the findings of the campaign and the number of fatalities involving RCVs over the past six years resulted in the HSA advising employers against the use of man-riding footboards on RCVs.</p> <p>Liquified petroleum gas</p> <p>A total of 238 liquified petroleum gas (LPG) inspections were carried out across a range of sectors, including accommodation, food and drink, education and multi-occupancy buildings. Multiple issues were identified, including citing and position of the LPG tanks and cylinders, as well as the inspection and maintenance of the LPG service pipework, fittings and appliances.</p> <p>Wastewater treatment plants</p> <p>A targeted inspection campaign on confined space entry was conducted at wastewater treatment plants (WWTPs) and pumping stations. A total of 41 inspections were carried out as part of the campaign. The key issues identified in Reports of Inspection included the need for duty holders to establish and maintain a confined space register, improve safety signage and implement a permit-to-work system for confined space entry work.</p> <p>Public service agencies</p> <p>Co-ordinated national inspection campaigns took place in the local authorities, the Courts Service, the Office of Public Works, the Irish Prison Service, the Defence Forces, Fire Ireland authorities and An Garda Síochána.</p> <p>Over 1000 occupational health and hygiene inspections were carried out across chemical, biological and physical agents, as well as psychosocial hazards and risks.</p> <p>The HSA completed 240 inspections focusing on psychosocial risks, including the hazards of workplace bullying and third-party violence and aggression, as well as lone working.</p> <p>Over 600 inspections focused on chemical agents, including carcinogenic, mutagenic and reprotoxic substances, as well as hazardous medicinal products. In addition, over 70 chemical product assessments were carried out.</p> <p>Just under 480 asbestos notifications were processed. The HSA also undertook just over 140 inspections where the focus was on the removal and management of asbestos-containing materials.</p> <p>The HSA undertook 300 inspections where ergonomics was addressed, including manual handling across all sectors and people handling in the health and social care sector.</p> <p>Nearly 270 inspections were carried out where biological agents were addressed, with just under 20 biological agent notifications also processed.</p> <p>The HSA carried out 242 inspections where physical agents such as noise, vibration, non-ionising radiation and radon were a focus.</p> <p>There were 200 inspections covering indoor air quality.</p> <p>Over 550 inspections were undertaken in the health and social care sector, including hospitals and residential care, as well as primary and continuing care services.</p> <p>Inspections focus on all OSH hazards and risks appropriate to the work setting, including:</p> <ul style="list-style-type: none"> • general health and safety management, • violence and aggression and lone working, • COVID-19/respiratory viral infections, • slips, trips and falls, • agency workers, • fire safety, • patient manual handling, and • indoor air quality.

Action in POW 2024	Achieved in 2024
<p>Carry out specific inspection campaigns in the following sectors:</p> <ul style="list-style-type: none"> • agriculture, • quarries, • manufacturing sites, • construction • docks and ports, and • waste facilities, 	<p>There were five targeted inspection campaigns focusing on:</p> <ul style="list-style-type: none"> • animal handling, • vehicles and machinery, • farmer health, • working at height, and • forestry safety. <p>Each campaign was supported through press releases, radio interviews and social media outreach, ensuring widespread awareness and engagement with the sectors.</p> <p>Two occupational health campaigns were completed in construction:</p> <ul style="list-style-type: none"> • Sun exposure campaign in construction • Manual handling campaign in construction
<p>Promote the role of the safety representative by engaging with employee and employer representatives. Host a conference on the role of safety representatives for lone workers</p>	<p>A national conference on consultation and safety representation was hosted in Dublin Castle.</p> <p>The HSA undertook a survey on consultation and safety representation and shared its findings on the HSA website and at the conference.</p> <p>Five safety representation training workshops were delivered to the INMO, SIPTU and ESB.</p> <p>Resources for safety representatives were promoted online and at stakeholder events.</p>
<p>Prepare supports and advice in the following areas:</p> <ul style="list-style-type: none"> • specific risks and control measures for lone workers; • human and organisational factors in risk assessments; • third-party violence and aggression; • use of hazardous medicinal products; • use of health surveillance programmes, employer and employee first aid, and sensitive risk groups; • audiometry and management of work-related noise; • precast concrete and guidance for the safe manufacture, design and erection of timber frame housing; and • OSH in waste facilities and offshore wind facilities. 	<p>The following guidance resources have been provided:</p> <ul style="list-style-type: none"> • Guidelines on First-Aid at Places of Work • A Short Guide to Health Surveillance in the Workplace • Occupational Safety and Health Guidance on Vulnerable Workers in the Workplace • Vulnerable Workers Information Sheet • Employing Apprentices: Safety on the Job – targeted at employers and managers • Safety on the Job for Apprentices – targeted at apprentices • Reporting Workplace Accidents and Dangerous Occurrences • Sound Matters: Occupational Noise • Psychosocial Risk Assessment: Guidance for Exposure to Sensitive Content • Guidance on Managing Fatigue with Farm Work • Guidance on Lone Working in the Healthcare Sector • Website resources on hazardous medicinal products developed and launched <p>Education programme</p> <p>We implemented education programmes across primary, post-primary and further education.</p> <p><i>Choose Safety</i></p> <ul style="list-style-type: none"> • A total of 23,905 students took the Choose Safety Programme in 2023/2024: <ul style="list-style-type: none"> - 20,652 (post-primary students) - 3,253 (further education students) • A total of 2,325 digital badges were awarded, with 46 education institutions participating. • A total of 335,288 students have participated in the Choose Safety Programme since 2010. <p><i>Keep Safe</i></p> <ul style="list-style-type: none"> • A total of 305 primary school students attended 3 Keep Safe events in Oranmore, Co Galway; Tullamore, Co Offaly; and Bray, Co Wicklow.

Action in POW 2024	Achieved in 2024
	<p><i>Further Education</i></p> <ul style="list-style-type: none"> • OSH awareness was enhanced for students and teachers in Further Education and Training (FET) in Ireland through the OSHVET project. Key initiatives include a targeted case study at GTI Galway, developing OSH resources, running a national poster competition on workplace carcinogens, influencing FET curriculum design, and engaging stakeholders through various channels. A workshop at GTI in November 2025 introduced 20 Advanced Aesthetics students to OSH risks, worker rights, and employer obligations through interactive exercises. The HSA has also created information sheets on chemical safety and apprentice protection. Additionally, a dedicated OSHVET section is now available on the HSA website. • We contributed two sets of questions for the Graduate Questions quiz (senior cycle, post primary students), managed by graduate.ie. The total number of students that registered up to end of November 2024 was 28,017. An average of just over 8,750 took part in the weekly programme. <p>Behavioural Occupational Health and Safety</p> <p>We organised webinars and in-person seminars as follows:</p> <ul style="list-style-type: none"> • Webinar on Reducing Interpersonal Conflict at Work • Webinar on Increasing Psychological Safety at Work • Webinar on Influencing Safety Culture • Managing Hidden Hazards: Human Behaviour at Work • Media campaign for work-related violence and aggression along with new eLearning programmes on managing the hazards of third-party violence and aggression
<p>Update BeSMART.ie to comply with new guidance for fire safety, chemical restrictions and indoor air quality, and develop new business types to support dairy and beef farming</p>	<p>Three new business types were introduced in BeSMART.ie:</p> <ol style="list-style-type: none"> 1. Primary schools 2. Post-primary schools 3. Dairy farms <p>Four new hazards were developed for BeSMART.ie:</p> <ul style="list-style-type: none"> • Diisocyanates • Fuel storage • Being new to the job • Fatigue <p>Eight hazards were updated in BeSMART.ie:</p> <ul style="list-style-type: none"> • Asbestos • Chemicals • Work at height • School car park • Lawnmower • School visitors • LPG • Indoor air quality

Action in POW 2024	Achieved in 2024
<p>Provide technical support to the DETE on the following legislative proposals:</p> <ul style="list-style-type: none"> • Directive (EU) 2024/869 and Directive (EU) 2023/2668 ('the Lead/Diisocyanate Directive' and 'the Asbestos at Work Directive' respectively) • Transposition of amendments to S.I. No. 122/2024 - Safety, Health and Welfare at Work (Carcinogens, Mutagens and Reprotoxic Substances) Regulations 2024 ('the Carcinogens Mutagens Directive') • Code of Practice on Occupational Exposure Levels to reflect new exposure limit values • Quarries Regulations • Construction Safety Licensing Bill 2023 	<p>The HSA engaged in discussions and the provision of technical advice to the DETE on the transposition of Directive (EU) 2024/869 and Directive (EU) 2023/2668 ('the Lead/Diisocyanates Directive' and 'the Asbestos at Work Directive' respectively).</p> <p>The 2024 <i>Code of Practice for the Safety, Health and Welfare at Work (Chemical Agents) Regulations (2001-2021) & the Safety, Health and Welfare at Work (Carcinogens, Mutagens and Reprotoxic Substances) Regulations (2024)</i> was approved and published.</p> <p>The HSA attended online EU meetings for the development of an asbestos directive guidance document.</p> <p>The HSA provided ongoing technical support to the DETE on the draft Quarries Regulations, including organising an online webinar with the members of the Quarries Partnership to facilitate targeted stakeholder consultation on the draft Regulations.</p> <p>The HSA's technical experts provided detailed feedback to the DETE on the proposed Construction Safety Licensing Bill 2023 and on the safety requirements for the construction of offshore utilities projects.</p>
<p>Complete actions assigned to the HSA in the Phase 1 Action Plan of the 2021-2024 Road Safety Strategy, specifically in relation to the development of a joint intervention strategy between the HSA, the Road Safety Authority and An Garda Síochána. We will support the development of a data-sharing protocol to facilitate the identification of work-related road collisions.</p>	<p>The HSA attended all Road Safety Transformation Board (RSTB) meetings. The RSTB is tasked with overseeing and tracking delivery of action items identified in the Phase 1 Action Plan 2021-2024 of Ireland's Government Road Safety Strategy.</p> <p>HSA outputs include:</p> <ul style="list-style-type: none"> • Prepared draft <i>Driving for Work Guidelines</i> for publishing in 2025, and • Held Driving for Work Webinar 2024 in November 2024, in partnership with the Road Safety Authority and An Garda Síochána. <p>The HSA engaged with An Garda Síochána in respect of developing a data-sharing protocol to identify work-related fatal road collisions.</p>

Action in POW 2024	Achieved in 2024
Develop new hsalearning.ie courses addressing topics such as psychosocial hazards in healthcare, accident/incident reporting, exposure to silica dust, human factors and OSH for different apprenticeship profiles	<p>A total of 73,890 eLearning courses were taken on hsalearning.ie during 2024, comprising:</p> <ul style="list-style-type: none"> • hsalearning.ie (43,843 courses taken), and • HSeLanD (30,047 courses taken). <p>Three new short courses were developed on hsalearning.ie addressing themes such as vulnerable workers, reporting workplace accidents, and violence and aggression.</p> <p>Three courses were fully revised and updated on hsalearning.ie: 'Small Business: Employers', 'Small Business: Employees' and 'Small Business: Start-ups'.</p> <p>The HSA achieved CPD approval for the following courses with Engineers Ireland: 'Workplace Transport Safety', 'Safer Steps and Stairs', and 'An Introduction to Ergonomic Risk Assessment'.</p> <p>There was a comprehensive update of the eLearning programme on Occupational Safety and Health in Health and Social Care.</p>
Collaborate with stakeholder groups working with vulnerable workers to ensure HSA resources and supports are disseminated	<p>The HSA achieved the following in 2024:</p> <ul style="list-style-type: none"> • delivered a new information sheet, <i>Vulnerable Workers Information Sheet</i>, targeted at employers and managers; • delivered new guidance on the management of vulnerable workers in the workplace – <i>Occupational Safety and Health Guidance on Vulnerable Workers in the Workplace</i> – targeted at employers and employees in all work sectors; • developed a new short course on hsalearning.ie – 'Protecting Vulnerable Workers' – targeted at employees/workers; • developed a new topic page on the HSA website addressing the theme of vulnerable workers; and • developed strategic links with employee and migrant worker representative bodies, to promote OSH among migrant workers.
Participate in the EC's Senior Labour Inspectors Committee (SLIC) working groups on biological agents, chemicals and diving, and in the ACSH working parties on the update of Directive 89/654/EEC ('the Workplace Directive') and the Display Screen Equipment Directive	<p>The HSA participated in the following SLIC working groups:</p> <ul style="list-style-type: none"> • General Enforcement Working Group • Chemex Working Group • Biological Agents (BIOLEX) Working Group • Divex Working Group <p>The HSA participated in working groups of the ACSH that finalised opinions on proposed updates to the Workplace Directive and the Display Screen Equipment Directive. These opinions were forwarded to the EC for consideration, and legal drafting of the updates to the Directives is due to commence in 2025.</p>

Key achievements: Chemicals Programme

Regulate

Promote

Influence

Action in POW 2024	Achieved in 2024
Deliver 620 inspections targeting high-risk chemical activities, focusing on areas with a greater potential for exposure to chemicals, including chemicals processing, transportation, manufacture and use in the workplace	The HSA delivered 796 inspections targeting high-risk chemical activities.
Support the DETE and Ireland to progress the EU Chemicals Strategy for Sustainability in EU Council negotiations as they develop new legislative proposals for the REACH, Regulation 'One substance, one assessment', the Detergents Regulation and the Export/Import European Regulations	The HSA provided technical support to the Department on the development of the EC's trio of legislative proposals 'One substance, one assessment' and the update to the Detergents Regulation. Both legislative packages have yet to be finalised.
Support the objective of the 'One substance, one assessment' approach of the delivery of safety assessments of chemicals across all relevant legislation, and engage with stakeholders to promote same	The HSA continued to support the objective of the 'One substance, one assessment' approach by participating in both the EC expert working group on 'One Substance, one Assessment' and ECHA's Risk Management and Evaluation (RiME+) platform, both of which facilitate co-ordinated regulatory action on chemicals.
Provide information and create awareness around the new legislative changes to the CLP Regulation	The HSA communicated the new legislative changes to CLP through our website, social media channels and direct communications. The Authority will host webinars on the updated CLP Regulation in 2025.
Commence evaluation of one chemical substance on behalf of Ireland under the substance evaluation process of REACH	The HSA commenced assessment for the substance 3,3'-[methylenebis(oxymethylene)] bisheptane under the REACH substance evaluation process. The Authority is leading on the human health assessment and working jointly with the Portuguese authority, which will assess the environmental endpoints.

Action in POW 2024	Achieved in 2024
Prepare and submit harmonised classification and labelling (CLH) proposal(s) for chemical substances to ECHA	The HSA submitted two proposed classification dossiers, one for human health and the environment for the substance O-isopropyl ethylthiocarbamate and one for environmental endpoints for the substance sodium chlorite.
Prepare four scientific opinions in our ECHA committee member role	The HSA continued to support EU activities through participation in the RAC and the Committee for Socio-Economic Analysis (SEAC), and the preparation of scientific and technical opinions. The Irish experts on the RAC completed two scientific opinions as rapporteurs (CLH under CLP). We also participated in the ECHA Committee working groups assessing the poly- and perfluoroalkyl substances (PFAS) restriction dossier.
Provide expertise to the ECHA Forum for Exchange of Information on Enforcement for delivering an EU-wide enforcement project on compliance of imported substances, mixtures and articles	<p>In 2024, the HSA participated in the operational phase of the ECHA Forum for Exchange of Information on Enforcement project, REACH Enforcement Forum (REF)-12, in which we checked compliance of imported products with REACH registration, authorisation and restriction obligations.</p> <p>The Authority also provided an expert to participate on the ECHA Forum Working Group for REF-13 on online sales of chemical products, including the development of the enforcement manual and facilitating the training of inspectors from EU Member States, which will be operational in 2025.</p>
Provide land use planning (LUP) advice to planning authorities and An Bord Pleanála with regard to COMAH and nearby developments	The HSA processed 302 LUP advice requests in 2024.
Develop further guidance on technical LUP and storage and transport advice, in particular for the energy production sector	The HSA did not develop further guidance in 2024.
Assess safety reports and significant modifications for COMAH sites	The HSA received 11 safety reports and 11 significant modifications for assessment in 2024.
Assess safety reports and significant modifications for COMAH sites	The HSA received 11 safety reports and 11 significant modifications for assessment in 2024.
Prioritise the inspection of high-risk chemical use sites	<p>A total of 49 upper-tier and 47 lower-tier establishments were inspected under the COMAH Regulations.</p> <p>A further 131 inspections were carried out on sites storing dangerous substances near but below the COMAH threshold (sub-COMAH).</p>
Assess and process applications for authorisations, as required, under the ADR Regulations.	The HSA assessed and processed 12 authorisations in 2024, as well as amended/updated two other authorisations.

Key achievements: Market Surveillance Programme

Regulate

Promote

Influence

Action in POW 2024	Achieved in 2024
Assess 750 chemical products and 325 industrial products intended for industrial and consumer use, for compliance with EU requirements	The HSA carried out assessments of 472 chemical products and 413 industrial products for compliance with the relevant market surveillance regulations. Non-compliant products were removed from the marketplace. The drop in the number of chemical products assessments delivered was due to resource capacity constraints.
Check relevant non-compliant products on the Irish market which have been notified to the EU rapid alert system for dangerous non-food products (Safety Gate) or the Information and Communication System for Market Surveillance (ICSMS)	<p>The HSA reviewed 77 Safety Gate alerts relating to industrial products, and following investigative checks 7 products notified were also found to be present on the Irish market. The suppliers were identified, and follow-up action was taken to remove the products from the market.</p> <p>The HSA monitored the ICSMS throughout the year and proactively reviewed 87 notifications. 4 of these products were found to be on the market, and appropriate follow-up action was carried out.</p> <p>The Authority processed 398 Safety Gate alerts related to restricted chemicals to determine if they had been placed on the Irish market. Following investigative checks, 13% of the alerts were found to be for restricted chemicals present on the Irish market. The suppliers were identified and contacted to remove non-compliant products from the market.</p> <p>The HSA monitored the ICSMS throughout the year, and followed up on 23 chemical products, with actions ongoing or completed.</p>
Inform other EU Member States (through ICSMS and Safety Gate) of non-compliant products found on the Irish market that may also be traded on EU markets	<p>There were no Safety Gate notifications for industrial products submitted during the year.</p> <p>Three Safety Gate notifications were submitted during 2024 for chemical products.</p> <p>The HSA submitted 12 industrial and 2 chemical ICSMS notifications for non-compliant products.</p>
Provide regulatory support and advice to businesses manufacturing, importing or distributing chemical and industrial products, including those from the United Kingdom (UK)	The HSA's Chemicals Helpdesk addressed relevant chemical queries.

Action in POW 2024	Achieved in 2024
<p>Conduct the following EU and national enforcement campaigns:</p> <ul style="list-style-type: none">• EU joint action on scissors lifts• EU joint action on circular saws• PROSAFE project on asbestos in brake pads for two-wheeled vehicles• Compliance of imported chemical goods• REACH-restricted substances in glues and adhesives• REACH-restricted substances in tattoo inks	<p>The HSA participated in two EU joint actions on industrial products:</p> <ul style="list-style-type: none">• Joint action on scissor lifts: A total of 43 models of scissor lifts from 19 different brands were tested and assessed for conformity.• Joint action on circular saws: A total of 55 circular saws, both handheld and table saws, from 22 different brands were also assessed and tested. <p>These projects entailed significant work across the EU. Detailed reports on the joint actions are being finalised, highlighting some safety shortcomings with a number of products assessed, and will be issued by the EC.</p> <p>The EU Joint Action project assessing asbestos in brake pads for two-wheeled vehicles commenced during 2024 and is ongoing.</p> <p>The HSA participated in the ECHA project, REF-12, on enforcement of compliance of imported substances, mixtures and articles with EU regulations, assessing 60 imported products for REACH registration, restriction and authorisation compliance. The outcome result will be available in 2026.</p> <p>The Authority carried out compliance checks of glues and adhesives, reviewing 63 products from 48 brands across 15 companies, including importers, distributors and retailers. All non-compliances were addressed.</p> <p>The HSA participated in a joint initiative with other EU Member States assessing restricted substances in tattoo inks. Four samples submitted for testing by the HSA were found to be in breach of the REACH Regulation, Annex XVII, Entry 75, while two exceeded the permitted acceptable levels and were added to Safety Gate/removed from sale.</p>



Key achievements: National Accreditation Programme

Regulate

Promote

Influence

Action in POW 2024	Achieved in 2024
As part of our ongoing accreditation programme:	
Maintain the programme of accreditation for existing and applicant clients	<p>The Irish National Accreditation Board (INAB) continued to provide accreditation in accordance with the relevant ISO 17000 series of standards.</p> <p>The Accreditation Board met 6 times in 2024 and awarded 13 new accreditations and 7 extensions to scope for new disciplines. A total of 334 decisions on accreditation were taken by the INAB Manager.</p> <p>There were 575 assessment events in 2024, an increase of 4% compared to 2023.</p>
Process new applications for accreditation from new and existing clients	<p>At the end of December 2024 there were eleven new applications for accreditation in hand. These included three accreditations in ISO/IEC 17025, one medical testing for ISO 15189, two inspection bodies for ISO/IEC 17020, two certification bodies for ISO/IEC 17024, two product certification bodies for ISO/IEC 17065 and one biobanking facility (ISO 20387).</p> <p>INAB awarded 159 extensions to scope for current clients, an increase of 35% on the 2023 figures.</p>
Drive uptake of applications for new accreditation activity introduced	<p>A priority of the <i>A Strategy for Accreditation 2022-2026</i> is to increase the number of applications for accreditation, adding real value and improved access for clients. One of INAB's objectives is to identify opportunities for further accreditation schemes and future demand, leveraging findings from demand analysis, horizon scanning exercises and research projects. This is ongoing and will be progressed further throughout 2025 and over the lifetime of the strategy.</p> <p>INAB awarded 13 new accreditations. These included three accreditations in ISO/IEC 17025, five medical testing for ISO 15189, two inspection bodies for ISO/IEC 17020, one management systems certification body to ISO 17021-1 and two product certification bodies to ISO/IEC 17065.</p> <p>The first assessment for accreditation of a biobanking facility (ISO 20387) was completed in 2024. INAB also plans to apply to join the EA MLA for ISO/IEC 17029 in 2025/2026.</p>
Fulfil all representation at European and international accreditation committees	<p>INAB staff members attended 26 European and international accreditation committees and working group meetings in 2024.</p> <p>INAB will host two European meetings in 2025: the European co-operation for Accreditation (EA) Laboratory Committee Healthcare Working Group and the EA Certification Committee Working Group (Environmental) meeting.</p>

Action in POW 2024	Achieved in 2024
<p>Discharge all legislative responsibility as the Good Laboratory Practice (GLP) monitoring authority</p>	<p>INAB is the statutory GLP compliance monitoring authority with responsibility for the inspection and verification of GLP under S.I. No. 18/2020 European Communities (Good Laboratory Practice) Regulations, 2020.</p> <p>It continued to discharge its statutory responsibilities by conducting on-site inspections and attending EU and Organisation for Economic Co-operation and Development (OECD) GLP working groups. Two GLP inspections were completed in 2024.</p>
<p>Deliver on Year 3 of A Strategy for Accreditation 2022-2026 and in particular:</p> <ul style="list-style-type: none"> • commission research to analyse, quantify and verify the benefits of accreditation; • implement the communication plan which was devised in 2023; • promote accreditation and build the INAB brand, continuing the Government and stakeholder engagement; • complete the strategic workforce plan to address the resource requirements to deliver the strategy; and • improve efficiency within the accreditation process in order to improve user experience and provide effective accreditation solutions. 	<p>The delivery of the INAB Strategy for Accreditation will increase awareness of the benefits of accreditation and will provide a boost to trust and confidence in Irish products and services across government, industry and consumers. Examining the economic value that accredited conformity assessment activities provide businesses and consumers is important for client understanding and awareness of accreditation. A key objective of this strategy is, therefore, to commission research and market analysis in order to inform and influence national policy.</p> <p>A communication plan was completed. This plan will assist in promoting awareness of and engagement with accreditation and communicating its value and benefits. The implementation of this plan will continue throughout 2025.</p> <p>A set of presentations has been prepared to promote the benefits of accreditation, improve knowledge sharing and exchange information.</p> <p>The INAB LinkedIn social media page was regularly updated to communicate and interact with clients, to improve knowledge sharing and to grow networks.</p> <p>Two editions of the INAB newsletter were published and distributed to all CABs and stakeholders, and it was made available on LinkedIn and the INAB website.</p> <p>A forum for INAB technical assessors was held in Dublin Castle in September 2024. Training was provided to all attendees. In addition, breakout sessions were run for each accreditation standard.</p> <p>INAB and the HSA issued newsletters to provide information on developments in INAB and in accreditation. Multiple meetings were held with stakeholders. Topics covered in the stakeholder meetings included artificial intelligence, stack emissions monitoring, Regulation (EU) No. 305/2011 ('the Construction Products Regulation') and drinking water testing. The aim of these engagements is to provide information, share knowledge and promote accreditation.</p> <p>INAB gave presentations to stakeholders in healthcare at the BioBANC Symposium III, the RCPI and the Academy of Clinical Science and Laboratory Medicine.</p> <p>INAB hosted a visit by the UK Accreditation Service to discuss cross-frontier assessment approach (in particular related to Northern Ireland), knowledge-sharing and training opportunities.</p> <p>INAB sponsored prizes for the Eurachem Analytical Measurement Competition (EAMC). The aim of the EAMC is to raise awareness among science students of the importance of competency in laboratory skills and accuracy in analytical measurement. The event was hosted by Atlantic Technological University Sligo in April 2024.</p> <p>The INAB Programme Manager presented accreditation certificates to CABs which had been awarded accreditation. This was to promote the importance and value of accreditation.</p>

Key achievements:

Operational Effectiveness Programme

How we work

Action in POW 2024	Achieved in 2024
<p>Deliver the actions set out in our <i>People Strategy 2023 – 2025 Empowering our Future</i>, to ensure we continue to attract, develop and retain a highly skilled workforce while remaining cognisant of the cultural impact of transformational changes now and in the future</p>	<p>Our recruitment drive continued in 2024, resulting in 51 new joiners and promotions across the HSA. To support new staff and to ensure appropriate training and knowledge transfer, the Authority ran a comprehensive development programme for new inspectors. This programme is delivered via a blended learning approach, consisting of classroom training in conjunction with both accompanied and supervised inspections.</p> <p>More than 90% of our employees availed of the provision for blended working in 2024. The approach continues to offer staff an enhanced work-life balance while sustaining strong standards of performance and productivity within the HSA. The policy will be reviewed in 2025, in line with the Blended Working Policy Framework for Civil Service Organisations.</p> <p>An extensive learning and development programme was implemented, with over 200 different training modules completed in 2024. The provision of centralised training continued with graded programmes for clerical, executive and higher executive officers. An Adaptive Leadership Programme was also initiated for managers in conjunction with University College Cork.</p> <p>The health and well-being of our staff continued to be a priority. The HSA conducted a Work PositiveCI survey and established a working group to support the analysis of the results and the development of an action plan. A programme of online well-being seminars was well attended during the year, and staff organised events in local offices to support well-being efforts.</p> <p>A new occupational health provider was introduced, with specific supports for the staff conducting investigations of serious incidents. A health screening programme was made available to all staff.</p>

Action in POW 2024	Achieved in 2024
Implement all relevant actions set out in our <i>Data Management Strategy 2025 – 2029</i>	<p>In 2024, the HSA launched its data management strategy for 2025-2029 in line with the strategic commitment to develop an evidence-based, data-driven approach to resource allocation, research, analysis and evaluation. The new data strategy outlines a clear pathway for achieving this ambition, focusing on continuous improvement and the consistent use of recommended tools and processes.</p> <p>In developing the strategy, the HSA considered its legal obligations under the General Data Protection Regulation, Directive (EU) 2019/1024 ('the Open Data and Re-use of Public Sector Information Directive') and the Data Sharing and Governance Act 2019. The strategy also aligns with the Government's <i>Public Service Data Strategy 2019 – 2023</i>, aiming to enhance transparency, streamline administration, support evidence-based decision-making and improve project delivery and results.</p> <p>The data strategy is built on four key pillars: Data Management and Governance, Data Design and Architecture, Data-led Insight and Data Capabilities. Each pillar identifies strategic priorities to be addressed over the next five years, enabling the HSA to manage and leverage data effectively to support daily operations and achieve strategic objectives. This comprehensive approach ensures that data is treated as a valuable asset, with robust processes and clear accountability, ultimately fostering a culture where data-driven decision-making is integral to the organisation's success.</p>
Deliver awareness-raising campaigns, events (both online and physical), publications and media/public relations activity, including supporting planned inspection campaigns, as part of the delivery of our <i>Communications Strategy 2023 – 2025</i>	<p>The HSA implemented a broad range of communications initiatives in support of programmes of work and key priorities.</p> <p>In relation to events, the Authority hosted a number of high-profile national events, including Workers' Memorial Day, the farm safety exhibit at the National Ploughing Championships and a series of seminars aligned with the European Agency for Safety & Health at Work (EU-OSHA) campaign theme on digitalisation. Webinars also featured heavily on the HSA's event programme with several well attended webinars run throughout the year.</p> <p>The HSA designed and produced 27 new publications, and we issued 31 press releases as part of our proactive engagement with the media.</p> <p>Broad advertising campaigns were run across a range of traditional and digital formats on the topics of calving, machinery and work-related violence and aggression.</p> <p>The HSA website received almost 4 million website visits, and our social media activity was managed to maximise the awareness of our activities.</p>
Help to connect people and promote collaboration in order to positively influence colleague engagement through effective internal communication. Keeping our people informed about our day-to-day work as well as any future strategic or operational changes will ensure internal alignment with organisational goals and with external messaging	<p>The HSA developed and enhanced several internal communication channels throughout 2024. The internal intranet system has been promoted and has gained traction as the key route for staff announcements and updates. This was particularly important in 2024, when important messages about resources and recruitment and the development of the strategy had to be relayed to staff quickly and consistently.</p> <p>We used other internal communication channels – such as town hall meetings, online webinars and management forums – to optimise staff engagement in 2024. We utilised these channels to obtain staff input and engagement as part of the strategy development process. The extensive feedback from across the organisation was very valuable to the Board in informing the development of the strategy.</p>

Action in POW 2024	Achieved in 2024
Continue to develop our new case management platform to optimise our core business processes, bringing benefits such as more efficient ways of working; better work planning; improved customer experiences; access to accurate, clean and complete data; and better insights	In April 2024, the HSA launched Phase 1 of its new core platform, Córas. This new platform brings many benefits, including integration with Microsoft Power BI and email, pre-planning of inspections and joint inspections, dashboards to track workload, views to manage and filter inspections, and queues to help prioritise and monitor work. There is also the ability to merge cases, send internal referrals and track joint inspections. By the end of 2024, there were over 15,000 cases recorded on Córas with almost 8,000 inspections and just over 160 investigations managed through it.
Embed a framework for the management of serious incidents or crisis events, ensuring the HSA has a clear pathway to maintaining business continuity at all times	In 2024, the HSA made significant progress in embedding a framework for managing serious incidents or crisis events, and ensuring future business continuity. Phase 1 included conducting risk assessments (RA) and business impact assessments for all divisions, developing an organisational resilience framework, and drafting crisis management and communication plans. Business Continuity Plans for all divisions are now complete. Phase 2 will focus on executing, testing and interlinking these plans with related resilience frameworks. Staff training, desktop exercises, testing and monitoring, and continuous improvement processes will ensure the plans are practical and effective.
Continue to prioritise our Information Security Improvement Programme, increasing the HSA's security posture and ensuring information and communications technology (ICT) business continuity and disaster recovery plans are robust	Like all public sector bodies, cybersecurity presents a key risk, and in 2024 we continued to prioritise an information security improvement programme. A comprehensive ICT security compliance review assessing our performance against the <i>Public Sector Cyber Security Baseline Standards</i> was undertaken. Since its last review in 2022, the HSA has introduced several key initiatives and enhancements to improve its security capabilities. Based on the latest review, a fresh Information Security Improvement Programme will be put in place to further strengthen the HSA's security measures and ensure compliance with evolving cybersecurity standards.
Apply best practice to ensure quality (aligned with ISO 9001:2015), resulting in improved work processes and efficiency, consistency of approach, increased accountability and transparency and continuous improvement	In 2024, we made significant strides in improving the quality and effectiveness of our work processes. Achievements include the establishment of an internal policy hub, development and refinement of organisational policies and procedures, template development and implementation of a controlled documentation policy.



Appendix 1:

Key performance indicators 2024

Table 2.
Key performance indicators 2024

Key performance indicators	2024 target	2024 achieved
Inspections (OSH)	10,000	11,523
Proactive inspections (Chemicals Act and Transport of Dangerous Goods by Road)	620	796
Reactive inspections	500	Incorporated in the inspections figure above
Market surveillance assessments (chemical products)	750	472
Market surveillance assessments (industrial products)	325	413
EU market surveillance enforcement campaigns	4	2
New users of BeSMART	7,500	21,719
Scientific opinions prepared for ECHA committees	4	2
New proposals to harmonise the classification and labelling of substances	1	1
Accreditation decisions (new)	15	20
Accreditation decisions (all decisions by INAB Manager)	400	334

Appendix 2:

Extracts from the
unaudited Financial
Statements of the Health
and Safety Authority
for the year ended 31
December 2024

Introduction

In accordance with the requirements of Section 48 of the Safety, Health and Welfare at Work Act, 2005 the Health and Safety Authority is required to produce Financial Statements each year. The Authority's financial year ends on 31st December each year. The financial statements must be in such form as may be approved by the Minister for Enterprise, Tourism and Employment with the concurrence of the Minister for Finance. In preparing those financial statements, the Authority is required to:

- ▶ select suitable accounting policies and then apply them consistently;
- ▶ make judgements and estimates that are reasonable and prudent;
- ▶ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Authority will continue in operation; and
- ▶ state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Authority is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Authority and which enable it to ensure that the financial statements comply with Section 48(1) of the Safety, Health and Welfare at Work Act, 2005. The Authority is also responsible for safeguarding the assets of the Authority and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Draft Financial Statements for the year ended 31st December 2024 have been prepared and were considered by the Audit, Risk and Finance Committee at its meeting held on Thursday 20th March 2025. The draft Financial Statements for 2023 have been prepared in accordance with the relevant provisions of FRS102 and the Code of Practice for the Governance of State Bodies 2016. The Committee reviewed the draft Financial Statements and recommended them to the Board on a no material change basis.

The Authority submits the draft Financial Statements before 31st March each year to the Department and the Office of the Comptroller and Auditor General who will undertake the external audit. The audit fieldwork is scheduled to take place during Q2 this year.

The information below is extracted from the draft Financial Statements and should not be considered to be reliable source of financial information regarding the financial affairs of the Authority until the external audit is completed. The audited Financial Statements will include the following documentation together with a full set of explanatory notes:

- ▶ Governance Statement and Board Members' Report
- ▶ Statement on Internal Control
- ▶ Statement of Income and Expenditure and Retained Revenue Reserves
- ▶ Statement of Comprehensive Income
- ▶ Statement of Financial position as at 31st December 2024
- ▶ Statement of Cash Flows
- ▶ Extracts from the Notes to Financial Statements

Once the external audit is completed and the Report of the Comptroller and Auditor General is received the Authority will make the necessary arrangements to submit the audited Financial Statements to the Minister for approval to have them formally laid before the Houses of the Oireachtas.

A copy of the Authority's audited Financial Statements can be accessed on the Authority's website once the external audit has been completed. The processing of all the Authority's financial transactions has been contracted to the external contractor (Crowley's DFK).

The Authority continues to manage the finance function and has put in place all the necessary controls and safeguards to ensure the integrity of the function.

Appendix 1 | Extracts from the Unaudited Financial Statements

Information

Members of the Board	Patricia Byron (Chairperson)	Appointed 30/06/2023
	Paul Kelly (Deputy Chairperson)	Reappointed 20/12/2022
	Bríd De Buitléar	Reappointed 11/08/2023
	Ciarán Roche	Reappointed 11/08/2023
	David Hughes	Reappointed 20/12/2022
	Deirdre MacDonald	Reappointed 20/12/2022
	Fiona Kilcullen	Appointed 25/09/2023
	Frank Kelly	Reappointed 20/12/2022
	Mary Coyne	Reappointed 11/08/2023
	Michelle Quinn	Reappointed 20/12/2022
	Padraig Somers	Appointed 20/12/2022
	Terry O'Niadh	Appointed 30/06/2023
Chief Executive	Conor O'Brien	Appointed on 29/05/2023
Head Office	Health and Safety Authority The Metropolitan Building James Joyce Street, Dublin 1 D01 K0Y8	
Auditor	Comptroller and Auditor General 3A Mayor Street Upper, Dublin 1 D01 PF72	
Accountants	Crowleys DFK Chartered Accountants 5 Lapps Quay, Cork T12 RW7D	
Internal Auditors	Deloitte Deloitte & Touche House 29 Earlsfort Terrace, Dublin 2 D02 AY28	
Solicitor	Mason Hayes and Curran South Bank House Barrow Street, Dublin 4 D04 TR29	
Bank	Bank of Ireland Baggot Street Lower, Dublin 2 D02 Y754	

Governance Statement and Board Members' Report

Governance

The Board of the Health and Safety Authority was established on 1st November 1989 under the then Safety, Health and Welfare at Work Act, 1989. This Act was replaced by the Safety, Health and Welfare at Work Act, 2005. The functions of the Board are set out in Section 16 of the 2005 Act. The Board is accountable to the Minister of State at the Department of Enterprise, Tourism and Employment under delegate authority from the Minister for Enterprise, Tourism and Employment, and is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of the Health and Safety Authority are the responsibility of the Chief Executive Officer (CEO) and the senior management team. The CEO and the senior management team must follow the broad strategic direction set by the Board and must ensure that all Board members have a clear understanding of the key activities and decisions related to the entity, and of any significant risks likely to arise. The CEO acts as a direct liaison between the Board and management of the Health and Safety Authority.

Board Responsibilities

The work and responsibilities of the Board are set out in the Safety, Health and Welfare at Work Act 2005, the Standing Orders approved by the Board, and the Schedule of Reserved and Delegated functions of the Board, which also contain the matters specifically reserved for Board decision. Standing items considered by the Board include:

- ▶ Declaration of interests
- ▶ Reports from Committees
- ▶ Financial reports/management accounts
- ▶ Performance reports
- ▶ Reserved matters

Section 48(1) of the Safety, Health and Welfare at Work Act, 2005 requires the Board of the Health and Safety Authority to keep, in such form as may be approved by the Minister for Enterprise, Tourism and Employment with consent of the Minister for Public Expenditure and Reform, all proper and usual accounts of money received and expended by it.

In preparing these financial statements, the Board of the Health and Safety Authority is required to:

- ▶ select suitable accounting policies and apply them consistently;
- ▶ make judgements and estimates that are reasonable and prudent;
- ▶ state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ▶ prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation.

The Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 48(1) of the Safety, Health and Welfare at Work Act, 2005. The maintenance and integrity of the corporate and financial information on the Health and Safety Authority's website is the responsibility of the Board.

The Board is responsible for approving the annual plan and budget. An evaluation of the performance of the Health and Safety Authority by reference to the annual plan and budget is carried out regularly at Authority meetings.

The Board is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board considers that the financial statements of the Health and Safety Authority give a true and fair view of the financial performance and the financial position of the Health and Safety Authority at 31 December 2024.

Board Structure

The Board consists of a Chairperson, Deputy Chairperson and 10 ordinary members, all of whom are appointed by the Minister for Enterprise, Tourism and Employment. The members of the Board are appointed for a period of three years and meet on a regular basis. The table below details the appointment period for current members:

Board Member	Role	Date Appointed
Patricia Byron	Chairperson	Appointed 30/06/2023
Paul Kelly	Deputy Chairperson	Reappointed 20/12/2022
Bríd De Buítléar		Reappointed 11/08/2023
Ciarán Roche		Reappointed 11/08/2023
David Hughes		Reappointed 20/12/2022
Deirdre MacDonald		Reappointed 20/12/2022
Fiona Kilcullen		Appointed 25/09/2023
Frank Kelly		Reappointed 20/12/2022
Mary Coyne		Reappointed 11/08/2023
Michelle Quinn		Reappointed 20/12/2022
Padraig Somers		Appointed 20/12/2022
Terry O'Niadh		Appointed 30/06/2023

The Board has established four (4) Committees, as follows:

- Audit, Risk and Finance Committee:** comprises four Board members. The purpose of the Audit, Risk and Finance Committee is to support the Board of the Health and Safety Authority in its responsibilities for issues of financial management, risk, control, and corporate governance by reviewing the comprehensiveness of the assurances in meeting the Board and Chief Executive's assurance needs and reviewing the reliability and integrity of these assurances. The ARF is independent from the financial management of the organisation. In particular, the Committee ensures that the internal control systems including audit activities are monitored actively and independently. The ARF reports to the Board after each meeting, and formally in writing annually.

The members of the Audit, Risk and Finance Committee during 2024 were: Mary Coyne (Chairperson), David Hughes, Frank Kelly and Paul Kelly. There were eight (8) meetings of the ARF in 2024. All 8 meetings were held remotely.
- Strategic Steering Committee:** comprises five Board members. The role of the Strategic Steering Committee is to consider the strategic development of the Authority and to monitor the performance of the Chief Executive Officer.

The members of the Strategic Steering Committee during 2024 were: Patricia Byron (Chairperson), Bríd De Buítléar, Paul Kelly, Michelle Quinn and Fiona Kilcullen. There were three (3) meetings of the Strategic Steering Committee during 2024.
- Legislation and Guidance Committee:** comprises five Board members. The role of the Legislation and Guidance Committee (L&G) is to monitor the implementation of the legislation and guidance aspects of the Authority's programme of work and to examine proposals for legislation, Codes of Practice and, where necessary, related Guidance, and submit appropriate conclusions and/or recommendations to the Board.

The members of the Legislation and Guidance Committee during 2024 were: Deirdre MacDonald (Chairperson), Padraig Somers, Ciarán Roche, Frank Kelly and Michelle Quinn. There were four (4) meetings of the Legislation and Guidance Committee in 2024.

- 4. INAB Committee:** The Irish National Accreditation Board (INAB) is a Committee of the Health and Safety Authority. The Board of INAB, which makes decisions relating to the award of accreditation, has 11 current members with 1 vacancy and is appointed by the Board of the Authority. There are no Board members on this Committee.

Schedule of Attendance, Fees and Expenses

A schedule of attendance at the Board and Committee meetings for 2024 is set out below including the fees and expenses received by each member:

	Board	Audit Risk & Finance Committee	Strategic Steering Committee	Legislation & Guidance Committee	Fees 2024 €	Expenses 2024 €
Number of meetings	7	8	3	4		
Patricia Byron	7		3		11,970	-
Paul Kelly	7	8	3		7,695	-
Bríd De Buitléar	5		3		7,695	-
Ciarán Roche	7			4	7,695	1,578
David Hughes	7	6			7,695	956
Deirdre McDonald	7			4	7,695	4,622
Fiona Kilcullen	7		3		-	-
Frank Kelly	6	8		3	7,695	-
Mary Coyne	7	7			7,695	3,072
Michelle Quinn	4		3	3	7,695	-
Padraig Somers	6			4	7,695	224
Terry O'Niadh	7				7,695	4,789
					88,920	15,241

Fiona Kilcullen did not receive Board fees under the One Person One Salary (OPOS) principle as she is a Department of Enterprise, Tourism and Employment official.

Key Personnel Changes

There were no key personnel changes during 2024.

Disclosures Required by the Code of Practice for the Governance of State Bodies (2016)

The Board is responsible for ensuring that the Health and Safety Authority has complied with the requirements of the Code of Practice for the Governance of State Bodies ("the Code"), as published by the Department of Public Expenditure and Reform in August 2016.

In 2024, the Chief Executive of the Authority, in the context of his role as a prescribed person under the Protected Disclosures Act 2014, received 25 protected disclosures from parties external to the Authority and relating to third parties.

No protected disclosures were received internally from staff of the Authority.

The following disclosures are required by the Code:

Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced 'business-as-usual' functions.

	2024 €	2023 €
Legal advice	54,047	51,983
Financial/actuarial advice	14,760	32,973
IT Consultancy	423,979	1,015,980
External communications	41,714	4,305
Occupational health consultancy	6,765	53,375
Strategy development	156,401	37,659
Human Resources	1,846	-
Total consultancy costs	699,512	1,196,275

Consultancy costs capitalised

	-	-
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	699,512	1,196,275
Total	699,512	1,196,275

Legal Costs and Settlements

The table below provides a breakdown of amounts recognised as expenditure in the reporting period in relation to legal costs, settlements and conciliation and arbitration proceedings relating to contracts with third parties. This does not include expenditure incurred in relation to general legal advice received by the Health and Safety Authority which is disclosed in Consultancy costs above.

	2024 €	2023 €
Legal fees - legal proceedings	49,314	61,507
Conciliation and arbitration payments	-	-
Settlements	-	-
Total	49,314	61,507

Included in these legal costs is an amount of €0 in relation to on-going matters involving other State agencies.

Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	2024 €	2023 €
Domestic		
Board	10,619	8,930
Employees	1,557,455	1,275,036
International		
Board	-	-
Employees	109,748	114,389
Total	1,677,822	1,398,355

Includes travel and subsistence of €10,619 paid directly to Board members in 2024 (2023: €8,930). There was €0 international travel and subsistence expenditure paid by the Health and Safety Authority on behalf of the Board members in 2024 (2023: €0).

Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	2024 €	2023 €
Staff hospitality	20,252	9,040
Client/other hospitality	935	1,168
Total	21,187	10,208

Statement of Compliance

The Board has adopted the Code of Practice for the Governance of State Bodies in 2016 and has put procedures in place to ensure compliance with the Code. The Health and Safety Authority was substantially in compliance with the Code of Practice for the Governance of State Bodies for 2024.

Statement on Internal Control

Scope of responsibility

On behalf of the Board of the Health and Safety Authority, I acknowledge our responsibility for ensuring that an effective system of internal control is maintained and operated. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

Purpose of the System of Internal Control

The system can only provide reasonable, and not absolute, assurance that the assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities either are prevented or would be detected in a timely period. The system of internal control, which accords with guidance issued by the Department of Public Expenditure and Reform has been in place in the Health and Safety Authority for the year ended 31 December 2024 and up to the date of approval of the financial statements.

The Authority has taken steps to ensure an appropriate control environment by:

- ▶ clearly defining management responsibilities and powers;
- ▶ establishing formal procedures for reporting significant control failures and ensuring appropriate corrective action;
- ▶ establishing a process to safeguard the assets of the Authority; and
- ▶ developing a culture of accountability across all levels of the organisation.

Capacity to Handle Risk

The Authority has established processes to identify and evaluate business risks by:

- ▶ identifying the nature, extent and financial implications of risks facing the Authority including the extent and categories which it regards as acceptable;
- ▶ assessing the likelihood of identified risks occurring;
- ▶ assessing the Authority's ability to manage and mitigate the risks that do occur;
- ▶ assessing the costs of operating particular controls relative to the benefit obtained; and
- ▶ working closely with Government and various agencies to ensure that there is a clear understanding of the Authority's goals and support for the strategies to achieve those goals.

Risk and Control Framework

The system of internal control is based on a framework of regular management information, administration procedures including segregation of duties, and a system of delegation and accountability. In particular, it includes:

- ▶ a comprehensive budgeting system with an annual budget, which is reviewed and agreed by the Board;
- ▶ regular reviews by the Board of periodic and annual reports, which indicate financial performance against forecasts;
- ▶ setting targets to measure financial and other performance;
- ▶ clearly defined purchasing and approval guidelines; and
- ▶ formal project management disciplines.

An active Audit, Risk and Finance Committee, which met eight times during the year, works closely with the Board on areas of risk that may impact on the Authority. The Board sets out the risk appetite for the Authority, ensures risk management processes are in place and details the roles and responsibilities of staff in relation to risk. A risk register, which identifies key risks of the Authority, evaluates the risks and ranks the risks in accordance with the likelihood and consequences for the Authority using an agreed scoring matrix. The Audit, Risk and Finance Committee and Board review the Risk Register at each meeting.

We can confirm that a control environment is in place for the following areas:

- ▶ Procedures for all key business processes have been documented.
- ▶ Financial responsibilities have been assigned at management level with corresponding accountability.
- ▶ There is an appropriate budgeting system with an annual budget which is kept under review by senior management.
- ▶ There are systems aimed at ensuring the security of the information and communication technology systems, to safeguard the assets.

The Authority has put in place an internal audit function, which operates in accordance with the principles set out in the Code of Practice for the Governance of State Bodies published in September 2016. A firm of independent internal auditors assist the Authority in implementing the internal audit plan approved by the Board. The work of internal audit is informed by analysis of the risk to which the Authority is exposed, and annual internal audit plans are based on this analysis. The analysis of risk and the internal audit plans are endorsed by the Audit, Risk and Finance Committee and approved by the Board of the Authority. At least annually, the Internal Auditor will provide the Authority with a report of internal audit activity. The report includes the Internal Auditor's opinion on the adequacy and effectiveness of the system of internal control.

The Authority's monitoring and review of the effectiveness of the system of internal control is informed by the work of the internal auditor, the Audit, Risk and Finance Committee which oversees the work of the internal auditor, the Executive within the Authority who has the responsibility for the development and maintenance of the financial control framework, and comments made by the Office of the Comptroller and Auditor General in management letters or other reports.

Procurement

I confirm that the Health and Safety Authority has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2024 the Health and Safety Authority substantially complied with those procedures.

Review of Effectiveness

The Statement on the system of Internal Control has been reviewed by the Board on the 31st March 2025 to ensure it accurately reflects the control system in operation during the reporting period.

To inform its review of the effectiveness of the system of internal control the Board considered annual reports from the Executive on risk management and safety management processes along with a suite of financial reports, and an annual report of compliance with the Code of Practice for the Governance of State Bodies. These reports were considered alongside an annual report of the Audit, Risk and Finance Committee and regular reports from the Internal Auditor. A review of internal financial controls was undertaken by the Internal Auditors in March 2025.

I confirm that the Board conducted an annual review of the effectiveness of internal controls in 2024. The Authority is reasonably assured that the systems of internal controls instituted and implemented in the Health and Safety Authority for the financial year end 31 December 2024 and up to the date of approval of the financial statements are effective.

Internal Control Issues

No weaknesses in internal control were identified in relation to 2024.

Statement of Income and Expenditure and Retained Revenue Reserves

for the year ended 31 December 2024

	Notes	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
Income			
Department of Enterprise, Tourism and Employment - Oireachtas Grant	2	31,864,977	27,999,054
Accreditation Income	3	3,569,274	3,371,175
COMAH Income	4	116,850	185,350
Other Income	5	444,851	501,472
Deferred retirement benefit funding	13	5,464,055	5,559,715
		41,460,007	37,616,766
Expenditure			
Salaries Costs	6	19,376,762	17,154,303
Retirement Benefit Costs	13	7,503,977	7,014,054
Operational Expenses	8	12,764,029	12,987,426
		39,644,768	37,155,783
Surplus/(Deficit) before appropriations		1,815,239	460,983
Transfer (to)/from Capital Account	12	(1,041,376)	(873,900)
Surplus/(Deficit) after appropriations		773,863	(412,917)
Balance Brought Forward at 1 January		1,205,244	1,618,161
Balance Carried Forward at 31 December		1,979,107	1,205,244

The Statement of Cash Flows and Notes form part of these Financial Statements.

Statement of Comprehensive Income

for the year ended 31 December 2024

		Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
(Deficit)/Surplus for the year		773,863	(412,917)
Experience gain/loss on retirement benefit obligations		3,424,000	(165,000)
Change in assumptions underlying the present value of retirement benefit obligations		(11,487,000)	5,408,000
Actuarial (gains)/losses in the year	13	(8,063,000)	5,243,000
Adjustment to deferred retirement benefit funding		8,063,000	(5,243,000)
Total (Deficit)/Surplus for the year		773,863	(412,917)

The Statement of Cash Flows and Notes form part of these Financial Statements.

Statement of Financial Position

for the year ended 31 December 2024

	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
Fixed Assets		
Property, plant & equipment	3,274,846	2,233,470
Current Assets		
Receivables	1,419,240	1,331,389
Cash and cash equivalents	1,705,609	1,606,684
	3,124,849	2,938,073
Current Liabilities (amounts due within one year)		
Payables	(1,145,742)	(1,732,829)
Net Current Assets	1,979,107	1,205,244
Total Assets Less Current Liabilities before Retirement Benefits	5,253,953	3,438,714
Deferred retirement benefit funding asset	121,248,592	123,847,537
Retirement benefit obligation	(121,248,592)	(123,847,537)
Total Net Assets	5,253,953	3,438,714
Representing		
Retained revenue reserves	1,979,107	1,205,244
Capital account	3,274,846	2,233,470
	5,253,953	3,438,714

The Statement of Cash Flows and Notes form part of these Financial Statements.

Statement of Cash Flows

for the year ended 31 December 2024

	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
Net Cash Flows from Operating Activities		
Operating surplus/(deficit) for year	773,863	(412,917)
Depreciation	555,454	376,415
Transfer (from)/to Capital reserve	1,041,376	873,900
(Decrease)/Increase in payables	(587,087)	697,077
(Increase)/Decrease in receivables	(87,851)	(215,457)
Net cash inflow from operating activities	1,695,755	1,319,018
Cash Flows from Investing Activities		
Net Cash Flows from Financing Activities	1,695,755	1,319,018
Payments to acquire property, plant and equipment	(1,596,830)	(1,250,315)
Net Increase in Cash and Cash Equivalents	98,925	68,703
Cash and Cash Equivalents at 31 December 2023	1,606,684	1,537,981
Cash and Cash Equivalents at 31 December 2024	1,705,609	1,606,684

The Notes form part of these Financial Statements.

Notes

(forming part of the financial statements)

1. ACCOUNTING POLICIES

The basis of accounting and significant accounting policies adopted by the Health and Safety Authority are set out below. They have been applied consistently throughout the year and preceding year.

a) General Information

The Health and Safety Authority was established under the Safety, Health and Welfare at Work Act, 1989 (this Act was replaced by the Safety, Health and Welfare at Work Act, 2005). Additional functions have been conferred on the Authority since then under the Chemicals Acts 2008 and 2010, and other legislation. The Authority's Head Office is at The Metropolitan Building, James Joyce Street, Dublin 1 D01 K0Y8.

The Authority's primary objectives are set out in Section 34 of the 2005 Act. The Health and Safety Authority (HSA) has overall responsibility for the administration and enforcement of health and safety at work in Ireland. The Authority monitors compliance with legislation at the workplace and can take enforcement action (up to and including prosecutions). The Authority is the national centre for information and advice to employers, employees and self-employed on all aspects of workplace health and safety. The Authority also promotes education, training and research in the field of health and safety. There are a wide range of activities that fall under the Authority's remit including:

- ▶ To regulate the safety, health and welfare of people at work and those affected by work activities.
- ▶ To promote 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 act as a surveillance authority in relation to relevant single European market legislation.
- ▶ To act as the national accreditation body for Ireland.

The Irish National Accreditation Board (INAB) is the national body with responsibility for accreditation in accordance with the relevant International Organisation for Standardisation (ISO) 17000 series of standards. It is Ireland's national body within a European network of accreditation bodies. INAB assesses certification bodies, laboratories and inspection bodies for conformity against internationally harmonised standards providing assurance that these bodies demonstrate competence and performance capability in carrying out their work.

INAB was established as a Committee of Forfás under Section 10 of the Industrial Development Act, 1993 as amended by Section 46 of the Industrial Development (Enterprise Ireland) Act, 1998.

Under the Industrial Development (Forfás Dissolution) Act 2014 INAB was transferred as a Committee of the Health and Safety Authority, with the transfer of all INAB functions and staff to the Authority.

The Authority is the body legally responsible for accreditation. This responsibility is delegated to the Committee (referred to in the 2014 legislation as the Accreditation Board). The Accreditation Board members are appointed by the Board of the Authority and the staff assigned to INAB to carry out day to day functions, are employees of the Authority.

The Authority is a Public Benefit Entity (PBE).

b) Statement of Compliance

The financial statements of the Health and Safety Authority for the year ended 31 December 2024 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC).

Notes

(forming part of the financial statements) *continued*

c) **Basis of Preparation**

The financial statements have been prepared under the historical cost convention, except for certain assets and liabilities that are measured at fair values as explained in the accounting policies below. The financial statements are in the form approved by the Minister for Enterprise, Tourism and Employment with the concurrence of the Minister for Public Expenditure, NDP Delivery and Reform under the Safety, Health and Welfare at Work Act 2005. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Authority's financial statements.

d) **Revenue**

Oireachtas Grants

Revenue is generally recognised on an accruals basis; one exception to this is in the case of Oireachtas Grants, which are recognised on a cash receipts basis. Oireachtas grants shown in the Statement of Income and Expenditure and Retained Revenue Reserves Account reflect the amounts received from the Department of Enterprise, Tourism and Employment (DETE) in respect of the year.

INAB Income

Income for the Irish National Accreditation Board (INAB) represents income invoiced during the year.

COMAH Income

Income from recoverable costs invoiced during the year for performing inspections and investigations under the Chemicals Act Regulations 2015.

Other Income

All other income is recorded in the period to which it relates within the Statement of Income and Expenditure and Retained Revenue Reserves.

e) **Property, Plant and Equipment**

Property, plant and equipment are stated at cost less accumulated depreciation, adjusted for any provision for impairment. Depreciation is provided on all property, plant and equipment, at rates estimated to write off the cost less the estimated residual value of each asset on a straight-line basis over their estimated useful lives, as follows:

Office furniture & equipment	20%	Straight Line
Computer equipment	33.33%	Straight Line
Scientific equipment	20%	Straight Line
Fixtures and fittings	10%	Straight Line
Software Development	10%	Straight Line

The Authority operates a capitalisation threshold policy of €1,000.

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of an age and in the condition expected at the end of its useful life.

If there is objective evidence of impairment of the value of an asset, an impairment loss is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves in the year.

Extracts from the Notes

(forming part of the financial statements) *continued*

f) Capital Account

The Capital Account comprise the unamortised value of capital grants used to fund fixed assets.

g) Foreign Currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rates ruling at the Statement of Financial Position date. Revenues and costs are translated at the exchange rates ruling at the dates of the underlying transactions.

Profits and losses arising from foreign currency translations and on settlement of amounts receivable and payable are dealt with in the Statement of Income and Expenditure and Retained Revenue Reserves.

h) Receivables

Receivables are recognised at fair value, less a provision for doubtful debts. The provision for doubtful debts is a specific provision and is established when there is objective evidence that the Health and Safety Authority will not be able to collect all amounts owed to it. All movements in the provision for doubtful debts are recognised in the Statement of Income and Expenditure and Retained Revenue Reserves.

i) Operating Leases

Rental expenditure under operating leases is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves over the life of the lease. Expenditure is recognised on a straight-line basis over the lease period, except where there are rental increases linked to the expected rate of inflation, in which case these increases are recognised when incurred. Any lease incentives received are recognised over the life of the lease.

j) Employee Benefits

Short-term Benefits

Short-term benefits such as holiday pay are recognised as an expense in the year, and benefits that are accrued at year-end are included in the Payables figure in the Statement of Financial Position.

Retirement Benefits

The Health and Safety Authority previously established its own defined benefit pension scheme, funded annually on a pay-as-you-go basis from monies provided by the Department of Enterprise, Tourism and Employment (DETE) and from contributions deducted from staff and members' salaries. The Authority also operates the Single Public Services Pension Scheme ("Single Scheme"), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme members' contributions are paid over to the Department of Public Expenditure and Reform (DPER).

Pension costs reflect pension benefits earned by employees and are shown net of staff pension contributions which are remitted to the DETE and DPER. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable and offset by grants received in the year to discharge pension payments.

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive Income, and a corresponding adjustment is recognised in the amount recoverable from the DETE.

The financial statements reflect, at fair value, the assets and liabilities arising from the Authority's pension obligations and any related funding and recognises the costs of providing pension benefits in the accounting periods in which they are earned by employees. Retirement benefit scheme liabilities are measured on an actuarial basis using the projected unit credit method.

k) Provisions

Provisions are recognised when the Authority has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably.

Extracts from the Notes

(forming part of the financial statements) *continued*

l) Contingencies

Contingent liabilities arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the Authority's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

m) Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

Impairment of Property, Plant and Equipment

Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash generating units). Non-financial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Depreciation and Residual Values

The Directors have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings and have concluded that asset lives and residual values are appropriate.

Provisions

The Health and Safety Authority makes provisions for legal and constructive obligations, which it knows to be outstanding at the period end date. These provisions are generally made based on historical or other pertinent information, adjusted for recent trends where relevant. However, they are estimates of the financial costs of events that may not occur for some years. As a result of this and the level of uncertainty attaching to the final outcomes, the actual out-turn may differ significantly from that estimated.

Retirement Benefit Obligation

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in future compensation levels, mortality rates and healthcare cost trend rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post-retirement plans.

The assumptions can be affected by:

- (i) the discount rate, changes in the rate of return on high-quality corporate bonds;
- (ii) future compensation levels, future labour market conditions; and
- (iii) health care cost trend rates, the rate of medical cost inflation in the relevant regions.

Extracts from the Notes

(forming part of the financial statements) *continued*

2. OIREACHTAS GRANTS

	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
D/ETE - Vote 32 - Subhead C5	32,785,000	28,909,000
Employee Pension Contributions remitted to D/ETE	(572,083)	(646,408)
Single Scheme Contributions remitted to D/PER	(347,940)	(263,538)
	31,864,977	27,999,054

Following discussions with the Department a new arrangement was put in place effective from 1st January 2021 whereby the Authority now receives additional funding as a discrete line item in our Exchequer Grant allocation each year in respect of lump sum payments and remits all the employee superannuation contributions to the Department each month.

3. ACCREDITATION INCOME

	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
Accreditation income	3,569,274	3,371,175

Following the dissolution of Forfás in 2014, the Irish National Accreditation Board (INAB) transferred to the Health and Safety Authority. INAB is responsible for accreditation activities and invoice clients for work undertaken.

4. COMAH INCOME

	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
COMAH income	116,850	185,350

In 2016 the Authority introduced a fee schedule for various inspection and investigation activities under the Chemicals Act (Control of Major Accident Hazards Involving Dangerous Substances) Regulations 2015.

Extracts from the Notes

(forming part of the financial statements) *continued*

5. OTHER INCOME

	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
Driver Training Course Income	34,737	50,000
ADR Fines ¹	5,600	9,300
ECHA Income ²	-	10,930
Miscellaneous (Seminars, Legal, Witness Expenses, EU Commission)	74,514	103,964
Farm Safety Income ³	330,000	331,521
	444,851	501,472

1 ADR fines income relates to fines issued by inspectors for the breaching of legislation in relation to the carrying of dangerous goods.

2 ECHA Income relates to the engagement of the Authority's inspectors to carry out work for the European Chemicals Agency.

3 Funds received from the Department of Agriculture, Food and the Marine in respect of farm safety activities.

6. SALARY COSTS

	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
Staff short-term benefits	17,590,052	15,614,889
Employer PRSI	1,786,810	1,539,414
Total Salary Costs	19,376,762	17,154,303

Staff Short-Term Benefits

Basic Pay	17,537,485	15,539,502
Overtime	32,932	31,078
Allowances	19,635	44,309
Other compensation costs	-	-
	17,590,052	15,614,889

The Authority can confirm that there was no termination payment paid during the year 2024.

Extracts from the Notes

(forming part of the financial statements) *continued*

6. SALARY COSTS *(continued)*

Staff Numbers

	Year Ended 31 December 2024	Year Ended 31 December 2023
Actual Staffing Levels at year end – Professional/technical	174	156.3
Actual Staffing Levels at year end – Administration	101	99.6
	275	255.9

€653,044 (2023: €597,539) of pension levy has been deducted from staff and paid over to the Department of Enterprise, Tourism and Employment.

	Year Ended 31 December 2024 €	Year Ended 31 December 2023 €
CEO and Interim CEO Remuneration		
CEO Remuneration Gross Pay	169,769	93,619
Interim CEO Remuneration Gross Pay	-	73,193

CEO and Interim CEO Travel & Subsistence

CEO Travel Costs	1,208	1,549
Interim CEO Travel Costs	-	4,219

The CEO received a salary of €169,769 and expenses to the value of €1,208 in 2024. The CEO was appointed on the 29th of May 2023.

The CEO did not receive any bonus or perquisites in the year.

The CEO retirement benefit entitlements are in line with standard entitlements in the model public sector defined benefit superannuation scheme.

Employee Benefits Breakdown

Range of total employee benefits	Number of Employees	
From To	2024	2023
€60,000 - €69,999	42	42
€70,000 - €79,999	51	40
€80,000 - €89,999	34	26
€90,000 - €99,999	10	17
€100,000 - €109,999	7	5
€110,000 - €119,999	7	3
€120,000 - €129,999	1	4
€130,000 - €139,999	4	0
€140,000 - €149,999	0	1
€150,000 - €159,999	0	0
€160,000 - €169,999	1	0
Total	157	138

Note: For the purposes of this disclosure, short-term employee benefits in relation to services rendered during the reporting period include salary, overtime allowances and other payments made on behalf of the employee but exclude employer's PRSI.

Extracts from the Notes

(forming part of the financial statements) *continued*

7. MEMBERS' FEES AND EXPENSES

Board Member	2024 Fees €	2024 Expenses €	2023 Fees €	2023 Expenses €
Patricia Byron (Chairperson)	11,970	-	5,985	133
Paul Kelly (Deputy Chairperson)	7,695	-	7,695	-
Bríd De Buitléar	7,695	-	7,695	-
Ciarán Roche	7,695	1,578	7,695	953
David Hughes	7,695	956	7,695	375
Deirdre McDonald	7,695	4,622	7,695	3,069
Fiona Kilcullen	-	-	-	-
Frank Kelly	7,695	-	7,695	-
Mary Coyne	7,695	3,072	7,695	2,110
Michelle Quinn	7,695	-	7,695	-
Padraig Somers	7,695	224	7,695	314
Terry O'Niadh	7,695	4,789	3,848	1,976
	88,920	15,241	79,088	8,930

Extracts from the Notes

(forming part of the financial statements) *continued*

8. OPERATIONAL EXPENSES

	Total 2024 €	Total 2023 €
Accommodation	1,760,648	1,975,127
Communications costs	312,420	243,884
Travel and subsistence – national	1,568,074	1,283,966
Travel and subsistence – international	109,748	114,389
Publications and marketing	1,023,097	1,147,896
Legal services	103,361	113,490
Research	73	1,531
Financial services	530,307	558,315
Pensions and human resources	47,580	43,787
Other consultancy	1,398,192	958,747
Accreditation – external assessor costs	1,578,504	1,260,939
Business process review	1,187,982	1,319,773
Staffing costs	589,245	816,489
General equipment supplies	187,223	195,232
Investment in learning	510,225	407,734
Technology costs	897,584	1,821,746
Depreciation	555,454	376,415
Internal audit fees	38,888	31,953
External audit fees	22,500	21,200
Members' fees	89,525	84,381
Other	243,620	210,432
Bad Debts	9,779	-
	12,764,029	12,987,426

Included in operational expenses is a charge of €21,187 (2023: €10,208) in respect of amounts paid by the Authority for staff/other hospitality.



Appendix 3:

Inspections, Investigations and Prosecutions

Table 3.1 Number of workplace inspections and investigations 2015–2024

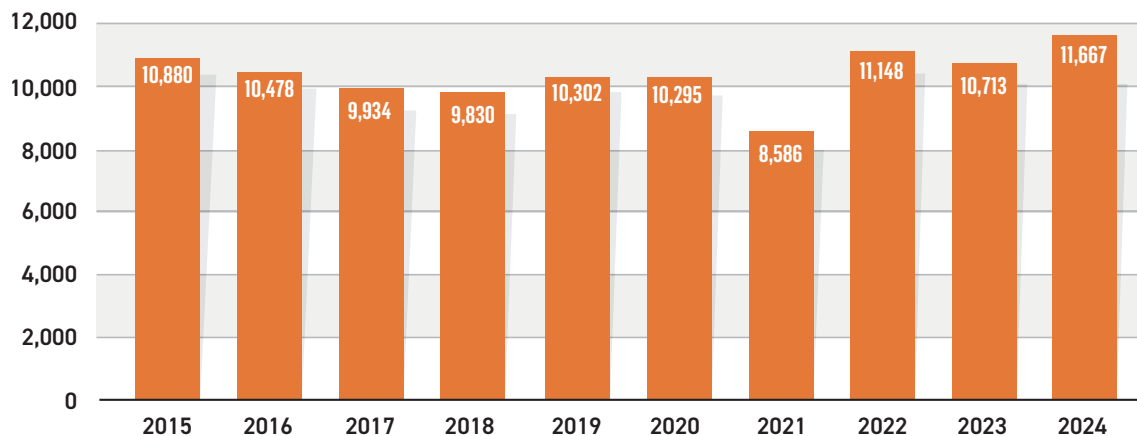


Table 3.2 Number of workplace inspections by economic sector, 2024

Economic sector	Inspections
Agriculture, forestry and fishing	1,480
Mining and quarrying	370
Manufacturing	1,531
Electricity, gas, steam and air conditioning supply	328
Water supply, sewerage, waste management and remediation activities	499
Construction	2,579
Wholesale and retail trade, repair of motor vehicles and motorcycles	1,353
Transportation and storage	701
Accommodation and food service activities	528
Information and communication	81
Financial and insurance activities	14
Real estate activities	22
Professional, scientific and technical activities	93
Administrative and support service activities	270
Public administration and defence, compulsory social security	304
Education	240
Human health and social work activities	738
Arts, entertainment and recreation	244
Other sectors	148
Total	11,523

Table 3.3 Number of workplace investigations (OSH and chemicals) 2024

OSH and chemical investigation programme 2024	
Investigation of accidents/dangerous occurrences	135
Other	9
Total	144

Table 3.4 Outcome of prosecutions completed in 2024

Type of proceedings	Total heard	Dismissal	Under appeal	Suspended sentence	Custodial sentence	Community service	Probation Act	Compensation Order	Fines
On indictment	9	0	0	0	0	0	2	0	€1,437,000
Summarily	2	0	0	0	0	0	0	0	€3,000
Total	11	0	0	0	0	0	2	0	€1,440,000

Table 3.5 Details of prosecutions completed in 2024 (excluding dismissed cases)

Prosecutions on indictment

Prosecution of an individual

On 16 January 2024, this case was heard in Kilmallock District Court. The accused pleaded guilty to one charge. On 13 December 2022 at Bruree, County Limerick, the accused, being a Director of the client within the meaning of the Safety, Health and Welfare at Work (Construction) Regulations 2013, which client failed to appoint in writing a competent Project Supervisor for the Construction Stage for the construction of an extension to an agricultural shed on a farm.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 6(1)(b) contrary to Section 77(2)(c) contrary to Section 80(1)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	€2,500

Loftus Heritage Limited

On 25 March 2024, this case was heard in Wexford District Court. The accused pleaded guilty to three charges. On 6 January 2023 at The Village Inn, Main Street, Campile, Co Wexford, the accused, an employer, failed to manage and conduct its work activities in such a way as to ensure, so far as was reasonably practicable, that persons at the place of work (not being its employees) were not exposed to risks to their safety, health and welfare. Specifically, Loftus Heritage Limited failed to implement appropriate control measures for working from height, failed to utilise an access platform underneath of the place of work, failed to install suitable edge protection at the place of work, failed to utilise personal fall protection equipment, failed to install safety netting and permitted an unauthorised person to access the roof of the place of work whereupon he suffered personal injuries and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 12 contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€500
Section 12 contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Taken into consideration	
Regulation 6(1)(b) contrary to Section 77(2)(c)	Taken into consideration	Taken into consideration	

Prosecutions on indictment

McGrath Industrial Waste Limited

On 8 February 2024, this case was heard in Sligo Circuit Court. The accused pleaded guilty to two charges. On 11 December 2018 at Castle Burn Housing Estate, the accused, being an employer, failed to ensure, so far as was reasonably practicable, the safety, health and welfare at work of its employees in regard to the operation of an RCV for the collection of refuse wheelie bins by employees in relation to a place of work under its control, which said vehicle was defective and unsafe. The said vehicle was unsafe in that the footboard sensors were not functioning in that they were positioned incorrectly and not directed at operatives standing on the footboards, the wiring to the near-side sensor was altered so that there was no power supply to the near-side sensor which could activate the sensor safety systems, the safe speed limiting system had been overridden and the rear safety barriers that prevent an operator from entering the lift unsafe zone at the rear of the vehicle were absent. Furthermore, an employee was permitted to work on the said vehicle.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 8(1) and 8(2)(a) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€13,500
Section 8(1) and 8(2)(e) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€13,500

**Shannon Valley
Plant Hire
Limited**

On 19 March 2024, this case was finalised at Dublin Circuit Criminal Court. The accused pleaded guilty to one charge. On 28 October 2021 at Behan's Quarry, Rathcoole, Co Dublin, the accused, being a person in control of a non-domestic place of work, failed to ensure that said place of work was safe and without risk to health in that there was no adequate lighting in place for working outside daylight hours, there was no traffic marshal in place during the refuelling process, there was no proper segregation of people and plant and machinery, and there was a failure to switch off plant and machine during the process of refuelling, and as a consequence a person suffered personal injury and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 15(3) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€600,000

**L. Behan
Aggregates
and Recycling
Limited**

On 19 March 2024, this case was finalised at Dublin Circuit Criminal Court. The accused pleaded guilty to one charge. On 28 October 2021 at Behan's Quarry, Rathcoole, Co Dublin, the accused, being the operator of the quarry, failed to ensure that suitable instructions and operating procedures were in place in the quarry for the safe use of work equipment, in particular the refuelling of plant and machinery at work in the said quarry outside of daylight hours.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 14(a) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Quarries) Regulations 2008 Safety, Health and Welfare at Work Act 2005	Guilty plea	€50,000

**Esker Readymix
Unlimited
Company**

On 20 March 2024, this case was finalised at Galway Circuit Court. The accused pleaded guilty to one charge. On 16 September 2020 at a place of work at Esker, Athenry, Co Galway, the accused, an employer, failed to ensure that appropriate traffic rules were drawn up and followed when work equipment, namely a Volvo L150F loading shovel, was moving around at the said place of work in circumstances where the said loading shovel and pedestrians were moving around in the same work area.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 41(a) contrary to section 77 (2)(c)	Safety, Health and Welfare at Work (General Application) Regulations 2007 Safety, Health and Welfare at Work Act 2005	Guilty plea	€110,000

**Padraig Thornton
Waste Disposal
Limited**

On 8 April 2024, this case was finalised at Dublin Circuit Criminal Court. The accused pleaded guilty to two charges. On 19 March 2020 at Dun An Oir Estate, Old Bawn, Tallaght, Dublin 24, the accused, being an employer, failed to ensure, so far as was reasonably practicable, the safety, health and welfare at work of its employees in regard to the operation of an RCV for the collection of refuse wheelie bins by employees in relation to a place of work. The said RCV 07 D 90418 was defective and unsafe, specifically that the near-side footboard and the off-side footboard were damaged, the footboard sensor system was not functioning because it had been altered to frustrate the function of the proximity sensor switch, the off-side proximity sensor switch was not working and the two Perspex windows which were fitted in the side panels of the bin lifter at the rear of the refuse collection vehicle were missing. The accused also failed to maintain the refuse collection vehicle in such a way as to reduce risks to the users of the work equipment and to other persons at work.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 8(1) and Section 8(2)(a) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€60,000
Regulation 31(c) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (General Application) Regulations 2007 Safety, Health and Welfare at Work Act 2005	Taken into consideration	

**Stuart & Lyndon
Smith Limited**

On 25 April 2024, this case was finalised at Cork Circuit Criminal Court. The accused pleaded guilty to two charges. On 26 June 2021 at Rathnaroohy, Innishannon, Co Cork, the accused, being an employer, failed to safely manage the work being carried out by individuals at the place of work (not being its employees), in that the accused failed to ensure that an auger guard of a CanAGRO auger conveyor system remained in place during operation and as a consequence a non-employee suffered personal injury.

CONTRAVENTION	LEGISLATION	VERDICT	PENALTY
Section 12 contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€65,000
Section 12 contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Taken into consideration	

Prosecution of an individual

On 8 May 2024, this case was finalised in Naas Circuit Court. The accused pleaded guilty to one charge. On 25 March 2019 at Barrowford, Monasterevin Road, Athy, Co Kildare, the accused being a person who had control of a non-domestic place of work, failed to ensure that the said place of work was safe and without risk to health. The accused failed to ensure that the work at height platform system made available – comprising of a forklift truck, improvised scaffolding towers and ladders – was a safe place of work and in particular the work at height platform was deficient in that it did not have sufficient edge protection, and the wooden handrail on the top platform of the system was defective and broke. As a consequence a person fell and sustained serious personal injuries and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 15(1) and (3) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€125,000
Section 14(b) contrary to Section 77(2)(b)	Safety, Health and Welfare at Work Act 2005	Taken into consideration	
Regulation 6(1)(a) and 6(3)(a) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Taken into consideration	
Regulation 6(1)(b) and 6(3)(b) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Taken into consideration	

Prosecution of an individual

On 8 May 2024, this case was finalised in Naas Circuit Court. The accused pleaded guilty to one charge. On 25 March 2019 at Barrowford, Monasterevin Road, Co Kildare, the accused, being an employer, failed to identify a hazard at the said place of work – in particular the hazards associated with work at height and access and egress from work at height – failed to assess the risks presented by that hazard and failed to possess a written statement of the said risks for the safety, health and welfare of employees.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 19(1) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€50,000
Section 12 contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Taken into consideration	
Section 12 contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Taken into consideration	

Nitrofert Limited On 13 May 2024, this case was heard in Wexford Circuit Court. The accused pleaded guilty to six charges. On or around 11 October 2019 at Raheen, New Ross, Co Kilkenny, the accused, being an employer, failed to ensure that, in the course of the work being carried out, individuals at the place of work, not being its employees, were not exposed to risks to their safety, health or welfare, specifically in that moving parts of machinery within the bagging and palletising plant of the said premises, where an individual was working, were not equipped with adequate guards or protection devices to prevent access to danger zones or to halt movement of dangerous parts before the danger zones were reached, and as a consequence a person suffered personal injuries and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 12 contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€200,000
Section 15(3) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€150,000
Section 12 contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Taken into consideration	
Section 12 contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Taken into consideration	
Section 15(3) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Taken into consideration	
Regulation 33(e) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (General Application) Regulations 2007 Safety, Health and Welfare at Work Act 2005	Taken into consideration	

Appendix 4:

EU and international representation 2024

As competent authority (CA) and national lead on OSH, chemicals and market surveillance legislation, the HSA actively participated in a number of EU and international committees and expert working groups during 2024. As the CA for Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and Classification, Labelling and Packaging (CLP) of substances and mixtures, the HSA participated in a range of EU CA/Designated National Authority (DNA) meetings. INAB also participated in and represented Ireland at both European and international meetings.

The HSA communicated the Irish position to influence an outcome that either benefits Ireland or does not put Ireland at a disadvantage. The HSA also provided technical, scientific and policy inputs at EU and international levels, as requested by the Minister and the Department of Enterprise, Tourism and Employment (DETE).

The list provided below is a non-exhaustive list of the main meetings the HSA attended in 2024.

European and international committees – OSH	Number of meetings/ events attended
Advisory Committee on Safety and Health at Work (ACSH) (including Government Interest Group)	2
ACSH Working Party on Workplaces	3
ACSH Working Party on Display Screen Equipment	3
EU-OSHA Management Board	2
Senior Labour Inspectors Committee (SLIC)	2
SLIC Working Group General Enforcement Activities	2
SLIC Working Group Chemicals	8
SLIC Working Group Biological	3
SLIC Divex	2
Total	27

European and international committees – Chemicals	Number of meetings/ events attended
Chemicals Strategy for Sustainability	1
Article 133 REACH Committee	7
CA and subgroups on REACH and CLP Regulations	4
European Chemicals Agency (ECHA) Management Board	6
ECHA Committee for Risk Assessment (RAC)	12
ECHA Committee for Socio-Economic Analysis (SEAC)	4
ECHA Member State Committee (MSC)	8
ECHA Forum for Exchange of Information on Enforcement of REACH, CLP and Rotterdam Regulation	12
ECHA Endocrine Disruptor Expert Group	1
ECHA PBT Expert Group	2
ECHA HelpNet Steering Group for Member State Helpdesks	9
ECHA Risk Management and Evaluation (RIME+) (Chemical)	4
ECHA REACH Exposure Expert Group	2
European Commission (EC) Expert Working Group on 'One substance, one assessment'	2
EU Seveso Committee of Competent Authorities	3
EC Expert Group on the Control of Major Accident Hazards involving Dangerous Substances ('Seveso Expert Group')	1
Organisation for the Prohibition of Chemical Weapons	1
EU Committee on the Transport of Dangerous Goods	1
EU Expert Group on the Transport of Dangerous Goods	4
Technical Working Group on Seveso Inspections (TWG 2)	1
UN Joint Meeting	1
Informal Working Group on the Transport of Hazardous Waste (Joint Meeting RID/ADR/ADN)	2
Informal Working Group on Electric Vehicles and Environment (UN WP 15)	3
OECD National Co-ordination Group	2
Total	93

European and international committees – industrial products and market surveillance	Number of meetings/ events attended
EU Transportable Pressure Equipment Directive Administrative Co-operation Group	2
EU Machinery Directive Advisory Committee	2
EU Pressure Equipment Directive Advisory Committee	1
EU Lifts Directive Advisory Committee	1
EU Lifts Directive Expert Group	2
EU Personal Protective Equipment (PPE) Directive Advisory Committee	1
EU PPE Expert Group	2
EU ATEX (equipment for potentially explosive atmospheres) Directive Advisory Committee	2
Gas Appliances Regulation Advisory Committee	2
EU Machinery Directive Working Group	2
International Working Group on Transport of Hazardous Waste	2
Agricultural Machinery Task Group	2
EU Industrial Products Joint Actions (Circular saws/Scissor lifts)	4
Total	25

European and international committees – Accreditation	Number of meetings/ events attended
European co-operation for Accreditation (EA) Technical and Policy Committees and working groups [Laboratory, Inspection, Harmonisation, Certification, Multi-lateral Agreement, General Assembly]	19
International Laboratory Accreditation Cooperation Technical and Policy Committees and working groups [Laboratory, Inspection, General Assembly]	10
International Accreditation Forum Technical and Policy Committees and working groups [Certification, General Assembly]	9
EC and OECD Committees and working groups on Good Laboratory Practice (GLP)	3
EU and EC meetings on legislation affecting accreditation	2
Total	43

Appendix 5:

Codes of Practice and guidance documents finalised in 2024

Codes of Practice

2024 Code of Practice updated National Standards Authority of Ireland (NSAI) Irish Standard 820:2019 non-domestic gas installations.

2024 Code of Practice for the Safety, Health and Welfare at Work (Chemical Agents) Regulations (2001-2021) and the Safety, Health and Welfare at Work (Carcinogens, Mutagens and Reprotoxic Substances) Regulations (2024).

Guidance

Occupational Safety and Health

Sound Matters: Occupational Noise

A practical guide to managing noise exposure at work. It is written for employers and employees to raise awareness and control the risk of workplace noise.

Farm Safety during Lambing

While the risk of physical injury from sheep may be lower than it is from other livestock, sheep may pose risks in relation to musculoskeletal disorders and contracting zoonotic diseases (document also published in Irish).

Farm Safety during Calving

Don't let what should be a happy event for both farmer and cow (heifer) turn into a fatal incident (document also published in Irish).

Vulnerable Workers Information Sheet

The purpose of this information sheet is to raise awareness around vulnerable workers, as well as employer responsibilities with regard to protecting vulnerable workers.

Guidance on Managing Fatigue with Farm Work: Does fatigue matter for health and safety?

The aim of this guidance is to help you make informed choices in the management of farm work and fatigue to reduce safety and health risks (document also published in Irish).

Guidance on Managing the Risk of Work-Related Violence and Aggression

The purpose of this guidance document is to provide information and guidance on managing the risks associated with work-related violence and aggression.

Why a Health and Safety Inspector Calls to your Workplace

This guidance document explains to you what to expect when an HSA inspector calls to your workplace to carry out an inspection or an investigation. It also explains what we do with the personal data we are required to collect during our workplace inspections and investigations.

Reporting Workplace Accidents and Dangerous Occurrences

This information sheet is for employers, employees and the self-employed. It provides key requirements for reporting workplace accidents and dangerous occurrences to the HSA (document also published in Irish).

Occupational Safety and Health Guidance on Vulnerable Workers in the Workplace

The purpose of this guidance document is to raise awareness around the identification of vulnerable workers in the workplace, and their OSH needs (document also published in Irish).

Guidance on Managing the Risk of Lone Working in the Health and Social Care Sector

This guidance document considers any employee working alone in the health and social care sector who can be described as a lone worker. It provides advice on how to ensure a safe and healthy working environment for health and social care lone workers in the health and social care sector (document also published in Irish).

Guidelines on First-Aid at Places of Work

This guidance document is designed to assist employers, employees, safety representatives and others to understand the requirements set out in Chapter 2 of Part 7 of the Safety, Health and Welfare at Work (General Application) Regulations 2007 (S.I. No. 299/2007) First-aid (document also published in Irish).

RCV Inspection Campaign 2024 – Findings

In July 2024, the HSA conducted a focused inspection campaign on Refuse Collection Vehicles (RCVs). Twenty-five different RCV operators were inspected. The inspection campaign targeted the provision and wearing of high visibility clothing, driver blind spots and compliance of man-riding footboards with the Irish Standard I.S. EN1501-1:2021.

Chemicals and market surveillance

Chemicals in Further Education and Training (FET)

This information sheet is written for FET staff and students to raise awareness about the safe management of chemical hazards and to enable students/apprentices to recognise hazards and protect themselves during their training and future careers.

Use chemicals safely in schools

This information sheet is written for primary and post-primary school staff and post-primary school students to raise awareness of the safe use and management of chemicals in schools.

Use Chemicals Safely on the Farm

Chemicals such as fertilisers, detergents, oils, disinfectants and plant protection products can play an important role in everyday life on the farm. However, if these chemicals are not used safely, then you could be at risk.

Use Chemicals Safely on Construction Sites

Chemical products such as sealants, adhesives, glues, epoxy resins, solvent-based paints, isocyanate-based foams/paints, mineral oil and cement-based products are used every day on construction sites.

Chemical Importers Information Sheet

Under EU Chemical regulations, companies that import chemical products from outside the EU have several obligations to fulfil before they can access the EU market. The key responsibilities of EU importers of substances, mixtures and/or articles under the REACH Regulation, CLP Regulation and Regulation (EC) 649/2012 (Prior Informed Consent (PIC) Regulation), for which the HSA is the relevant CA in Ireland, are outlined here.

Appendix 6:

2024 Annual Report to the Minister on the Operation of the Chemicals Acts 2008 and 2010

The Health and Safety Authority (herein referred to as 'the Authority') was appointed as the principal national authority under the Chemicals Act 2008 as amended (herein referred to as 'the Act'). The Act provides for the national administration and enforcement of the REACH, Detergents, Prior Informed Consent (PIC) and CLP Regulations. As of 1 June 2015, the Control of Major Accident Hazards involving Dangerous Substances COMAH (SEVESO III) Regulations also come within the ambit of the Act but are not subject to this annual report. Five national authorities have administration and/or enforcement obligations under the Act, namely the Minister for Agriculture, Food and the Marine; the Environmental Protection Agency (EPA); Beaumont Hospital Board; the Customs Division of the Revenue Commissioners; and the INAB.

Section 8(4) of the Act requires a national authority (other than the Authority) to a) make adequate arrangements for the performance of its functions under the relevant statutory provisions; b) keep appropriate records; and c) furnish a report to the Authority within two months after the end of each year. Such a report is to include information as may be required and requested by the Authority. In fulfilment of its statutory duties under the Act, the Authority requested each national authority named above to report on its activities during 2024 under the Act. Details for each national authority are as follows.

1. The Irish National Accreditation Board

The INAB – the statutory GLP Compliance Monitoring Authority – acts as the national CA for the purposes of Articles 8(2) and (3) of the Detergents Regulation only. There are no GLP facilities in the INAB monitoring programme carrying out work in relation to the Detergents Regulation and no laboratories accredited to ISO 17025. The INAB attended one OECD GLP meeting relating to EFSA Pharma in February.

2. Beaumont Hospital Board

Beaumont Hospital Board is the appointed body responsible for receiving information relating to emergency health response, as per Article 45 of the CLP Regulation, and for receiving ingredient data sheets as required under Article 9(3) of the Detergents Regulation. The Beaumont Hospital Board has designated the National Poisons Information Centre (NPIC) to perform these functions.

The number of resources available during 2024 were as follows: 0.9 full-time equivalent (FTE) Administrative Officer and approximately 0.7 FTE Poison Information Officer/Manager. While there are no dedicated NPIC staff to work full time on the responsibilities under the CLP Regulation and the Detergents Regulation, the NPIC has six Poisons Information Officers, and all are involved in providing information to meet medical demand in the event of an emergency. The Clinical Director provides additional advice for serious or complex cases. There is one Administrative Officer in the NPIC who spends most of their time dealing with queries from industry. One Poisons Information Officer assists with queries, and two staff audit a larger proportion of submissions. NPIC staff do not work exclusively on activities related to the Chemicals Act, and priority must be given to the management and operation of the telephone poisons information service. The NPIC has not been given any extra staff for Chemicals Act activities.

Annex VIII entered into force for hazardous chemical mixtures for industrial use on 1 January 2024, and consequently the NPIC no longer accepts any mixture notifications directly. All notifications of chemical mixtures must now be submitted via the ECHA Poison Centre Notifications (PCN) portal. It is of concern that 57.6% of the notifications successfully submitted via the PCN portal in 2024 had warnings, but the NPIC doesn't have sufficient resources to review all of these or follow up with the submitters in order to improve the information on the database.

NPIC staff received an increased number of queries from industry, mostly about the procedure to notify of hazardous mixtures or about using the NPIC telephone number on safety data sheets (SDS). The number

of such queries rose again in 2024 to 1,113, a 16.8% increase compared to 2023. A number of companies continued to send their SDS to the NPIC, and these were uploaded to the data migration service.

During 2024, the NPIC Administrative Officer engaged with 47 companies (147 emails) regarding emergency enquiries where the product had not been notified to the NPIC or the information on the ECHA PCN portal was inadequate to assess the risk to the patient. Nineteen companies subsequently notified the mixture via the ECHA PCN portal or updated the information on the existing notification. Only 2 products were not classified as hazardous based on health or physical effects, and 26 mixtures have not yet been notified via the ECHA PCN portal.

Following correspondence from a concerned member of the public, the NPIC informed the HSA about a laundry detergent product with a similar packaging to certain foodstuffs that was on sale in a major supermarket chain. The product was voluntarily removed from the market following intervention by the HSA.

During 2024, 3,009 desk assessments of products were checked for compliance with Article 45 and Annex VIII of the CLP Regulation, for example, checks on full composition, pH, MIMs, contact information and presence of unique formula identifier. The NPIC informed the HSA about seven chemical mixtures which had been involved in suspected poisoning incidents but had not been notified under Article 45 of the CLP Regulation to the NPIC, as well as an essential oil product that was not labelled in accordance with the CLP Regulation.

During 2024, the NPIC answered 1,584 emergency enquiries involving chemical mixtures, excluding detergents (provisional data). The most common product categories were air care products for indoor rooms (continuous action), biocidal products for food and feed area, biocidal products for human hygiene, disinfectants and algicides not intended for direct application to humans or animals, herbicides for plant protection (including haulm destructors and moss killers) and e-liquids for electronic cigarettes. It is not possible at present to distinguish between mixtures for consumer, professional or industrial use.

In 2024, the NPIC answered 1,160 emergency enquiries involving detergent products. Laundry detergents for household use, particularly liquid detergent sachets/capsules, remain the most frequently implicated detergent products.

At the EU level, the NPIC provided comments and feedback to the Working Party on Technical Harmonisation – Detergents Regulation on seven occasions in 2024.

Beaumont Hospital and the Authority have had a Memorandum of Understanding (MoU) and data sharing agreement in place since June 2022. In 2024, NPIC had

a meeting with the Department of Agriculture, Food and the Marine (DAFM) to discuss Regulation (EU) No. 528/2012 ('the Biocides Regulation') and areas of mutual concern, with the aim to develop a MoU and data sharing agreement.

The NPIC provided data to the HSA on queries involving dishwasher tablets, liquid laundry detergent capsules, room scents/air fresheners and an inhalant product.

The NPIC took several steps to inform industry that the transition period for notifying hazardous chemical mixtures would end on 31 December 2024. These steps included updating the HSA's document of frequently asked questions, Notification of hazardous chemical products to the National Poisons Information Centre in Ireland, and NPIC websites in January 2024; publishing an item in the news section of the NPIC website, www.poisons.ie, on 30 May 2024, which was linked to on the home page; and contacting all companies which had submitted information directly to the NPIC in the past, to inform them that the transition period for notifying hazardous chemical mixtures would end on 31 December 2024. Emails were sent to 459 companies between May and July 2024. Furthermore, the Authority and the DAFM published information about the end of the transition period in their respective newsletters in September 2024 and December 2024.

3. Department of Agriculture, Food and the Marine (DAFM)

The DAFM enforces the REACH and CLP Regulations under the sector-specific Plant Protection Product (PPP) (Regulation (EC) No. 1107/2009) and Biocides Regulations. Product labels are checked for CLP Regulation compliance before being approved.

The number of resources available during 2024 were as follows: 4.5 FTE inspectors working on the REACH Regulation, 4.5 FTE inspectors working on the CLP Regulation and 0.5 FTE inspector allocated to duties under the PIC Regulation. There are 15 inspectors warranted to enforce the REACH, CLP and PIC Regulations under Section 11 of the Act. The DAFM have 20 inspectors signed up to ECHA's Interact Portal for the purpose of REACH and 3 for the purpose of PIC. Staff involved in enforcement of the REACH, CLP and PIC Regulations and administrative duties have expertise in toxicology, ecotoxicology, exposure assessment, environmental fate and behaviour, risk assessment, risk management and enforcement.

In 2024, the DAFM checked CLP Regulation compliance of a total of 245 products. The DAFM undertook 103 checks of PPPs as part of the approval for authorisation process, which addressed compliance of classification, hazard labelling and packaging requirements under the CLP Regulation. CLP of biocidal products was addressed during 142 approval checks.

Additionally, notification obligations under Article 45 and Annex VIII of the CLP Regulation were checked for 80 PPPs and 273 biocidal products. The DAFM issued 30 pieces of written advice due to non-compliance with hazard labelling requirements.

The DAFM maintains dedicated webpages to provide information on REACH requirements related to biocides and on PIC-related obligations.

As part of its PIC functions, the DAFM processed one export notification and one explicit consent request and responded to one stakeholder request for information. As part of their Designated National Authority (DNA) functions under PIC, the DAFM attended two EC expert group meetings and liaised with the Authority in submitting the Article 10 report. The DAFM attended one HelpNet meeting in May 2024.

4. Customs Division of the Revenue Commissioners

The Revenue Commissioners is the DNA under Article 17 of the PIC Regulation. Revenue's Customs Division is responsible for the control of the import and export of hazardous chemicals as listed in the PIC Regulation. For this purpose, profiles have been set into Revenue's Automated Entry Processing (AEP) Customs clearance systems.

Revenue has (through its Customs Consultative Committee) informed the trade of the export declaration and Reference Identification Number (RIN) requirements for the exportation of chemicals covered by the PIC Regulation.

The Revenue website sets out general information in respect of prohibited/restricted goods, which includes information on the exportation of dangerous chemicals under the PIC Regulation.

Customs activities under PIC include the electronic profiling of certain hazardous chemicals on the AEP system and the validation by Customs staff of RINs at exportation where relevant. During 2024, 263 export consignments were monitored under the PIC Regulation.

Revenue is a member of the Chemicals Interdepartmental Group. An MoU between Revenue, the Authority and the DAFM is in place in relation to activities under the PIC Regulation. Revenue maintains a data sharing agreement with both agencies in relation to the exchange of information under the PIC Regulation, which was renewed in 2023.

5. Environmental Protection Agency (EPA)

In 2024, EPA resources for the purposes of the REACH Regulation were approximately 0.33 FTE staff, which is consistent with resources for 2023. While there have been staff changes, the EPA is currently in a period of building up knowledge and experience in the REACH area. Activities relating to REACH include, for example, market surveillance and review of decisions on applications for the authorisation of restricted chemical and stakeholder engagements. The resource allocation under the Detergent Regulation in 2024 (0.01 FTE) remained consistent. Three inspectors are warranted to enforce the REACH Regulation, and one inspector is warranted to enforce the Detergents Regulation under Section 11 of the Act. Staff involved in administrative duties and enforcement of the REACH and Detergents Regulations have expertise in risk assessment, risk management and enforcement.

During 2024, a total of 71 products were checked for REACH Regulation compliance: 20 from a total of 163 products inspected during the EPA market surveillance programme site inspections to follow up on Safety Gate notifications, and 51 from online searches to follow up on Safe Gate notifications. From the 20 products that were checked for REACH Regulation compliance as part of the market surveillance programme to follow up on Safety Gate notifications, it was determined that all of these products were manufactured in the People's Republic of China.

In 2024, the EPA responded to six stakeholder queries relating to REACH and to one stakeholder query on the Detergents Regulation. The EPA has a dedicated webpage for the REACH Regulation. Chemicals, including some aspects on REACH, are covered in the EPA's *Ireland's State of Environment Report 2024* (pp. 386-391). Within the EPA, articles, podcasts and webinars related to REACH and chemicals are shared across offices with EPA staff via an internal monthly newsletter issued by the EPA Chemicals Team.

In 2024, training was attended for participation in the ECHA Forum for Exchange of Information on Enforcement project REF-13 on online sales of chemical products. REACH enforcement training was ongoing during 2024 for new team members. An inspector also attended the Competition and Consumer Protection Commission for training on Safety Gate in May. Two inspectors are signed up for ECHA's Interact Portal.

At a national Level, the EPA participated in the meeting organised by the DETE in January to discuss the proposal for detergents and surfactants regulation, provided comments to the Authority regarding firefighting foam and noted links with Persistent Organic Pollutants (POPs) work. Any correspondence received from the Authority and the DETE about REACH committee meetings and agenda items – including

licensing for comments and information and input requested, where appropriate – were shared across relevant EPA offices. The EPA participated in a meeting with the Authority in November 2024 to provide updates; collaboration on shared work, including EU Regulations; reviews of legislation under the Chemicals Act; co-ordination of committees under the Chemicals Act; market surveillance; and reporting.

At the EU level, a member of the EPA Chemicals Team was appointed as an alternate representative to the ECHA Forum for Exchange of Information on Enforcement, attending five meetings, including two ECHA Forum meetings, training for trainers, REF-13 national co-ordinator training and a webinar on chromium.

At an international level, the EPA sat on the following working groups: European Environment Agency (EEA), where the EPA is the national focal point for the EEA Eionet network and participates in thematic area activities (that is, working groups) covering chemicals. Items of relevance to other regulatory bodies are often covered in these working groups, and relevant details are circulated by the EPA for any comments/observations; EU Competent Authority Working Group implementing Regulation (EU) 2019/1021 (POPs Competent Authority Working Group), where the EPA participates in the working group through attending meetings and providing feedback to information requests where relevant.

The EPA operates an MoU with the Authority. Representatives from the EPA met with the HSA in November 2024 for the annual MoU meeting to facilitate communication and knowledge exchange between both parties. The EPA provides information on chemical matters pertaining to its functions as requested by the HSA and/or the DETE.

In 2024, the EPA has been in contact with an industry authorised user regarding a Commission implementing decision (CID) for the continued use of a restricted Annex XIV substance. The EPA has outlined its role in enforcing the conditions of the implementing decision, and the authorised user explained the actions, both ongoing and yet to be undertaken, including the treatment of wastewater, to ensure compliance with the conditions of the implementing decision.

In 2024, the Board of the EPA approved a Chemicals Market Surveillance Plan 2024-2026, that includes REACH activities. The EPA has in place an internal cross-office chemical plan to assist with the dissemination of relevant chemical information and share knowledge across offices dealing with relevant areas such as licensing, enforcement and monitoring.

Notes:

Notes:



Our Vision:

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



An tÚdarás Sláinte agus Sábháilteachta
Health and Safety Authority

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