



An tÚdarás Sláinte agus Sábháilteachta
Health and Safety Authority



Annual Report 2025

**To deliver healthy
and safe working
lives and contribute
to productive
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,

I am pleased to introduce the Health and Safety Authority Annual Report for 2025. As the Authority concludes the first year of our 2025-2027 Strategy Statement, this report sets out the progress that has already been made towards achieving our intended strategic outcomes.

Over the past twelve months, the Authority has worked across its regulatory mandates to realise our vision to deliver healthy and safe working lives and contribute to productive enterprises. The beginning of a new three-year strategy cycle was an opportunity for the Authority to calibrate our focus around our new strategic priorities: Build and Support Compliance; Influence, Educate and Collaborate; and Organisational Excellence.

In 2025, the Authority successfully progressed several key strategic initiatives to support delivery of the expected outcomes. These included further integration and development of our core digital platform, including improvements in data quality and data analysis processes; targeted delivery of multi-disciplinary enforcement and prevention campaigns in high-risk areas; continued investment in our recruitment infrastructure; and pilot development of an outcomes-based framework for planning and evaluation of our operational activities. We also continued to tailor our resources and activities to target groups, from large multi-site employers to vulnerable workers and the self-employed. Working in collaboration with public and private sector partners has remained a key enabler of this, in particular through our Farm Safety, Construction Safety and Health and Social Care Advisory Committees.

However, it is with deep regret that I acknowledge the tragic loss of 61 lives in workplace incidents during 2025. This represents a significant increase on the 36 fatalities recorded in 2024. While long-term trends show that the average number of workplace fatalities as a proportion of the total workforce has continued to decrease, each fatality is a profound tragedy. I wish to extend my heartfelt condolences to the families, friends and colleagues who have been affected.

Understanding, reflecting on and responding to fatalities and injuries in the workplace remains a central priority for the Board of the Authority. We see recurring trends in fatal and non-fatal injuries across different sectors and groups of workers, particularly in the agriculture and construction sectors and our work programmes target the most serious hazards and the high-risk workplaces where most accidents occur. We mobilise the full range of our own resources - regulatory, inspection, advisory and communications - and those of our networks, to maximise delivery of positive health and safety outcomes across society.

From a governance perspective, in 2025 the Board remained focused on oversight, risk management, and supporting the strategic direction of the Authority. I wish to acknowledge the support and engagement offered by the Department of Enterprise, Tourism and Employment in 2025, and look forward to working closely with you in the coming year.

Finally, I wish to extend my personal thanks to the Board, the CEO and Executive, our staff, and all our stakeholders for their dedication and support throughout 2025.

Patricia Byron
Chairperson

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



Mark Cullen

*Chief Executive Officer of the
Health and Safety Authority*

Dear Minister,

I am pleased to present the Health Safety Authority Annual Report for 2025, the first report delivered under our 2025-2027 Strategy Statement. The past year has been one of significant activity, progress and consolidation across the Authority. We have continued to strengthen our regulatory impact and deliver positive outcomes for Irish society, while investing in the people, systems and structures that provide the foundation for our work.

In 2025, the Authority advanced a comprehensive programme of work across all of our regulatory mandates. A central element of this activity was the delivery of a riskbased, datainformed workplace inspection programme. Over the year, we carried out 11,834 inspections spanning across our occupational health and safety, chemicals and market surveillance mandates.

Our occupational safety and health programme balanced inspections, investigations, and targeted interventions, focusing on the highestrisk sectors and emerging hazards. We worked to build and support compliance across all economic sectors, while helping duty holders to better understand risks and obligations. To this end, we continued to expand the suite of resources available to employers and employees. In 2025 the Authority recorded 24,497 new users of our BeSMART.ie tool, while a total of 83,234 courses were delivered via our e-learning platform.

However, the fact that 61 people tragically lost their lives in workplace incidents in 2025 serves as a stark reminder of the vital importance of our efforts to strengthen safety, health and welfare at work. The disproportionate number of fatalities in the agricultural sector, particularly among self-employed male farmers over the age of 60, remains an area of particular concern and focus for the Authority.

In 2025 our Farm Safety Partnership Advisory Committee launched an action plan which will seek to support improved safety culture, increased awareness and reduced injuries and fatalities in the agricultural sector. Our focus on collaborative engagement and targeted communications in this sector was evidenced through a number of initiatives in 2025, including our high-profile presence at the National Ploughing Championships, our working at height campaign, and our mart safety campaign.

Under our chemicals mandate, the Authority continued to play a central role in Ireland's implementation of European chemical regulations in 2025. This was achieved through our contributions to European Chemicals Agency (ECHA) committees and working groups, as well as proactively influencing policy and legislation through technical advice and support to the Department of Enterprise, Tourism and Employment, to support the reform, simplification and effectiveness of chemicals policy. In 2025, the Authority carried out a total of 1,181 assessments of chemicals and industrial products in the marketplace.

The Irish National Accreditation Board (INAB) also continued to support quality and safety standards across various sectors of the Irish economy in 2025. Through our accreditation mandate, the Authority continues to support consumer confidence and competitiveness of Irish enterprises by ensuring that laboratories, notified bodies, and certification providers operate to the highest international standards.

In addition to delivery of our regulatory mandates, in 2025 the Authority continued to make significant investments in our people, tools and systems. The second phase of our new digital platform, Córas, was successfully completed last year.

We are working to streamline and simplify the ways in which duty holders and members of the public can interact with the Authority, and comply with their regulatory responsibilities. We are also working to enable and embed data-led approaches to planning, reporting and evaluation.

Our people remain central to our success. During the year, we continued an active programme of recruitment, bringing new skills and expertise into the organisation. We also invested in professional development, leadership initiatives, and wellbeing supports to ensure that all staff can thrive, and that the Authority can remain an employer of choice.

I would like to express my sincere thanks to the Chairperson and members of the Board for their guidance, oversight and support throughout the year. I would also like to acknowledge the Minister and the Department for their ongoing engagement and partnership.

Finally, I wish to extend my heartfelt appreciation to all our staff. I am deeply proud of the commitment, professionalism and resilience shown by staff across the Authority in 2025, and the significant contribution they make to delivering our vision of healthy and safe working lives and contributing to productive enterprises.

Mark Cullen

Chief Executive Officer

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

Vision, Mandate and Values

Vision

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

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

Mandate

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

Our CORE Values

Collaboration:

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

Outcomes focus:

All our work is focused on achieving better outcomes.

Responsiveness:

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

Ethics:

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

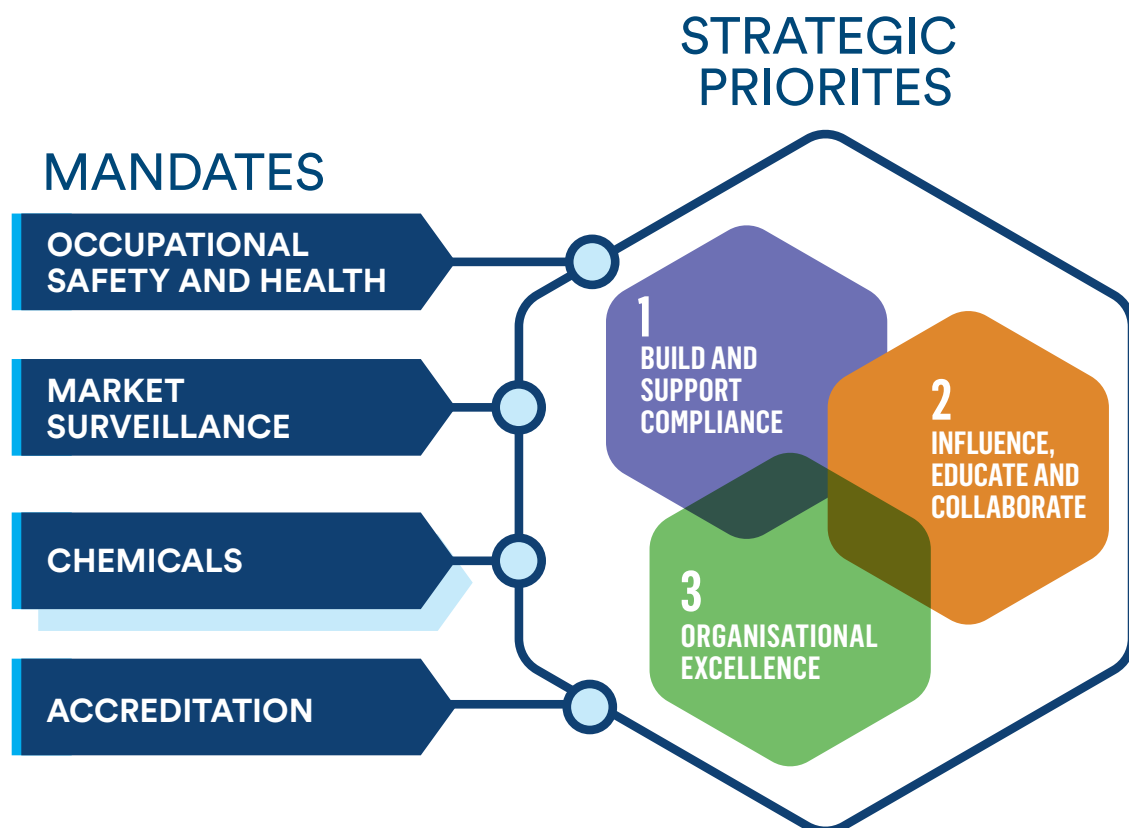
Role

The Health and Safety Authority's (HSA's) mandates include the following regulatory 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 strengthen market surveillance in relation to relevant single European market legislation; and
- > To be the national accreditation body for Ireland.

Strategy Statement 2025 – 2027

The Health and Safety Authority's (HSA) *Strategy Statement 2025-2027* sets out three strategic priorities, as shown below:



Board and Executive

The Board determines the Authority's strategic direction. It comprises 12 members: a Chairperson, a Deputy Chairperson, and 10 ordinary members appointed by the Minister for Enterprise, Tourism and Employment. Six of the 12 Board members are nominated by organisations that represent employer and employee interests. Appointments are for a term of three years in a part-time capacity. Members may be invited to serve two terms.

A schedule of statutory functions delegated by the Board to the Chief Executive Officer is publicly available on the HSA website.

Board of the HSA

Board member	Date of appointment	Board meetings attended
Chairperson		
Patricia Byron	30 June 2023	9 of 9
Employer nominees		
Paul Kelly * (Deputy Chairperson)	20 December 2022	8 of 9
Padraig Somers **	20 December 2022	8 of 9
Frank Kelly *	20 December 2022	6 of 9
Employee nominees		
Deirdre MacDonald *	20 December 2022	9 of 9
David Hughes *	20 December 2022	5 of 9
Michelle Quinn *	20 December 2022	0 of 9
Ministerial nominees		
Bríd De Buitléar	11 August 2023	8 of 9
Mary Coyne	11 August 2023	9 of 9
Ciarán Roche	11 August 2023	9 of 9
Terry O'Niadh	30 June 2023	9 of 9
Fiona Kilcullen	25 September 2023	9 of 9

* Five Board members completed their terms in December 2025, and five new members were subsequently appointed. These included Elaine Bowers, Eamonn Stapleton, Paddy Kavanagh, Katie Morgan and John Murphy.

** One Board member was reappointed for a second term in December 2025.

Chairperson



Patricia Byron

Employer nominees



Paul Kelly
Deputy Chairperson



Padraig Somers



Frank Kelly

Employee nominees



Deirdre MacDonald



David Hughes



Michelle Quinn

Ministerial nominees



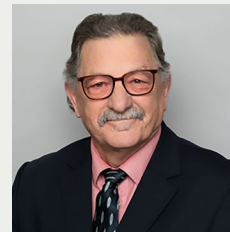
Bríd De Buitléar



Mary Coyne



Ciarán Roche



Terry O'Niadh



Fiona Kilcullen

Executive of the HSA

The Chief Executive Officer (CEO), together with four assistant chief executives, manages the implementation of strategy in line with the Authority's statutory responsibilities and policies as set out by the Board.

As of 31 December 2025, the Authority employed 289 staff (283.2 full-time equivalents (FTEs)), 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

* Conor O'Brien served as the CEO until 11 June 2025

**Mark Cullen served as interim CEO and was formally appointed as CEO on the 17 October 2025

Irish National Accreditation Board

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

Board member	Board meetings attended in 2024
Dr Micheál Lehane, Chairperson <i>(until September 2025)</i>	4 of 5
Rosemary Hayden	7 of 7
Cecilie Laake	5 of 7
John O'Loughlin *	5 of 7
Dr David Graham	5 of 7
Denise Barry	3 of 7
Paul Scallan	1 of 7
Gail Carroll	6 of 7
Rita Purcell	6 of 7
Barbara O'Leary	6 of 7
Joe Ryan	5 of 7
Vacancy	

*John O'Loughlin became Chairperson from 1 October 2025

Governance

Meeting legislative requirements

The Authority continues to operate to the highest 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 Authority maintained a high level of compliance with the 2016 *Code of Practice for the Governance of State Bodies*.

In terms of the wider governance framework, the Authority continued to improve its processes and adherence to legislative obligations for protected disclosures, freedom of information, data protection, and ethics legislation, among other obligations.

Ethics in public office

The provisions of the Ethics in Public Office Act, 1995 and the Standards in Public Office Act, 2001 have been implemented. Board members and staff members holding designated positions are invited to submit an annual statement of interests each year.

Freedom of Information Act 2014

The Authority complies with the provisions of the Freedom of Information Act 2014. In compliance with Section 8 of the Act, the Authority publishes a Freedom of Information Publication Scheme on the HSA website.

In 2025, the Authority received 179 requests under the Freedom of Information Act 2014. Of these requests, 23 were granted, 57 were partly granted, four were withdrawn and 86 were refused. As of 31 December 2025, 9 cases remained open.

Report under Official Languages Acts (2003 and 2021)

The Authority is committed to meeting all 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 reports on the Authority's obligations under the Official Languages Acts.

In 2025, the Authority took the following steps in order to ensure its compliance with the Acts:

- ▶ Where correspondence to the Authority was received in Irish, the response was also issued in Irish.
- ▶ Key corporate publications, such as the Authority's *Annual Report 2024*, were made available in Irish.
- ▶ While outside the scope of the Acts, agreement was secured with the European Agency for Safety and Health at Work (EU-OSHA) for the production of Healthy Workplaces campaign material in Irish along with the existing suite of material in European languages.
- ▶ Updated exhibition and conference communications assets, such as banner stands, were made available in Irish.

Additionally, in 2025, the Authority met the 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 Authority 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 mandate

The Authority 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 51% by 2030. The Authority has met its total carbon and energy efficiency targets to date, and it will continue to put in place measures to achieve further reductions in order to meet future targets. Energy efficiency performance has improved by 68.3% since the baseline 2016-2018 period, and the Authority's total carbon dioxide emissions were 65.3% below the baseline. If our energy performance is maintained at current levels up to 2030, we will achieve the required public sector efficiency target for the Authority by 2030.

The Authority's *Climate Action Roadmap 2025* is available on the HSA website.

European Communities (Access to Information on the Environment) Regulations 2007 to 2018

Under the European Communities (Access to Information on the Environment) Regulations 2007 to 2018, information relating to the environment must be made available on request, subject to certain exceptions. The Access to Information on the Environment Regulations also oblige public authorities to be proactive in disseminating environmental information to the public. The Authority complies with the provisions of these Regulations.

In 2025, the Authority received 13 requests under the Access to Information on the Environment Regulations. Of these requests one was granted, four were partly granted, none were withdrawn, and eight were refused. As of 31 December 2025, one case remained open.

Report under Protected Disclosures Act 2014

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

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 2025, the CEO of the Authority, in the context of their role as a prescribed person under the Protected Disclosures Act 2014, received 96 reports of alleged wrongdoing related to third parties that were submitted by parties external to the Authority. Of these, 33 reports of wrongdoing were made directly and 63 were transmitted from another prescribed person or from the Office of the Protected Disclosures Commissioner.

Of the 96 reports of wrongdoing, 51 were assessed as being protected disclosures under the Authority's remit that warranted further follow-up. Nineteen of these disclosures were subsequently referred to Authority inspectors for investigation and 32 were referred to Authority inspectors for unannounced workplace inspections. Of the disclosures received in 2025, 84 have been closed out and 12 remain open, either under investigation or still being assessed.

No internal protected disclosures were received in 2025.

Table 1 provides a breakdown of the protected disclosures received in 2025, the number of investigations that were opened as a result of the protected disclosures, and the status and outcome of the investigations that have been concluded.

Table 1.
Reports of wrongdoing received in 2025 under the Protected Disclosures Act 2014

Reports of wrongdoing received in 2025	Number
Reports made directly to the Authority	33
Reports transmitted to the Authority from another prescribed person, or the Office of the Protected Disclosures Commissioner	63
Protected disclosures assessed as warranting follow-up	51
Investigations opened by the Authority following reports received in 2025	19
Investigations and proceedings closed by the Authority following reports received in 2025	15
Investigations and proceedings closed by the Authority in 2025 following reports received prior to 2025	7

Investigations and proceedings launched by the Authority as a result of reports that were both received and concluded in 2025 resulted in 18 Enforcement Orders being served. These included 16 Reports of Inspection and two Improvement Notices. In addition to the 19 specific investigations, unannounced inspections were conducted at 32 workplaces where general health, safety or wellbeing concerns were raised in protected disclosure wrongdoing reports.

Seven investigations that were opened as a result of protected disclosures received in 2024 or previous years, and that were still ongoing on 31 December 2024, were concluded during 2025. One investigation opened as a result of a protected disclosure received prior to 2025 was ongoing as of 31 December 2025.

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.

We continue to commit to ensuring that our recruitment policies are effective in reaching the targets set out in the *Comprehensive Employment Strategy for People 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 2025) indicates that 6% of our staff are people with a disability under the definition in the Disability Act 2005. Additionally, in order to support staff who need reasonable accommodation, needs assessments have been carried out and appropriate support 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 more than 250 staff to report on their hourly gender pay gap across a range of metrics. In 2025, the Authority reported a mean gender pay gap of -3.8%. This negative value signifies that, on average, women in the Authority earn a higher hourly rate than men. This outcome reflects positively on our ongoing efforts to build a more balanced and equitable workplace, although the Authority remains vigilant in monitoring pay structures in order to ensure sustained progress.

Public Spending Code

Under provision 8.25 of *The Code of Practice for the Governance of State Bodies*, the Chairperson of each State body should confirm in the annual report that the organisation is adhering to the relevant aspects of the Public Spending Code. The Authority is compliant with the Public Spending Code. Details of the Authority's financial controls and related provisions can be found in Appendix 1: Extracts from the Unaudited Financial Statements.



Strategic Priority 1:



Build and Support Compliance

Strategic Priority 1: Build and Support Compliance

Action in Programme of Work	Achieved in 2025
Identify and focus on the areas of highest risk where we can have the greatest impact	
<p>Respond appropriately to significant workplace incidents, emergencies and complaints.</p>	<p>All fatal accidents reported to the Authority were investigated. A total of 131 incident investigations were conducted in 2025.</p> <p>The Authority reacted to workplace accidents, incidents and complaints through timely, proportionate investigation and enforcement responses. All incidents reported were triaged and managed appropriately. Responses were provided to all emergency calls, including those outside of normal working hours.</p> <p>A Victim Liaison Office (VLO) liaised extensively with families and victims of serious workplace incidents. 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 total of 60 cases were referred to the VLO in 2025, and more than 500 communications were issued to victims and their legal representatives.</p>

Action in Programme of Work	Achieved in 2025
<p>Deliver a programme of approximately 11,000 inspections under our occupational safety and health remit:</p> <ul style="list-style-type: none"> Occupational safety: Targeted inspection campaigns will take place in construction, quarries, manufacturing sites, waste and recycling facilities, and docks and ports. <p>In addition, there will be three cross-sectoral inspection campaigns on: vehicle operation in workplaces; slips, trips and falls hazard management; and managing fire risks in workplaces.</p>	<p>In 2025, the Authority carried out a total of 10,782 inspections under its occupational safety and health remit.</p> <p>The Authority carried out national inspection, enforcement and awareness campaigns across a number of sectors.</p> <p>Quarry geotechnical campaign</p> <p>This campaign was carried out from 12 to 23 May 2025, with the aim of gathering information on industry understanding of the geotechnical aspects the Safety, Health and Welfare at Work (Quarries) Regulations 2008 (as amended), and to see how assessments and procedures are applied on a daily basis.</p> <p>A presentation on the issue was given to Irish Concrete Federation members. A total of 101 inspections were carried out, leading to 101 Reports of Inspection, 18 Improvement Notices and one Prohibition Notice. Most of the Improvement Notices were related to a lack of operating procedures and a lack of site appraisals. The one Prohibition Notice was in relation to a lack of guarding.</p> <p>Prestress/precast campaign</p> <p>This campaign was carried out from 29 September to 10 October 2025. The purpose of the campaign was to see if issues addressed in prior campaigns in 2016 and 2021 were still of concern. A presentation on the issue was given to Irish Concrete Federation members.</p> <p>A total of 56 places of work were inspected, with some having both prestress and precast operations. Seven Improvement Notices and two Prohibition Notices were served. While there was good compliance in many areas, some of the same issues that arose in the 2021 campaign arose again in 2025, in particular non-destructive testing.</p> <p>Metal fabrication</p> <p>This campaign was carried out between 1 June and 31 October 2025. This was the first time a campaign had been carried out in this industry and focused on both occupational health and safety issues. A presentation was given to members of Irish Steel. A total of 134 inspections were carried out, resulting in 122 Reports of Inspection and 13 Improvement Notices. The main issues highlighted were bypassed interlocks, maintenance procedures, and a lack of risk assessments for the transporting, loading and storing of product.</p> <p>Docks and ports campaigns</p> <p>A total of 78 inspections in docks and ports around the country took place during two campaigns in May/June and September 2025. The main areas of focus included traffic management, speed restrictions in ports, risk assessment for varied work activities, fall protection, issues around the use and maintenance of vehicles, and emergency response arrangements.</p> <p>Campaign on hardware and building supply stores</p> <p>A total of 93 inspections of hardware and building supply stores took place between January and September 2025. In addition to focusing on general safety management systems, inspectors focused on customer deliveries, the use of industrial trucks for loading and unloading, and the use of racking systems. The campaign provided evidence that many stores were not risk assessing work activities, and were not adequately managing the segregation of vehicles and pedestrians, or the maintenance of their racking systems.</p> <p>There were more positive findings in relation to the use of industrial trucks, in that 95% of operators were trained and 85% of trucks had appropriate auxiliary aids in place to facilitate safe manoeuvring. There were also positive findings in relation to the availability and use of high-visibility personal protective equipment (PPE) in that 90% of premises wore high-visibility PPE during deliveries.</p>

Action in Programme of Work	Achieved in 2025
	<p>Construction</p> <p>Three campaigns were carried out in 2025, focusing on ultraviolet (UV) protection, silica dust and working at height.</p> <p>A UV protection campaign ran from May to September 2025 for the third consecutive year. A total of 679 inspections were carried out across the construction sector. On 86% of inspections, sun protection measures were in place. Where sun protection measures were not being implemented, enforcement action was taken through written and verbal advice.</p> <p>A silica dust campaign ran from 6 June to 29 August 2025. A total of 570 inspections were carried out where silica dust was identified as a hazard on site. A total of 93% of employers were aware of silica dust as a health hazard, and 51% of inspections had a silica risk assessment completed. Dust control measures on site varied from none (9%) to on-tool extraction (37%), water suppression (69%), and respiratory protective equipment (81%). Respiratory protective equipment was not available in 11% of inspections and FFP3 masks were provided and face-fitted in 10% of inspections, whereas FFP3 disposable masks were available in 79% of inspections. Only 27% of face-fit masks had been face-fit tested. Clean-up operations on site were predominantly brush sweeping (83%), which generates dust; the use of industrial vacuum cleaners was limited (11%). Health surveillance was only completed in 9% of inspections. The campaign was highlighted across national media. An e-learning course on silica dust is currently being developed.</p> <p>The Authority conducted an all-Island working at height campaign from 6 October to 7 November 2025, in collaboration with Health and Safety Executive for Northern Ireland (HSENI), the Construction Industry Federation (CIF), Spinal Injuries Ireland, and other industry leaders. A total of 549 inspections were carried out. Work at height was identified as a hazard in 458 of these inspections. The majority of the inspections were conducted on construction sites (355), 12 were conducted on construction sites on farms, and 91 inspections were conducted on farms. Roof work and work on scaffolding was identified as the most common work at height activity. Issues identified with scaffolding included the lack of a GA 3 Inspection Form and the lack of a competent person with an appropriate Construction Skills Certification Scheme card erecting the scaffold. The lack of adequate work at height risk assessment was evident in 27% of the inspections. A high level of enforcement action was taken during the campaign.</p> <p>Public sector</p> <p>A targeted programme of inspections was completed in 2025, including in the Irish Prison Service, An Garda Síochána, the Courts Service, fire services, and local authorities, with a focus on the primary causes of injury.</p> <p>Driving for work</p> <p>A total of 218 inspections focusing on driving for work took place in 2025 as part of a collaborative enforcement and awareness campaign.</p> <p>Waste</p> <p>Following the refuse collection vehicle inspection campaign and information sheet published in 2024, a further inspection campaign took place in 2025. As part of the 2025 campaign, the use of footboards was prohibited on a total of 47 refuse collection vehicles. Duty holders were required to inspect footboards and carry out necessary repairs, including repairs relating to defective safety devices, in order to ensure compliance with I.S. EN 1501-1. In addition, nine Improvement Notices were issued to address non-compliances.</p> <p>Liquified petroleum gas</p> <p>The national liquified petroleum gas (LPG) inspection programme in 2025 focused on non-domestic LPG installations within the accommodation, education, food, drink and retail sectors. The inspections identified several recurring non-compliances, including issues relating to the siting and security of LPG storage installations, and the presence of vegetation and combustible materials around bulk tank and cylinder installations. Further non-compliances were found in relation to the inspection, testing and maintenance of LPG pipework, fittings, and appliances, as well as deficiencies in emergency preparedness.</p> <p>At nine sites, the condition of the LPG installation was found to present an immediate risk. In these cases, Prohibition Notices were issued, requiring the immediate cessation of LPG use until the installations were made safe.</p>

Action in Programme of Work	Achieved in 2025
<p>Deliver a programme of approximately 11,000 inspections under our occupational safety and health remit:</p> <ul style="list-style-type: none"> - Occupational health: Targeted inspection campaigns will take place in the health and social care sector and the agriculture, forestry and fishing sector, focusing on areas of highest risks. <p>In addition, we will carry out inspections focusing on the management of hazards and risks associated with chemical, physical, biological agents and ergonomics.</p> <p>There will be a particular focus on work-related musculoskeletal disorders, occupational cancers, psychosocial health at work, health surveillance and cardiovascular health.</p>	<p>In 2025, the Authority undertook 628 inspections and investigations in the health and social care sector. These inspections and investigations focused on risks, including manual and patient handling; work-related violence and aggression; slips, trips and falls; fire safety; biological agents; and sharps. Inspections were undertaken across the health and social care sector and included public and private services; acute hospitals, including emergency departments; community mental health services; and residential care and nursing homes.</p> <p>The Authority undertook occupational health and hygiene inspections, which included a focus on the management of hazards, chemical agents including asbestos; physical agents including noise and vibration; biological agents; ergonomics; and psychosocial hazards.</p> <p>Inspections were undertaken across a broad range of relevant sectors, including construction, transport, retail, manufacturing, hospitality, and mines and quarries. There were a number of discrete campaigns focusing on target sectors across multiple occupational health hazards, including cosmetic laser clinics, tattoo studios, laboratories, education facilities, financial services organisations, and hospitality outlets.</p> <p>There was also a particular focus on work-related musculoskeletal disorders in several sectors, including in manufacturing, transport and storage, and health and social care.</p> <p>Occupational cancers were addressed through targeted campaigns, including a UV protection campaign aimed at outdoor workers, an asbestos protection campaign, a chemical agents protection campaign, and a campaign focused on process-generated hazards such as metal welding fumes and silica dust.</p> <p>Dedicated psychosocial hazards, including work-related violence, aggression and workplace bullying, were addressed through specialist inspection activity, with new checklists introduced to better target these topics.</p> <p>Health surveillance and cardiovascular health were addressed in the following sectors: retail, manufacturing, transport, construction, and health and social care.</p> <p>The Authority undertook 1,243 inspections and investigations in the agriculture, forestry and fishing sector, which comprised a number of specific inspection campaigns, including:</p> <ul style="list-style-type: none"> ▶ a livestock campaign, ▶ vehicles and high-risk machinery, ▶ work at height, ▶ a forestry sector campaign, ▶ a fishing sector campaign, ▶ a farmer health and wellbeing campaign, and ▶ a livestock marts inspection campaign. <p>Each of the campaigns was supported by a press release and social media posts, resulting in significant media attention and awareness.</p>

Action in Programme of Work	Achieved in 2025
<p>Implement the required follow-up enforcement measures to reduce the impact of poor occupational safety and health (OSH) practices and raise standards. We will follow up as required to verify the results of prior interventions.</p>	<p>The Authority conducted a total of 11,968 inspections and investigations in 2025. Arising from this, the following additional interventions took place:</p> <ul style="list-style-type: none"> ▶ A total of 416 Improvement Notices or directions were issued. ▶ A total of 417 Prohibition Notices were issued. ▶ Written advice was provided on 9,531 occasions. <p>The highest-volume sector was construction, which accounted for 2,845 inspections and investigations, 55 Improvement Notices or directions, 286 Prohibition Notices and 2,248 written advices.</p> <p>The wholesale retail and trade/repair of motor vehicles and motorcycles sector accounted for the next highest cumulative volume, with 1,548 inspections and investigations, 68 Improvement Notices/directions, 19 Prohibition Notices and 1,306 written advices.</p> <p>The agriculture, forestry and fishing sector recorded 1,243 inspections and investigations, 27 Improvement Notices, 8 Prohibition Notices and 559 written advices.</p> <p>A full sectoral breakdown of inspection, investigation and intervention data for 2025 can be found in Appendix 2 of this report.</p>
<p>Cooperate, as appropriate, with other enforcing authorities and state bodies to ensure our investigations are effective and efficient.</p>	<p>The Authority actively collaborated with a number of relevant enforcing authorities and State bodies to ensure that investigations were carried out effectively and efficiently in order to achieve effective regulatory outcomes. Examples in 2025 included the following:</p> <ul style="list-style-type: none"> ▶ A biannual meeting was held with the HSENI in order to align regulatory approaches for the waste sector across Northern Ireland and the Republic of Ireland. ▶ Two meetings of the Cross Border Extractive Industries Committee were held with the HSENI in order to discuss ongoing and new initiatives and areas of concern in the mining, quarrying and associated manufacturing industry. ▶ The Authority worked with SOLAS in relation to the review of SOLAS Construction Skills Certification Scheme courses. This has resulted in significant improvements in the competency of plant operators working on sites. ▶ The Authority provided technical advice to clients for major government infrastructure projects.

Action in Programme of Work	Achieved in 2025
<p>Continue to identify hazards which lead to risk and require improvements and upgrades.</p>	<p>The Authority proactively identified workplace hazards through targeted inspection and intelligence-led interventions, securing corrective actions and necessary improvements that mitigated risk exposure and improved compliance with statutory safety standards.</p> <p>Examples of hazard-informed, targeted interventions in 2025 included:</p> <ul style="list-style-type: none"> ▶ focusing on sale ring heights at livestock marts, ▶ examining occupational health risks associated with data centres, ▶ Management of risk for content moderators linked with exposure to sensitive content, ▶ Focusing on manual and patient handling in residential care, including in nursing homes, and ▶ testing noise and vibration in stone-cutting workplaces. <p>Under the Authority's Chemicals competent authority (CA) mandate for the Classification, Labelling and Packaging (CLP) of substances and mixtures, we utilised our expertise to regulate the following hazardous chemical substances:</p> <ul style="list-style-type: none"> ▶ N,N'-(methylenedi-p-phenylene)bis(aziridine-1-carboxamide): We assessed and submitted a technical dossier to the European Chemicals Agency (ECHA) proposing to classify this substance for human health concerns (carcinogen, germ cell mutagen, reproductive toxin, and skin sensitisation). The harmonised classification proposal is now scheduled for agreement by ECHA's Committee for Risk Assessment (RAC). ▶ 3,3'-[methylenebis(oxymethylene)]bisheptane: We concluded that a proposal to harmonise the classification of this substance as a reproductive toxicity hazard is warranted. ▶ O-isopropyl ethylthiocarbamate: Our technical dossier to classify this substance for reproductive developmental effects and for environmental effects was agreed by ECHA's RAC. <p>Under our Chemicals CA Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) Regulation mandate, we utilised our expertise to assess the following substance:</p> <ul style="list-style-type: none"> ▶ 3,3'-[methylenebis(oxymethylene)]bisheptane <p>This was evaluated with Portugal as a joint substance evaluation project, with the Authority acting as lead evaluator for health effects and Portugal acting as lead evaluator for environmental concerns. Following completion of the evaluation, the ECHA Member State Committee reached unanimous agreement on the draft decisions proposed concerning the environment. The Authority concluded that a proposal to harmonise the classification of the substance as a reproductive toxicity hazard is warranted.</p> <p>These interventions will ensure that:</p> <ul style="list-style-type: none"> ▶ the hazards of these chemical substances are appropriately identified; ▶ harmonised classification and labelling obligations are required; ▶ there is consistent hazard communication on labelling and in safety data sheets; and ▶ where required through REACH annexes, the use of these chemical substances is limited to professional and industrial users only and that the health of Irish and European citizens and the environment in which they live is protected.

Action in Programme of Work	Achieved in 2025
<p>Use the full range of available interventions to address hazards. Specific projects that will utilise this approach in 2025 include:</p> <ul style="list-style-type: none"> - Safe installation of domestic solar panels - Improving indoor air quality in workplaces - Regulating for the safe use of the reproductive toxin piperonal. 	<p>In 2025, the Authority progressed the design and development of an outcomes-based approach to its regulatory and enforcement activities. This approach has commenced through pilot projects identified across its OSH, Chemicals and Market Surveillance mandates.</p> <p>Under a project to support the safe installation of domestic solar panels, an initial round of installer site inspections was completed in 2025, with a number of tiered enforcement actions arising. Liaison with both industry stakeholders and representative groups commenced in 2025, with the development of draft industry guidance and a risk assessment and method statement template for small businesses due for completion in 2026. Planning for a bespoke sectoral communications campaign, based on the draft guidance, also progressed in 2025. Internal guidance for inspectors, aligned with industry guidance, will be published in 2026 in order to support a follow-up inspection campaign that will assess compliance trends.</p> <p>The first phase of a three-year project to address indoor air quality was completed in 2025. The aim of this project is to support long-term health outcomes through a proportionate regulatory approach across inspection, enforcement, guidance, and stakeholder engagement. The initial phase of this project included establishing benchmark compliance data across a number of sectors, stakeholder engagement and outreach, and development of new resources, along with the identification of a focus sector for further tailored interventions in 2026.</p>
<p>Assess our regulatory processes to ensure we address high-risk activities in an efficient, effective, and proportionate manner. Specifically, we will explore an approach, where a team takes primary responsibility for overseeing and inspecting large multi-site employers.</p> <p>This approach will aim to streamline regulatory processes, ensure consistent enforcement of standards across all employer-operated sites, and enable us to address local issues centrally.</p>	<p>Multi-site employers</p> <p>Where organisations operate across multiple sites, they often have centralised policies, standardised procedures, and shared training and reporting systems. In order to improve efficiency, the Authority is reducing the number of inspections of individual sites by undertaking targeted local interventions, followed by a central-level review. This approach avoids duplicating similar inspections across multiple locations and allows inspectors to focus resources where non-compliance is most likely, making better use of inspector time. This approach to planning and managing inspections will be developed further in 2026.</p> <p>In the health and social care sector in 2025, the Authority adopted a tailored strategic inspection model for large, multi-site residential care and nursing home providers with elevated risk profiles. Strategic engagement with senior leadership shifted focus from individual service locations to organisation-wide service level. This enabled stronger engagement, clearer accountability and consistent improvements across the provider's full portfolio of services.</p> <p>This model was also utilised to target psychosocial hazards in the retail and transport sector, in particular the management of work-related violence and aggression.</p>
<p>Deliver a programme of 900 chemical inspections targeted at high-risk chemical activities.</p>	<p>The Authority conducted a total of 1,052 inspections under its Chemicals mandate in 2025, targeting high-risk chemical-related activities in the Irish economy.</p>

Action in Programme of Work	Achieved in 2025
<p>Assess industrial products and chemical products.</p> <p>Carry out a programme of compliance checks of products sold online as part of a European Union (EU)-wide enforcement campaign in 2025. This will involve inspecting the Irish market for high-risk non-compliant products flagged by the EU's market surveillance notification systems.</p>	<p>A total of 426 industrial products and 755 chemical products were assessed in 2025.</p> <p>The industrial products assessed focused on machinery, transportable pressure equipment, PPE, lifts, gas appliances and pressure equipment. A total of 187 EU Safety Gate alerts were followed up to determine whether these notified high-risk industrial products were present on the Irish market.</p> <p>Five safety alerts were published by the Authority on its website, drawing attention to specific concerns with non-compliant industrial products on the Irish market.</p> <p>Chemical product assessments were conducted across both professional and consumer products. A total of 463 EU Safety Gate alerts were followed up to determine whether these notified high-risk chemical products were present on the Irish market.</p> <p>The Authority participated in the European-coordinated REACH Enforcement Forum (REF)-13 project on the enforcement of chemical products sold online. Approximately 144 online checks were undertaken, with 32 checks being found to be compliant and 112 found to be non-compliant with the relevant regulatory checks. Where non-compliance was observed, appropriate enforcement action was undertaken. The findings and data have been submitted as part of the EU project and are currently being assessed by the EU REF-13 Working Group. It is expected that the results will be finalised in 2026.</p>
<p>Assess safety reports, evaluate significant modifications and provide land use planning advice for establishments that fall under the Control of Major Accident Hazard Regulations.</p>	<p>Ten Control of Major Accident Hazard (COMAH) site safety reports and 10 significant site modifications submitted to the Authority were assessed under its COMAH mandate in 2025.</p> <p>A total of 331 requests for land use planning advice from planning authorities were prepared in 2025.</p>
<p>Regulate for the safe use of the reproductive toxin piperonal through ensuring agreement is achieved in Europe to include in Annex VI of the CLP Regulation the Authority's assessment and proposal to classify piperonal across the EU as a reproductive toxin and evaluating and submission of an EU risk management option analysis determining what, if any, additional regulatory measures are required to protect workers and consumers.</p>	<p>In 2025, the Authority's proposal to classify piperonal was agreed by ECHA's RAC and is now scheduled for inclusion in Annex VI of the EU CLP Regulation.</p>
<p>Evaluate the safety standards and procedures associated with heating of tanks for the transportation of hazardous chemicals to prevent against likelihood of incidents associated with the over pressurisation.</p>	<p>An initial safety campaign was carried out at nine tank heating station sites, four of which consisted of tanks containing Class 3 Dangerous Goods. Findings and recommendations and follow-up actions are scheduled for 2026 in order to ensure that safety standards follow best practices and are consistent across the sites.</p>

Action in Programme of Work	Achieved in 2025
<p>As part of the Strategy for Accreditation, grow the number of accredited Conformity Assessment Bodies in Ireland to meet demand and support Irish industry.</p>	<p>In 2025, the Irish National Accreditation Board (INAB) awarded 14 new accreditations. These included three accreditations awarded to testing and one to ISO/IEC 17025 calibration; one medical testing accreditation to ISO 15189 and one inspection body accreditation to ISO/IEC 17020:2012; and one management systems certification body accreditation to ISO 17021-1:2015. INAB also awarded its first accreditation of a biobanking facility (ISO 20387).</p> <p>In 2025, 16 applications for new accreditations were received. The new applications included eight applications for ISO/IEC 17025 testing; two for ISO/IEC 17025 calibration; one for ISO/IEC 17020; two for ISO 17021-1; one for ISO/IEC 17024; and two for ISO/IEC 17065. It is also planned to apply to join the EA Multilateral Agreement for ISO/IEC 17029 in 2026. Preparation for this was completed in 2025.</p> <p>A priority of INAB's 2022-2026 strategy 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 further progressed throughout 2026.</p>
<p>Support compliance while enforcing where required</p>	
<p>Promote the updated Code of Practice on the safe use of industrial trucks in workplaces.</p>	<p>The Authority published the <i>Code of Practice: Safe Use of Industrial Trucks</i> in September 2025. Following its publication, the Authority hosted a series of webinars, which were attended by more than 1,000 stakeholders with an interest in the Code of Practice, particularly employers who use industrial trucks in their workplace and training providers who deliver training for operators of industrial trucks. The webinars gave stakeholders an overview of the requirements of the Code of Practice and answered any queries that arose. Briefings were also organised for inspectors who will place a strong focus on enforcement of the Code of Practice during inspections in 2026.</p>
<p>Through our Quarry Safety Partnership, continue to identify priorities for improving safety and health in the quarry industry.</p>	<p>The Safety, Health and Welfare at Work (Quarries) Regulations 2025 were signed into law in September 2025 and came into effect on 1 January 2026.</p> <p>In 2025, two meetings were held with the Quarry Safety Partnership, consisting of employer and employee stakeholders, to discuss ongoing initiatives and areas of concern in quarrying and the associated manufacturing industry. The Authority also gave a presentation at the Concrete and Quarry Industry Safety Conference in February 2025.</p>
<p>Promote increased uptake of the Authority's enterprise support tools and the e-learning resources.</p>	<p>A wide range of relevant communication methods were utilised in 2025 to inform key stakeholders of relevant OSH matters. These included webinars, live presentations, attendance at employer and employee representation group meetings, and attendance at roadshows and conferences. The Authority continued to actively promote its business supports using social media platforms, such as LinkedIn, X, Facebook and YouTube.</p> <p>For the agricultural sector, online tools were promoted through ongoing media interviews, inspection campaigns and farm safety discussions, including practical demonstrations at the Teagasc Open Day in Moorepark and at the Authority's stand at the 2025 National Ploughing Championships.</p> <p>We have also engaged with other employer representation groups, including the CIF, the Irish Business and Employers Federation (Ibec), and the Small Firms Association (SFA), sharing information about new publications, BeSMART.ie, and the Authority's education supports for employers and employees. We also participated in one Irish Small and Medium Enterprises Association roadshow, focusing on occupational health, safe driving and health surveillance.</p> <p>We promoted our resources at the Healthcare Systems Ergonomics and Patient Safety 2025 international conference and delivered one 'lunch and learn' with the Irish Human Factors and Ergonomics Society.</p> <p>We also utilised our Beyond Compliance podcast series in 2025 to increase awareness of resources available for managing slips, trips and falls, and the important role of safety representatives.</p>

Action in Programme of Work	Achieved in 2025
<p>Promote the Authority's BeSMART and Work Positive tools to enable employers to address work-related psychosocial risks.</p>	<p>The Authority implemented a structured stakeholder communication and engagement programme to strengthen the management of psychosocial risks and promote the use of the Authority's psychosocial risk assessment tool, Work Positive. The programme included webinars, stakeholder events, sector-specific presentations, and tailored employer engagements, complemented by targeted promotion through planned and reactive inspection activity. This integrated approach increased awareness, encouraged uptake of Work Positive, and supported duty holders in embedding effective psychosocial risk assessment and control measures.</p>
<p>Develop a new e-learning module on the new legislative changes in the EU CLP Regulation while upgrading existing chemical modules.</p>	<p>The existing courses on chemical safety in the workplace, on identifying chemical hazards, and on the safe use of hazardous chemicals were extensively updated in 2025.</p> <p>A new e-learning course was developed in 2025 outlining the obligations of EU chemical importers under REACH and CLP to respond to the increased number of Irish importers of chemical products since Brexit. This new e-learning course is designed to particularly assist those companies to understand their obligations under REACH and CLP with respect to the chemical products they import, including those from the United Kingdom (UK). This course is due to be launched in Q1 2026.</p>
<p>Implement first-line interventions to identify and follow up with enterprises that would benefit from an enhanced compliance focus.</p>	<p>The Authority implemented a first-line regulatory intervention focused on improving compliance with biological agent notification requirements, including targeted inspection follow-up and improvements to the administration and management of notification records. This intervention strengthened regulatory oversight and resulted in a measurable increase in the volume and quality of biological agent notifications received by the Authority.</p> <p>We conducted inspection campaigns in the fishing and forestry sectors in order to assess and determine further intervention and compliance approaches for 2026.</p> <p>A joint media initiative was launched with Electricity Supply Board (ESB) Networks to raise awareness of the risks of working around ESB Networks infrastructure.</p>
<p>Be forward-thinking and scan the horizon for emerging issues and technologies</p>	
<p>Base our compliance building initiatives on the latest available data and evidence, including horizon scanning to consider the future world of work. In particular we will look at the safe use of robotics across manufacturing industries.</p>	<p>The Authority developed its internal capability around horizon scanning and foresight on the future world of work and its implications for OSH in 2025. This included developing internal resources and tools on digitalisation, robotics and artificial intelligence (AI).</p> <p>We also chaired the Senior Labour Inspectors Committee Working Group that finalised the <i>Guidance for Labour Inspectors on digitalisation and the use of machinery and robotics using artificial intelligence</i>.</p>
<p>Scope horizon scanning processes and identify key research needs. Participate in wider public service horizon scanning initiatives.</p>	<p>As part of its horizon scanning function, the Authority worked in 2025 to support increased understanding of, and provision of strategic insight into, emerging OSH challenges and future regulatory approaches. This involved engagement with external stakeholders and professional networks. As part of this approach, in 2025 we supported a large-scale survey for the European Agency for Safety and Health at Work (EU-OSHA), focusing on work-related cardiovascular diseases.</p>

Action in Programme of Work	Achieved in 2025
<p>Implement initiatives to improve access to occupational illness data through other public bodies or in the medical system, to inform priorities in our occupational health programme.</p>	<p>The Authority engaged with multiple agencies during 2025 to obtain relevant occupational illness data in order to support its current occupational health priorities around respiratory disease, musculoskeletal disorders, occupational cancers and psychosocial risks.</p> <p>The Authority is also strengthening existing statutory reporting mechanisms under existing regulations (namely those related to asbestos; biological agents; and carcinogens, mutagens and reprotoxic substances). This work will include accessible reporting forms, a dedicated web page and awareness campaigns. The Authority continued engagement with the Faculty of Occupational Medicine in 2025 and will maintain proactive collaboration throughout 2026.</p>
<p>Through our involvement in the European Agency for Safety and Health, lead the national implementation on the EU-wide campaign on Safe and Healthy Work in the Digital Age and influence the design and development of the next campaign from 2026-2028 on the topic of mental health at work.</p>	<p>The Authority hosted a seminar with key stakeholders and thought leaders to support the EU-wide campaign on Safe and Healthy Work in the Digital Age.</p>
<p>Continue to engage with Government and national stakeholders to maximise the utilisation, development and promotion of accreditation in provision of public services and development of national policies.</p>	<p>INAB engaged with Government and national stakeholders regarding the utilisation, development and promotion of accreditation in the provision of public services and development of national policies.</p> <p>INAB met with a wide variety of stakeholders to discuss legislation that included a requirement for accreditation, and to provide guidance and advice on associated policies and procedures.</p> <p>As part of its 2022-2026 strategy, INAB commissioned work to conduct the following projects:</p> <ul style="list-style-type: none"> ▶ Quantifying the Economic Value of Accreditation Services – measuring the benefits that accreditation delivers to businesses, regulators, consumers and the Irish economy ▶ Feasibility and Value Assessment of New Accreditation Services – exploring opportunities in areas such as environmental standards; data security; environmental, social and governance; and AI <p>The work programme included a survey of INAB's stakeholders, including accredited and non-accredited conformity assessment bodies, regulators, Government Departments, and other interested parties, as well as follow-up interviews with 30 stakeholders and a round-table discussion to test emerging themes.</p>



Strategic Priority 2:

Influence, Educate and Collaborate



Action in Programme of Work	Achieved in 2025
Focus key messages on small enterprises, self-employed, and vulnerable workers	
<p>Develop initiatives and interventions focused on topics relevant to small and medium-sized enterprises (SMEs), self-employed and vulnerable workers, including developing guidance for information for key high risk sectors of agriculture, construction, manufacturing, quarries and mines.</p>	<p>In July 2025, the Authority partnered with An Garda Síochána (AGS) and the Road Safety Authority in the publication of employer guidelines on driving for work. This included the development of risk management guidance for employers. The campaign was promoted through digital media, targeted presentations to sectoral stakeholders, and a national seminar in November. The Authority also completed a survey on driving for work practices and challenges in order to inform future joint intervention approaches from 2026.</p> <p>The Authority provided subject matter expertise to the development of a European Transport Safety Council report, <i>Tapping the Potential for Reducing Work-Related Road Deaths and Injuries</i>. We attended two meetings of the European Transport Safety Council in relation to safe work-related road use, and also attended two meetings of the EU-funded TRUST project, which is aimed at developing resources and case studies on traffic safety culture, including driving for work.</p> <p>As part of our wider programme in 2025, we engaged with stakeholders from across multiple sectors, including the Commission for Regulation of Utilities (CRU); the Department of Climate, Energy and the Environment (DCEE); Wind Energy Ireland (WEI); the Environmental Protection Agency (EPA); the HSENI; liquefied petroleum gas (LPG) suppliers; ESB Networks; and Gas Networks Ireland (GNI). Meetings were also held with the Department of Transport; the Commission for Railway Regulation (CRR); the Railway Accident Investigation Unit (RAIU); Irish Rail; Transdev, Irish Port Safety Forum; and the Port Safety Forum (UK).</p> <p>We also built on existing relationships with key stakeholders through meetings with Ibec, AGS, the Irish Prison Service, fire services, the Courts Service, and education bodies. We delivered a range of presentations to Ibec, AGS and the Cross Industry Road Safety Forum.</p> <p>The Authority developed, published and promoted chemical agents risk assessment resources targeting SMEs to assist with compliance with chemical agents regulations. We also published information for employers on the new asbestos regulations.</p> <p>The Authority developed initiatives and interventions related to human factors and OSH, including e-learning courses, webinars, information sheets and new web resources. We also further developed our resources on managing the risk of fatigue, including an updated information sheet on night and shift work.</p> <p>We developed resources for retail on the hazards of work-related violence and aggression, including hosting a webinar and publishing new information sheets and sample risk assessment guidance.</p> <p>New guidance was published on health and safety in residential care, and new website resources were developed on vulnerable workers for the health and social care sector.</p>

Action in Programme of Work	Achieved in 2025
	<p>We updated the Guidelines on Hearing Checks and Audiometry in the Workplace.</p> <p>To support our activity in the area of vulnerable workers, we recorded a podcast with Ibec on the theme of vulnerable workers; we had a stand at the Wicklow County Council migrant support event in Q3 2025; and we published a Farming in Older Age information sheet in collaboration with the Authority's Farm Safety Partnership Advisory Committee. The Authority has continued to develop strategic links with employee and migrant worker representative bodies in order to promote OSH among migrant workers.</p> <p>The Authority had a significant presence at the National Ploughing Championships 2025, consisting of a marquee and an external live safety and demonstration area.</p> <p>The Authority participated at the farm safety live show at the Tullamore Show, in which focus was placed on the safe use of chainsaws, machinery and livestock. Guidance and publications were issued to members of the public as part of the Authority's participation at the event.</p> <p>The Authority supported Ibec with its 2025 campaign on bar cellar safety, which addressed carbon dioxide safety; slips, trips and falls; and manual handling. As part of our campaign to promote safety in bar cellars, in partnership with Drinks Ireland (Ibec), the Authority launched a programme where licensed premises are encouraged to carry out risk assessments using BeSMART. The cellar safety programme is the first initiative of its kind in Ireland, developed to enhance workplace safety for thousands of employees, service providers and customers within the hospitality sector.</p> <p>The following information was provided to companies, including SMEs, in order to assist them in meeting their regulatory obligations:</p> <ul style="list-style-type: none"> ▶ Poison Centre Notifications information sheet ▶ Storage of Hazardous Chemicals information sheet ▶ Storage of Hazardous Chemicals in Warehouses information sheet <p>A chemicals stakeholders communication network – comprising representative organisations of the Irish chemicals sector, including SME representatives – was established to consult with, provide feedback on, and raise awareness within the sector on pertinent regulatory issues.</p> <p>A webinar was delivered on the new hazard classes under the CLP Regulations, informing Irish companies of new hazard classes and on obligations to classify the chemicals placed on the EU market in line with these new requirements. A total of 345 participants attended the webinar, and the session was subsequently viewed 755 times.</p> <p>The Chemicals Helpdesk responded to 397 chemical-related queries, supporting Irish companies to fulfil their obligations under the Chemicals Act, including the REACH Regulation, in relation to registration and safety data sheets duties; and under the CLP Regulation on classification, labelling and poison centre notification obligations.</p>

Action in Programme of Work	Achieved in 2025
<p>Expand the BeSMART tool and our e-learning resources to address chemical management, agriculture and respiratory hazards.</p>	<p>In 2025, the Authority produced two new videos to support new users of the BeSMART platform, and also updated the user interface and structure of the website to include agriculture and agribusiness.</p> <p>We updated the content of the generic BeSMART.ie Safety Statement. Three new business types were introduced on BeSMART.ie:</p> <ol style="list-style-type: none"> 1. Beef farms 2. Suckler farms 3. Sand and gravel pits <p>Eleven existing hazards were also updated on BeSMART.ie, and the equestrian business type was updated. Eight new hazards were developed for BeSMART.ie, namely:</p> <ol style="list-style-type: none"> 1. Work stress 2. Violence and aggression 3. Coffee roasting machine 4. Articulated dumper (quarries) 5. Quarry excavator 360 (tracked and wheeled) 6. Quarry loading shovel 7. Quarry tractor/dozer 8. Quarry excavator 180 (backhoe loader) <p>Two new short courses were developed on the Authority's e-learning platform, hslearning.ie, addressing human factors and apprentices working in hospitality. The six short courses for the health and social care sector were updated, with a revised structure involving eight courses.</p> <p>Two chemicals courses were fully revised and updated on hslearning.ie.</p> <p>We achieved continuing professional development approval for the human factors course with Engineers Ireland.</p>
<p>Proactively influence policy and legislation using our expertise</p>	
<p>Support the Department of Enterprise, Tourism and Employment with the transposition of the new EU directives on asbestos, lead and diisocyanates.</p>	<p>The Authority provided technical support and policy input into the legislative development process to the Department of Enterprise, Tourism and Employment (DETE) on the following:</p> <ul style="list-style-type: none"> ▶ Asbestos at Work Directive: transposition of Directive (EU) 2023/2668 on the protection of workers from the risks related to exposure to asbestos at work into Irish law on 21 December 2025 ▶ Carcinogens, Mutagens and Reprotoxic Substances Directive (sixth revision) (CMRD VI): Directive 2004/37/EC of the European Parliament and of the Council on the protection of workers from the risks related to exposure to carcinogens or mutagens at work ▶ Lead and Diisocyanates Directive: Directive 2024/869/EU introducing amendments to existing regulations concerning limit values for lead and its inorganic compounds and for diisocyanates <p>The Authority also provided technical support to the European Commission on the development of its complementary guidelines for managing asbestos-related risks at work.</p>

Action in Programme of Work	Achieved in 2025
<p>Develop and publish a Code of Practice to support the introduction of updated regulations on Chemical Agents and Carcinogens, Mutagens and Reprotoxins.</p>	<p>In 2025, the Authority developed a new <i>Code of Practice for the Safety, Health and Welfare at Work (Exposure to Asbestos) Regulations, 2006-2025</i>. The new Code of Practice for Asbestos was developed in direct response to changes in asbestos regulations that were introduced with the transposition of Directive (EU) 2023/2668 on the protection of workers from the risks related to exposure to asbestos at work into Irish law on 21 December 2025.</p> <p>The Authority also commenced work on updates to the <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>. The updates to the Code of Practice are to take account of changes to occupational exposure limit values with the transposition of the updated Lead and Diisocyanates Directive in 2026.</p>
<p>Continue to provide technical expertise to the Minister in the development of new Regulations as required for the quarrying and construction sectors.</p>	<p>The Authority published the <i>Code of Practice: Safe Use of Industrial Trucks</i> in September 2025. This included the use of industrial trucks in the quarry and construction sectors (see update under Strategic Priority 1).</p>



Action in Programme of Work	Achieved in 2025
<p>Influence and input into next phase of EU activities and new legislative packages under the EU Chemical Strategy; in particular the 'One Substance, One Assessment' legislative package and the REACH Review.</p>	<p>The Authority supported the EU decision-making process through 84 technical observations and briefings to the Minister and the DETE on the following legislative proposals, as they were negotiated in the EU:</p> <ul style="list-style-type: none"> ▶ the Omnibus VI Regulation on the simplification of CLP (9); ▶ the ECHA Basic Regulation (32); ▶ the Detergents and Surfactants Regulation (23); ▶ REACH/CLP elements of the Defence Readiness Omnibus Regulation (8); and ▶ the One Substance, One Assessment legislative package (12). <p>The Omnibus VI Regulation on the simplification of CLP aims to strengthen the competitiveness of the EU chemicals industry and is expected to have a significant beneficial impact on EU companies, including those based in Ireland.</p> <p>The One Substance, One Assessment legislative package, which entered into force across the EU on 1 January 2026, will provide benefits to industry and the general public by consolidating information on chemical substances into one database and ensuring that the assessment of chemicals across different pieces of EU legislation is more consistent, transparent and efficient.</p> <p>Through ECHA committees, HSA members and advisors have worked as rapporteurs in order to ensure the completion and adoption of scientific opinions on:</p> <ul style="list-style-type: none"> ▶ applications for authorisation for 13 substances; ▶ EU harmonised classification for four chemical substances; and ▶ an occupational exposure limit value for anthraquinone. <p>The Authority was also actively involved in the ECHA Member State Committee during 2025, including contributing to the preparation of the Member State Committee opinion to update the Community Rolling Action Plan (CoRAP) for 2025-2027. The opinion was agreed, resulting in 13 new substances being added to the CoRAP.</p> <p>Additionally, we influenced decisions in the ECHA's RACs through our contributions as Committee members to opinion development on substances for harmonised classification and labelling, restrictions, applications for authorisation and proposals for identification of substances of very high concern.</p> <p>We also contributed as technical experts to the ECHA's Forum for Exchange of Information on Enforcement; to working groups on Only Representatives and poison centre notifications obligations, preparing for EU-wide enforcement projects; and to the development of three of ECHA's guidance documents for companies on obligations under the CLP Regulation.</p> <p>The Authority participated in an EU ECHA pilot project to further investigate the need to initiate a restriction under REACH for a group of substances used as photoinitiators. Based on further assessment performed and the current information, it was concluded that a restriction was not warranted, thus avoiding unnecessary EU-wide regulatory actions.</p> <p>We additionally serviced a significant number of EU competent authority (CA) and Designated National Authority (DNA) technical meetings throughout 2025 to fulfil EU chemicals, Carriage of Dangerous Goods by Road (ADR) and market surveillance mandates. Authority staff participated in 119 EU/CA meetings (hybrid and in person) for REACH; CLP; Seveso; detergents; Prior Informed Consent (PIC); and ADR.</p>

Action in Programme of Work	Achieved in 2025
<p>Participate in an EU coordinated pilot project on compliance in member states with poison centre notification requirements.</p>	<p>The Authority participated in the ECHA Forum's pilot project on notifications to poison centres in 2025. The ECHA Forum's pilot enforcement project found that one in five (19%) of the checked hazardous mixtures in the EU were not notified to poison centre inspectors in 18 EU and European Economic Area countries, including inspectors from the Authority who checked 1,597 mixtures in order to verify whether industry complies with the obligation to notify hazardous mixtures to national poison centres. This is regulated under the EU's CLP Regulation. These notifications are crucial for poison centres in order to provide an adequate medical response in case of exposure to hazardous mixtures.</p> <p>Missing notifications of the necessary information to poison centres undermines the effectiveness of emergency response. The high rate of non-compliance found in Ireland was also presented to the Irish chemical stakeholders' forum. The Authority also contributed, as a member of the working group, to the preparation of the ECHA Forum report.</p>
<p>Develop a culture of collaboration with industry, stakeholders and education providers</p>	
<p>Develop stakeholder relationships in the utilities and green energy sectors to facilitate knowledge sharing.</p>	<p>As part of its consultation with stakeholders on the development of offshore wind in Ireland, the Authority met with SOLAS and the Department of Further and Higher Education, Research, Innovation and Science regarding Safe Pass requirements and attended an Offshore Wind Energy workshop; quarterly meetings were also held with WEI stakeholders.</p> <p>As part of its domestic and small business solar photovoltaic campaign, the Authority engaged regularly with key stakeholders in 2025, including the Sustainable Energy Authority of Ireland, the Irish Solar Energy Association, ESB Networks, and industry representative NRG.</p>
<p>Support the Board's three Advisory Committees (Health and Social Care, Farm Safety, Construction Safety) in support of our strategic priorities.</p>	<p>As part of the Authority's Construction Safety Partnership Advisory Committee, key achievements in 2025 included the development of a standardised Safe Plan of Action for the construction industry, which will be launched in 2026, and the undertaking of improvements/amendments to the existing standardised Risk Assessment Method Statements for the construction industry.</p> <p>The Health and Social Care Advisory Committee commenced its first full year in operation and met on three occasions in 2025, while two of its five subcommittees also met twice during 2025. The HSCSC subcommittees were established and commenced work on a number of key actions under five overarching goals for the period 2025-2027. These included new sector-specific content on incident reporting and incident investigation published on the Authority's website and e-learning platform; a revised guide, <i>Managing the Risk of Work-related Violence and Aggression in Health and Social Care</i>, which was published in 2025; and the identification of best practice initiatives on incident reporting and investigation, and safety representation and safety consultation.</p> <p>The Farm Safety Partnership Advisory Committee (FSPAC) met on five occasions, and its five working groups met between three and four times each. The <i>Farm Safety Action Plan 2025 – 2027</i> was finalised and launched in early July 2025 with Michael Healy-Rae, Minister of State at the Department of Agriculture, Food and the Marine (DAFM).</p> <p>The FSPAC working groups established and commenced work on a number of key actions under the committee's three overarching goals for the period 2025-2027.</p>

Action in Programme of Work	Achieved in 2025
<p>Further develop resources for Safety Representatives on occupational health topics, including work-related psychosocial risks.</p>	<p>A range of resources were developed and delivered to support safety representatives, as follows:</p> <ul style="list-style-type: none"> ▶ Guidance for Safety Representatives in Health and Social Care ▶ Guidance on Training Requirements for Safety Representatives ▶ A podcast on Safety Representatives was recorded as part of the Beyond Compliance podcast series. ▶ Five safety representation training workshops were delivered for a number of key stakeholders, including the Irish Nurses and Midwives Organisation (INMO); Eir; and the Services, Industrial, Professional and Technical Union (SIPTU). ▶ E-learning on safety representation and safety consultation was developed for the health and social care sector. <p>The <i>Safety Representatives Resource eBook</i> was revised and updated and ahead of publication in Q1 2026. The aim of this resource is to support safety representatives in their role and promote meaningful consultation and communication in the workplace. These resources provided extensive information on occupational health topics, including work-related psychosocial risks.</p>
<p>Develop resources to support employers to promote a positive safety culture.</p>	<p>In 2025, the Authority developed a suite of practical resources to support employers in promoting a positive safety culture. Engagement took place with stakeholders in 2025 in a number of thematic policy areas, including those outlined below.</p> <p>Ergonomics</p> <ul style="list-style-type: none"> ▶ The Authority identified specific activity in construction with a high risk of exposure (e.g. cladding). ▶ In-person engagement took place with a cladding company with the aim of understanding challenges faced and increasing their knowledge and understanding of manual handling risks and how they can be managed effectively. <p>Construction worker health</p> <ul style="list-style-type: none"> ▶ Working in partnership with the CIF, Construction Workers Health Trust, and the Department of Health, a tender proposal was agreed to initiate research on construction workers' health issues that are specific to the construction sector. Under the Healthy Framework Ireland programme, it is intended to have a framework for the construction sector post-research. ▶ Working in collaboration with the Irish Cancer Society, a lung cancer awareness press release was issued in November 2025 as part of the silica dust campaign.
<p>Hold a Client Forum for the Conformity Assessment Bodies accredited by the Irish National Accreditation Board.</p> <p>In addition, we will support the Eurachem Analytical Measurement Competition (EAMC).</p>	<p>The Client Forum was initially scheduled to take place in 2025, but had to be postponed and will be rescheduled at a later date.</p> <p>In previous years, INAB sponsored prizes for the 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 not held in 2025. It will be held again in 2026 and INAB will be a sponsor.</p> <p>An INAB newsletter was published and distributed to all conformity assessment bodies and stakeholders, and was made available on LinkedIn and on the INAB website.</p>

Action in Programme of Work	Achieved in 2025
<p>Work with education providers to scope a potential roadmap for course content to ensure that graduates possess the knowledge and skillset in OSH and chemical regulatory fields to meet employer and regulator needs.</p>	<p>Educational roadmap</p> <p>During 2025, the Authority defined and documented the core components of its education strategy in collaboration with internal and external stakeholders. This work reflects a strategic reappraisal of the Authority's role under the Safety, Health and Welfare at Work Act 2005 and associated regulations, including a reassessment of strategic priorities and operational focus – particularly the balance between inspection and enforcement activities and safety promotion through education and training.</p> <p>As part of this work, a new learner journey was specified, providing a progressive, age-appropriate pathway that builds OSH awareness, knowledge and practical competence over time. This journey explicitly considers key transition points into the workplace, including young people in agriculture, Transition Year and practical work experience students, and apprentices within the further education and training (FET) system.</p> <p>Through targeted education programmes, awareness campaigns, participation in education events and conferences, and sustained stakeholder collaboration – particularly in influencing curriculum design – the Authority seeks to prevent workplace accidents and ill health, foster a positive OSH culture across Irish workplaces, and support the development of an OSH education community of practice.</p> <p>Keep Safe</p> <p>The Keep Safe Programme, targeted at fifth and sixth class primary school pupils, promotes safety awareness and hazard recognition using interactive, scenario-based learning. In 2025, two programme events were delivered, reaching a total of 200 pupils. These took place in Athlone on 3 April (100 pupils) and in Donegal on 28 May (100 pupils). Each event involved the participation of the Authority alongside 11 other Government agencies.</p> <p>Choose Safety</p> <p>The Choose Safety Programme introduces Transition Year students and students in FET to the principles of workplace safety and health.</p> <p>The new service level agreement for the Choose Safety Programme was implemented with Kilkenny Education Support Centre in 2025, following agreement on the Programme specification at the commencement of the 2024/2025 academic year in September 2024. In accordance with the SLA, the Programme was delivered through the national network of 21 Education Support Centres, with overall governance and oversight provided by KESC. Twenty-two part-time coordinators (including an additional coordinator for Dublin West) were appointed to engage with post-primary schools and FET colleges within their respective Education Support Centre catchment areas. In total, 589 education institutions participated in the Programme, comprising 448 post-primary schools and 141 FET colleges.</p> <p>OSH in vocational education and training</p> <p>The OSH in vocational education and training (OSHVET) project, led by EU-OSHA, aims to promote occupational safety and health awareness among teachers and learners in FET across Europe. The project aligns with the Authority's broader education strategy, which emphasises partnership with key stakeholders to: (i) mainstream OSH education, and (ii) embed a whole-school approach to OSH.</p> <p>In 2025, the Authority's engagement in the OSHVET project comprised the following key activities:</p> <ul style="list-style-type: none"> ▶ Delivery of two targeted workshops at Galway Technical Institute (GTI), Galway, to support OSH awareness-raising among FET students and staff (one workshop for students and one for staff) ▶ Development of dedicated OSH learning resources for FET learners, including awareness-raising courses for apprentices hosted on hsalearning.ie

Action in Programme of Work	Achieved in 2025
	<ul style="list-style-type: none"> ▶ Establishment and coordination of a national poster competition for FET students in Ireland, aligned with the EU-OSHA campaign theme of carcinogens at work ▶ Contribution to the development and enhancement of OSH content within the curriculum at GTI <p>Graduate questions</p> <p>Graduate.ie is an online competition for second-level students, linking to the EU Citizenship and Democracy programme. In 2025, we contributed two dedicated question sets, each comprising 10 questions focused on workplace safety and health, for inclusion in the competition. A total of 19,733 students participated during the year, with an average weekly participation of just over 6,300 students.</p> <p>Stakeholder engagement and support</p> <p>During 2025, a renewed focus was placed on supporting stakeholders in the delivery and uptake of OSH workplace training. New, targeted website content was developed in order to improve access to guidance and resources and to support consistent, high-quality training provision.</p> <p>In parallel, specific guidance was developed in order to strengthen the training of safety representatives, enhancing their capacity to fulfil their statutory role and contribute effectively to workplace safety and health outcomes. We promoted our education resources and programmes at five education conferences/events.</p> <p>Champions for Safety</p> <p>The Champions for Safety initiative, supported by the Authority, FBD, ESB Networks and Teagasc, was run in all agricultural colleges and in the University College Dublin School of Agriculture. This was delivered prior to students going out on practical placement and it has become a compulsory component for students in many colleges.</p> <p>FSPAC Action Plan</p> <p>The FSPAC Behaviour, Education and Training Working Group delivered tangible progress in relation to strengthening OSH education and training within the agriculture sector. The Working Group established a structured learner journey and agreed high-level learning outcomes applicable across age groups and learning contexts, spanning both education and workplace settings.</p> <p>Priority formal and non-formal education and training programmes have been identified where the Working Group can exert influence on farm safety learning outcomes, with targeted engagement in the Green Cert and Targeted Agricultural Modernisation Schemes courses.</p>



Strategic Priority 3:

Organisational Excellence

**ORGANISATIONAL
EXCELLENCE**

Action in Programme of Work 2025	Achieved in 2025
Ensure the Authority has the right skills for the future	
Roll out our Leadership Academy programme for managers; review course and apply lessons learned to future leadership initiatives.	<p>In 2025, the Authority's leadership academy programme delivered role-specific training and development for staff across the organisation.</p> <p>As part of this programme, a group of managers from across the Authority became the first graduates of the Adaptive Leadership Programme. The programme was a National Framework of Qualifications (NFQ) Level 8 accredited course, provided in conjunction with University College Cork.</p> <p>A review of the Adaptive Leadership Programme is scheduled to be completed in 2026, and the findings will inform planning for future leadership initiatives.</p>
Design and deliver innovative recruitment and selection initiatives to attract excellent candidates.	<p>In a challenging recruitment market, the Authority's recruitment and selection processes delivered 37 new employees and 23 promotions during 2025. We successfully leveraged external recruitment expertise, grouping of posts, advertising strategies, our regional locations, and our blended working arrangements in order to attract excellent candidates across all our divisions.</p>
Collaborate with external partners to access specialist knowledge and expertise.	<p>In order to support the effective and efficient delivery of our mandates, the Authority leveraged external specialist expertise in a number of areas in 2025.</p> <p>For recruitment purposes, we used external specialists to support many of our recruitment campaigns, particularly in the recruitment of a number of senior level posts during the year.</p> <p>External expertise was also sought in order to support considerations around the introduction of a new human resources (HR) platform. Specialists provided an overview of requirements and the types of options available in the market, together with information on the scale of financing and resourcing required.</p> <p>The Authority established a panel of medical advisors to support our OSH inspectorate.</p> <p>The Authority continued to work in partnership with external service providers in cybersecurity, information and communications technology operations, and finance functions in 2025.</p> <p>The Authority also benefited from its partnership in the Roadmap on Carcinogens 3.0 through access to EU best practice, practical prevention tools and peer networks focused on reducing occupational exposure to carcinogens.</p>
Improve work processes and efficiency, through increased consistency, accountability and continuous improvement, in alignment with ISO 9001:2015.	<p>In 2025, we successfully launched a data quality dashboard to support the quality of inspection data captured on our systems.</p> <p>A comprehensive gap analysis was undertaken to guide the introduction of a quality management system within the Authority. An implementation plan is now under way to systematically address the identified gaps, with notable progress already achieved in strengthening document control practices.</p>

Action in Programme of Work 2025	Achieved in 2025
<p>Embed the Authority’s framework for crisis management, ensuring staff are trained, processes are tested, and the Authority can maintain business continuity at all times.</p>	<p>The Authority has successfully established a comprehensive organisational resilience framework. This encompasses the creation and implementation of business continuity plans and a crisis management plan. Disaster recovery plans – including agreed and tested recovery time objectives – are now in place, and a cyber incident response plan has been finalised. Staff have also participated in training exercises, ensuring preparedness and the ability to maintain business continuity at all times.</p>
<p>Be innovative and agile</p>	
<p>Capitalise on opportunities for knowledge sharing with other public bodies to further expand our insights.</p>	<p>Data sharing with other agencies is ongoing, as appropriate, and data sharing agreements are being put in place to ensure governance of potential new data sources. We continue to engage with other agencies and professional networks, and to assess the external environment, in order to explore further data sharing opportunities.</p> <p>The Authority continues to capitalise on opportunities for collaboration and knowledge sharing through our wide network of interagency agreements. These partnerships help ensure that our regulatory functions are delivered efficiently, that public bodies are not duplicating effort on the ground, and that our work is wellcoordinated wherever organisational remits intersect.</p> <p>Our participation in a range of professional networks, associations and knowledge centres, such as the Irish Management Institute (IMI), has allowed us to keep up to date on the latest thinking and developments in areas such as HR, governance and communications.</p> <p>The Authority strengthened knowledge sharing with other public bodies through targeted collaboration on horizon scanning, supporting the exchange of intelligence on emerging risks and future regulatory challenges.</p> <p>Engagement with other agencies in the area of psychosocial risks enabled the identification of areas of mutual interest and facilitated the sharing of expertise and insights, strengthening cross-agency alignment and collective foresight.</p> <p>We engaged with multiple health-related agencies to gain occupational illness data insights, and we will develop this collaboration further in 2026.</p> <p>During 2025, the Authority collaborated with the HSENI on a cross-border inspection campaign focusing on working at height in the construction and agriculture sectors. This joint initiative provided a valuable platform for sharing regulatory knowledge, inspection experience and practical risk control approaches across jurisdictions. By working together, both organisations strengthened consistency in enforcement, deepened our understanding of sector-specific risks, and identified effective practices that can be applied more widely. The campaign also reinforced professional links between inspectors, supporting ongoing cooperation and continuous improvement in the prevention of serious and fatal accidents.</p>

Action in Programme of Work 2025	Achieved in 2025
<p>Engage with the Board's advisory committees for the health and social care, construction and agriculture sectors to gather expert insights and frame early indicators for predicting future trends and potential regulatory challenges in specific areas.</p>	<p>The Construction Safety Partnership Advisory Committee met on three occasions in 2025. The <i>Construction Safety Action Plan 2025 – 2027</i> set out four key goals and associated objectives, and work has commenced on all four goals.</p> <p>The Authority engaged proactively with the Health and Social Care Advisory Committee to gather sector-specific data on emerging risks, workforce pressures and service delivery changes impacting on worker safety and health.</p> <p>Structured agenda items and thematic discussions were used to capture expert insights on current and emergent issues related to workforce and service delivery shifts, information and intelligence quality, psychosocial risk exposure, and safety culture.</p> <p>The Authority engaged with the FSPAC on a full review of the existing <i>Code of Practice for Preventing Injury and Occupational Ill Health in Agriculture</i> to gather sector-specific information on new or emerging issues in order to inform an updated Code of Practice, which is to be published in 2026.</p>
<p>Adapt our regulatory approach as appropriate to reflect new data insights.</p>	<p>Where data highlight persistent noncompliance patterns, we have adapted approaches such as enhanced followup activity, more thematic inspection campaigns, or intensified communication efforts in order to address the root causes. Examples of this approach in 2025 included our Working at Height campaign, which was supported by an analysis of accident and injury data, and our Livestock Marts campaign, which was designed and implemented in response to low compliance level data.</p> <p>Conversely, where data indicate strong compliance, we have reduced unnecessary touchpoints, supporting a more proportionate regulatory model.</p>
<p>Following on from the Work Positive survey in 2024, engage with staff to implement the resulting action plan.</p>	<p>A dedicated working group developed an action plan based on the Work Positive survey results. The action plan was communicated across the organisation. Actions are being addressed at unit level and through organisation-wide projects. Benefits are already being observed in relation to supporting role clarity through our performance management systems.</p>
<p>Implement the first year of the Authority's Data Strategy 2025-2027, focusing on data quality and data governance.</p>	<p>We have advanced the implementation of the Authority's Data Strategy 2025-2027 by prioritising robust data governance, enhancing data quality across the organisation, and ensuring that management and staff have access to practical, user-friendly reporting tools.</p>
<p>Explore how artificial intelligence can be utilised to add further value to internal work practices.</p>	<p>A working group was established to explore the potential of artificial intelligence (AI) use within the Authority. An AI tool has been set up for use within our environment and is currently being trialed. An AI Acceptable Use Policy was developed and has been implemented, with staff awareness sessions held. A number of the Authority's staff completed appropriate AI training courses.</p>
<p>Continue to prioritise our Information Security Improvement Programme, increasing security on our systems and environment and ensuring a robust cyber incident response plan is in place.</p>	<p>We have strengthened our information security by upgrading our systems, enhancing firewalls, and expanding staff training and awareness initiatives, ensuring that our environment is more secure and resilient against potential cyber incidents. A cyber incident response plan is in place.</p>

Action in Programme of Work 2025	Achieved in 2025
Measure better the outcomes of our work	
<p>As prioritised in the Authority's Strategy 2025-2027, complete first steps to develop a reporting framework that allows us to demonstrate positive outcomes at a strategic level. This will be achieved through specific projects to demonstrate new ways of working. The projects will ensure the use of the full range of interventions available to the Authority and reporting on the performance of the projects will be outcome based.</p>	<p>A working group was established in order to develop an appropriate framework for reporting and evaluating progress against the outcomes committed to in the Authority's Strategy 2025-2027. The working group has reviewed available models and considered approaches taken across the wider public sector and at EU level. An initial approach based on a number of pilot interventions has been developed, and will progress to pilot implementation in 2026. Further external expertise will be sought in 2026 in order to validate and inform the approach and align with best practice in the context of the development of the Authority's next strategy statement.</p>
<p>Implement the final year of both the Communications Strategy and People Strategy. Review the impact of these three-year strategies and plan future approaches.</p>	<p>The Communications Strategy and People Strategy were completed in 2025. The outcomes and lessons learned from both strategies are to be reviewed in 2026. Options for future enabling strategies aligned with the Authority's overarching strategic objectives are to be considered.</p>
Maximise the value of the investment made in technology	
<p>Further develop our new case management platform to increase efficiencies and improve customer experiences, focusing on areas such as automation, mobility and customer portals.</p>	<p>Delivery of the Córás transformation programme continued throughout 2025, with system enhancements delivered through a business-as-usual process, and strong progress was made across the analysis, design and build stages of remaining workstreams. Phase 2 – covering automation, Control of Major Accident Hazards (COMAH) functionality, the knowledge base and new portals – progressed well during 2025, and remains on track for deployment in 2026. Work also commenced on Phase 3, which focuses on mapping and mobility and is also scheduled for deployment in 2026.</p> <p>Reporting from the Córás platform was strengthened during 2025, with more insight available to drive more effective planning.</p>
<p>Ensure customer facing applications are enhanced to meet customer expectations, adopt consistency of approach, and fully meet accessibility requirements.</p>	<p>The technical infrastructure of one of our key customer-facing applications, BeSMART, was upgraded during 2025, enhancing security and accessibility.</p>
<p>Define requirements for a new HR Management System and Learning Management System, and initiate procurement as appropriate.</p>	<p>Following a scoping exercise in 2025, further work is to be done to define requirements and initiate early market engagement in order to ensure that the Authority obtains a new HR Management System and Learning Management System that meet business needs within the available resources.</p>
<p>Develop the Irish National Accreditation Board's Client Relationship Manager system and other IT tools to maximise effectiveness and efficiency.</p>	<p>System enhancements on the INAB Client Relationship Manager (CRM) were delivered through a business-as-usual process throughout 2025. ClickLearn (a training tool) was utilised throughout the year to deliver effective training for staff. Tools such as Microsoft Power BI were utilised in order to deliver reports and insight, improving the effectiveness of processes.</p> <p>INAB held fortnightly meetings regarding the CRM's maintenance and future development. An upgrade to the current software application was planned, with completion expected in 2026.</p>

Delivering our programme: Measuring our impact

We monitor the delivery of our strategy and work programmes using a range of outcome and output measures. We report metrics on programme activities and outputs to our Board through Chief Executive Officer (CEO) reports, quarterly reports and annual reports. We report to the Department of Enterprise, Tourism and Employment (DETE) on a quarterly and annual basis. A selection of the key output metrics is presented in Table 2.

Table 2.
Key performance indicators 2025

Key performance indicators	2025 target	2025 achieved
Inspections (occupational safety and health)	11,000	10,782
Inspections (Chemicals Act and transport of dangerous goods by road)	900	1,052
Market surveillance assessments (chemical products)	750	755
Market surveillance assessments (industrial products)	450	426
New users of BeSMART	10,000	24,497
Scientific opinions prepared for ECHA committees	4	5
New proposals to harmonise the classification and labelling of substances	1	1
Accreditation decisions (new applications)	15	13
Accreditation decisions (renewal of existing accreditations or extensions to scope)	400	331
HSA learning courses taken	60,000	83,234

It is also necessary to report on our progress in delivering long-term strategic outcomes. Many of the expected outcomes in our Strategy 2025-2027 will be achieved over the three annual work programmes of the strategy period, and our work with respect to some outcomes will continue well into the next strategy period and beyond. However, we can already point to progress we are making in delivering some of the strategy outcomes in the shorter term. A selection of examples is included below.

Strategic Priority 1:

Build and Support Compliance



Expected outcome:

Enterprises, duty holders and stakeholders are well informed and equipped to comply with regulatory requirements.

Case study:

Livestock Marts campaign

In 2025, the Authority conducted a targeted campaign aimed at raising awareness of safety risks in livestock marts across Ireland. This initiative is an example of delivering key messages to small enterprises through the agile, risk-informed and coordinated use of resources.

Following an analysis of findings from livestock mart inspections, it was identified that railings in a number of mart rings did not meet the minimum recommended height of 2.1 metres. Several teams within the Authority worked together to engage with mart managers, raise awareness and strengthen safety standards. Actions included:

- ▶ a targeted outreach campaign to marts to coincide with calving season;
- ▶ development of a hard copy information pack for circulation to 84 mart managers nationwide;

- ▶ invitation to engage with our trained contact centre staff for further details; and
- ▶ collation of engagement metrics and feedback to inform future inspections and outreach in the sector.

Following the initial contact with mart managers, there were more than 12,000 visits to the relevant safety guidance on our website, representing a month-on-month increase of 76%, and the document was downloaded more than 200 times.

In terms of achieving the expected outcome of informed enterprises and duty holders, our agriculture inspectors reported increased interaction and discussion with mart managers on safety standards. The impact of this engagement on compliance with health and safety practices in livestock marts will continue to be assessed as part of ongoing inspection activity in the agriculture sector.



Strategic Priority 2:

Influence, Educate and Collaborate



Expected outcome:

The Authority is recognised as a leading contributor on policy and legislation relevant to our mandate.

Case study:

Piperonal classification

In 2025, the Authority's proposal to classify piperonal was agreed by the ECHA's Committee for Risk Assessment (RAC) and is now scheduled for inclusion by the European Commission into Annex VI of the EU Classification, Labelling and Packaging (CLP) Regulation.

Following inclusion, products containing piperonal will be required to be classified and labelled as a reproductive toxicant, allowing for safer use. Further risk management measures will also follow, including a restriction on the use of piperonal in consumer products under Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH).

In 2025, we also assessed the need for any additional EU-wide risk management measures for this substance to protect workers and consumers. In order to ensure coordinated regulatory actions at EU level, we are currently awaiting the finalisation of an assessment by the ECHA on a group of structurally similar substances (expected in early 2026) before concluding on the way forward for piperonal. This work will continue in 2026.



Strategic Priority 2:

Influence, Educate and Collaborate



Case study:

National Ploughing Championships 2025

Each year, the Authority has a significant presence at the National Ploughing Championships in order to engage with members of the public and share key messages about farm safety. In 2025, the Authority used this opportunity to focus on hazards including machinery, construction on farms and working at height. Particular focus was placed on the risks faced by older members of the farming community, as statistics show that in the 10-year period from 2015 to 2024, more than half of fatal incidents on farms involved people aged 65 years and over.

The Authority's marquee and live safety and demonstration area featured significantly in national and regional media. Authority staff provided a number of television, digital and radio interviews during the three-day event. Authority staff also participated in a farm safety panel discussion with Agriland.

On the Authority's social media platforms, posts relating to our activity at the National Ploughing Championships 2025 generated more than 81,000 impressions. A video of a live demonstration of a simulated fall from height in a farm setting, which was developed in conjunction with an external events partner, received more than 10 million views on digital media.

Through ongoing outreach, engagement and targeted communications, the Authority will continue to prioritise reinforcing key health and safety messages among members of the farming community.



Strategic Priority 2:



Influence, Educate and Collaborate

Expected outcome:

The Authority is recognised as a leading contributor on policy and legislation relevant to our mandate.

Case study:

Offshore wind health and safety policy development

With significant investment in offshore wind anticipated over the coming years, the Authority continued to engage extensively with the wind energy sector in 2025. Engagement included regular meetings with the wind energy trade association and direct discussions with Phase 1 offshore wind developers. These interactions provided opportunities to offer regulatory clarity, listen to industry concerns, and address issues raised by stakeholders.

Throughout 2025, the Authority also worked closely with the DETE on matters relating to the OSH regulatory framework for the offshore environment. In addition, crossdepartmental engagement and collaboration with other relevant agencies continued, with a focus on providing clarity to the sector.

In line with our 2025-2027 Strategy Statement, the Authority will continue to work proactively with industry, Government Departments and relevant agencies in order to ensure that the OSH framework remains effective in protecting the safety, health and welfare of all workers working in the offshore environment.



Strategic Priority 3:

Organisational Excellence



Expected outcome:

An optimally structured and agile organisation, with internal competence complemented by external expertise, in order to adapt to demands.

Case study:

HSA Leadership Academy 2025

In 2025, a group of managers from across the Authority completed the organisation's first Adaptive Leadership Programme. The NFQ Level 8 programme, which is accredited by University College Cork, is a bespoke course combining taught modules and work-based projects that are designed to reflect the values, mission and strategic priorities of the Authority.

Delivered across four modules, the purpose of the programme was to equip our leaders with the skills, perspectives and emotional intelligence that will enable them to lead high-functioning teams and drive the delivery of strategic initiatives.

Working groups including all managers and led by Adaptive Leadership alumni have been established and empowered to identify challenges, develop sustainable solutions, and be positive advocates for effective work practices throughout our organisation.

This initiative to invest in our people and their capabilities is a key to delivering the strategic outcome of an optimally resourced organisation that is ready to meet demands.



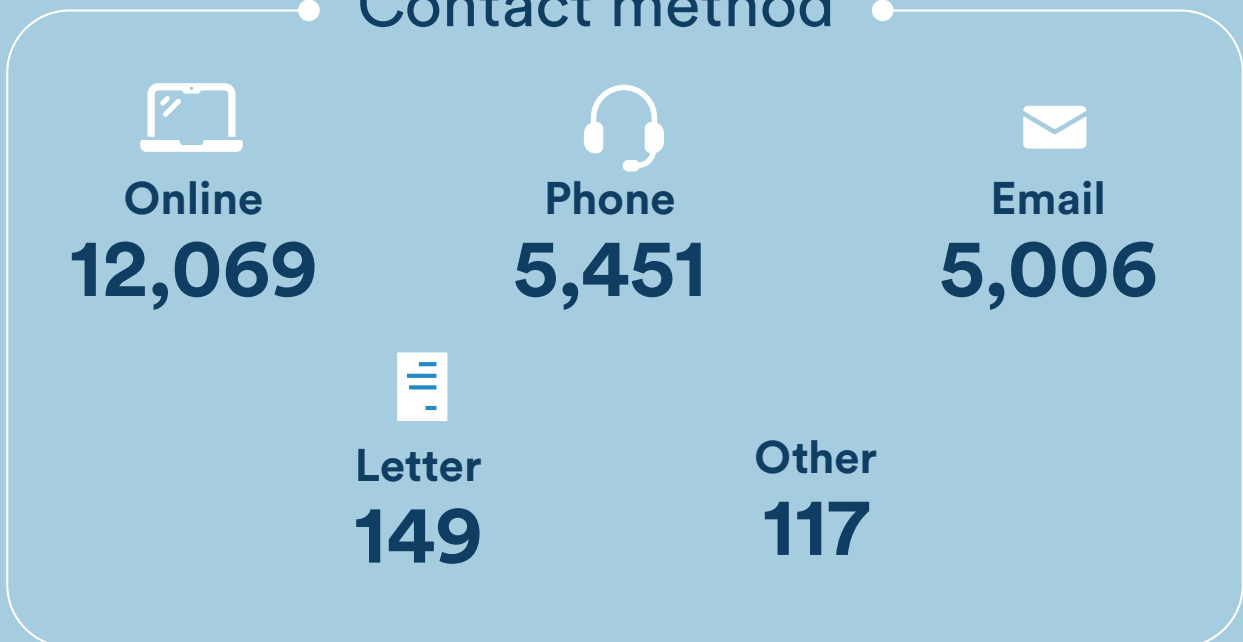
HSA Contact Centre engagement volumes 2025



Contact Centre case type



Contact method





Appendix 1:

Extracts from the
unaudited Financial
Statements of the Health
and Safety Authority
for the year ended 31
December 2025

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;
- ▶ 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 2025 have been prepared and were considered by the Audit, Risk and Finance Committee at its meeting held on Thursday 19th March 2026. The DRAFT Financial Statements for 2025 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 2025 and recommended them to the Board on a no material change basis. On the 19 March, the Board approved the specific extracts of unaudited financial information from the Draft Financial Statements for inclusion in the Authority's Annual Report 2025.

The Authority formally submits the DRAFT Financial Statements before 31st March each year to the

Department and the Office of the Comptroller and Auditor General (OCAG) who will undertake the external audit. The audit fieldwork has not been scheduled this year, and this is matter for the OCAG.

The information below is extracted from the DRAFT Financial Statements 2025 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 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 2025
- ▶ Statement of Cash Flows
- ▶ 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).

Appendix 1 | Extracts from the Unaudited Financial Statements

Information

	Name	First Appointed	Reappointed	Expiry Date	Position Type
Members of the Board	Bríd De Buitléar	11/08/2020	11/08/2023	10/08/2026	Board Member
	Ciaran Roche	11/08/2020	11/08/2023	10/08/2026	Board Member
	Eamonn Stapleton	20/12/2025		19/12/2028	Board Member
	Elaine Bowers	20/12/2025		19/12/2028	Board Member
	Fiona Kilcullen	25/09/2023		24/09/2026	Board Member
	John Murphy	20/12/2025		19/12/2028	Board Member
	Katie Morgan	20/12/2025		19/12/2028	Board Member
	Mary Coyne	11/08/2020	11/08/2023	10/08/2026	Board Member
	Paddy Kavanagh	19/12/2025		19/12/2028	Deputy Chairperson
	Padraig Somers	20/12/2025	20/12/2025	19/12/2028	Board Member
	Patricia Byron	30/06/2023		29/06/2026	Chairperson
	Terry O'Niadh	30/06/2023		29/06/2026	Board Member
	Paul Kelly	20/12/2019	20/12/2022	20/12/2025	Deputy Chairperson
	David Hughes	20/12/2019	20/12/2022	20/12/2025	Board Member
	Michelle Quinn	20/12/2019	20/12/2022	20/12/2025	Board Member
	Frank Kelly	20/12/2019	20/12/2022	20/12/2025	Board Member
	Deirdre MacDonald	20/12/2019	20/12/2022	20/12/2025	Board Member
Chief Executive	Conor O'Brien			Term ended on 27/06/2025	
	Mark Cullen			Appointed on 17/10/2025	
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 for Business, Employment and Retail under delegate authority from the Minister for Enterprise, Trade 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; and
- ▶ 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, Infrastructure, Public Service Reform and Digitalisation, 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 2025.

Board Structure

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

	Name	First Appointed	Reappointed	Expiry Date	Position Type
Members of the Board	Brid De Buitléar	11/08/2020	11/08/2023	10/08/2026	Board Member
	Ciaran Roche	11/08/2020	11/08/2023	10/08/2026	Board Member
	Eamonn Stapleton	20/12/2025		19/12/2028	Board Member
	Elaine Bowers	20/12/2025		19/12/2028	Board Member
	Fiona Kilcullen	25/09/2023		24/09/2026	Board Member
	John Murphy	20/12/2025		19/12/2028	Board Member
	Katie Morgan	20/12/2025		19/12/2028	Board Member
	Mary Coyne	11/08/2020	11/08/2023	10/08/2026	Board Member
	Paddy Kavanagh	19/12/2025		19/12/2028	Deputy Chairperson
	Padraig Somers	20/12/2025	20/12/2025	19/12/2028	Board Member
	Patricia Byron	30/06/2023		29/06/2026	Chairperson
	Terry O'Niadh	30/06/2023		29/06/2026	Board Member
	Paul Kelly	20/12/2019	20/12/2022	20/12/2025	Deputy Chairperson
	David Hughes	20/12/2019	20/12/2022	20/12/2025	Board Member
	Michelle Quinn	20/12/2019	20/12/2022	20/12/2025	Board Member
	Frank Kelly	20/12/2019	20/12/2022	20/12/2025	Board Member
	Deirdre MacDonald	20/12/2019	20/12/2022	20/12/2025	Board Member

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 2025 were: Mary Coyne (Chairperson), David Hughes, Frank Kelly and Paul Kelly. There were ten (10) meetings of the ARF in 2025.

- 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 2025 were: Patricia Byron (Chairperson), Brid De Buitléar, Paul Kelly, Michelle Quinn and Fiona Kilcullen. There were two (2) meetings of the Strategic Steering Committee during 2025.

- 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 2025 were: Deirdre MacDonald (Chairperson), Padraig Somers, Ciarán Roche, Frank Kelly and Michelle Quinn. There was one (1) meeting of the Legislation and Guidance Committee in 2025.

- 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 2025 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 2025 €	Expenses 2025 €
Number of meetings	9	10	2	1		
Patricia Byron	9		2		11,970	-
Paul Kelly	8	10	2		7,695	-
Bríd De Buitléar	8		2		7,695	-
Ciarán Roche	9			1	7,695	1,198
David Hughes	5	9			7,695	-
Deirdre MacDonald	9			1	7,695	2,322
Fiona Kilcullen	9		1		-	-
Frank Kelly	6	5		1	7,695	-
Mary Coyne	9	10			7,695	2,043
Michelle Quinn	0		0	0	7,695	-
Padraig Somers	8			1	7,695	290
Terry O'Niadh	9				7,695	1,529
					88,920	7,382

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

Conor O'Brien resigned as CEO on 27th June 2025. Mark Cullen was appointed as Interim CEO on 30th June 2025 before being formally appointed as CEO on 17th October 2025.

Paul Kelly, David Hughes, Deirdre MacDonald, Frank Kelly and Michelle Quinn's term ended as Board members on 20th December 2025.

Eamonn Stapleton, Elaine Bowers, John Murphy, Katie Morgan and Paddy Kavanagh were appointed as Board members on 20th December 2025.

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, Infrastructure, Public Service Reform and Digitalisation in August 2016.

In 2025, the Chief Executive of the Authority, in the context of their role as a prescribed person under the Protected Disclosures Act 2014, received 96 reports of alleged wrongdoing related to third parties, submitted by parties external to the HSA. Of the 96 reports received, 51 were assessed as warranting further follow-up.

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

	2025 €	2024 €
Legal advice	14,054	54,047
Financial/actuarial advice	33,087	14,760
IT Consultancy	399,039	423,979
External communications	-	41,714
Occupational health consultancy	-	6,765
Strategy development	-	156,401
Human Resources	64,544	1,846
Total consultancy costs	510,724	699,512

Consultancy costs capitalised

Consultancy costs capitalised	-	-
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	510,724	699,512
Total	510,724	699,512

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

	2025 €	2024 €
Legal fees	151,465	49,314
Conciliation and arbitration payments	-	-
Settlements	-	-
Total	151,465	49,314

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:

	2025 €	2024 €
Domestic		
Board	7,382	15,241
Employees	1,643,552	1,552,833
International		
Board	-	-
Employees	102,910	109,748
Total	1,753,844	1,677,822

Includes travel and subsistence of €7,382 paid directly to Board members in 2025 (2024: €15,241). There was €0 international travel and subsistence expenditure paid by the Health and Safety Authority on behalf of the Board members in 2025 (2024: €0).

Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	2025 €	2024 €
Staff hospitality	14,598	20,252
Client/other hospitality	250	935
Total	14,848	21,187

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 in compliance with the Code of Practice for the Governance of State Bodies for 2025.

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, Infrastructure, Public Service Reform and Digitalisation has been in place in the Health and Safety Authority for the year ended 31 December 2025 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.

The Audit, Risk and Finance Committee, which met ten times during the year, work 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 2025 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 29th January 2026 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 2026.

I confirm that the Board conducted an annual review of the effectiveness of internal controls in 2025. 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 2025 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 2025

Statement of Income and Expenditure and Retained Revenue Reserves

for the year ended 31 December 2025

	Notes	Year Ended 31 December 2025 €	Year Ended 31 December 2024 €
Income			
Department of Enterprise, Tourism and Employment - Oireachtas Grant		34,296,418	31,864,977
Accreditation Income		3,750,532	3,569,274
COMAH Income		114,200	116,850
Other Income		205,067	444,851
Deferred retirement benefit funding		5,187,713	5,464,055
		43,553,930	41,460,007
Expenditure			
Salaries Costs	6	21,309,246	19,376,762
Retirement Benefit Costs	13	7,179,418	7,503,977
Operational Expenses	8	13,327,462	12,764,029
		41,816,126	39,644,768
Surplus/(Deficit) before appropriations		1,737,804	1,815,239
Transfer (to)/from Capital Account	12	(315,071)	(1,041,376)
Surplus/(Deficit) after appropriations		1,422,733	773,863
Balance Brought Forward at 1 January		1,979,107	1,205,244
Balance Carried Forward at 31 December		3,401,840	1,979,107

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

Statement of Comprehensive Income

for the year ended 31 December 2025

	Year Ended 31 December 2025 €	Year Ended 31 December 2024 €
(Deficit)/Surplus for the year	1,422,733	773,863
Experience gain/loss on retirement benefit obligations	(1,038,000)	3,424,000
Change in assumptions underlying the present value of retirement benefit obligations	(17,314,000)	(11,487,000)
Actuarial (gains)/losses in the year	(18,352,000)	(8,063,000)
Adjustment to deferred retirement benefit funding	18,352,000	8,063,000
Total (Deficit)/Surplus for the year	1,422,733	773,863

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

Statement of Financial Position

for the year ended 31 December 2025

	Year Ended 31 December 2025 €	Year Ended 31 December 2024 €
Fixed Assets		
Property, plant & equipment	3,589,917	3,274,846
Current Assets		
Receivables	1,489,323	1,419,240
Cash and cash equivalents	3,110,668	1,705,609
	4,599,991	3,124,849
Current Liabilities (amounts due within one year)		
Payables	(1,198,151)	(1,145,742)
Net Current Assets	3,401,840	1,979,107
Total Assets Less Current Liabilities before Retirement Benefits	6,991,757	5,253,953
Deferred retirement benefit funding asset	108,084,305	121,248,592
Retirement benefit obligation	(108,084,305)	(121,248,592)
Total Net Assets	6,991,757	5,253,953
Representing		
Retained revenue reserves	3,401,840	1,979,107
Capital account	3,589,917	3,274,846
	6,991,757	5,253,953

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

Statement of Cash Flows

for the year ended 31 December 2025

	Year Ended 31 December 2025 €	Year Ended 31 December 2024 €
Net Cash Flows from Operating Activities		
Operating surplus/(deficit) for year	1,422,733	773,863
Depreciation	562,280	555,454
her movements in fixed assets	(266,631)	-
Transfer (from)/to Capital reserve	315,071	1,041,376
(Decrease)/Increase in payables	52,409	(587,087)
(Increase)/Decrease in receivables	(70,083)	(87,851)
Net cash inflow from operating activities	2,015,779	1,695,755
Cash Flows from Investing Activities		
Net Cash Flows from Financing Activities	2,015,779	1,695,755
Payments to acquire property, plant and equipment	(610,720)	(1,596,830)
Net Increase in Cash and Cash Equivalents	1,405,059	98,925
Cash and Cash Equivalents at 31 December 2024	1,705,609	1,606,684
Cash and Cash Equivalents at 31 December 2025	3,110,668	1,705,609

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 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 2025 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).

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, Trade 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.

Notes

(forming part of the financial statements) *continued*

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.

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.

Extracts from the Notes

(forming part of the financial statements) *continued*

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, Infrastructure, Public Service Reform and Digitalisation (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.

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

Extracts from the Notes

(forming part of the financial statements) *continued*

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
- (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 2025 €	Year Ended 31 December 2024 €
D/ETE - Vote 32 - Subhead C5	35,390,000	32,785,000
Employee Pension Contributions remitted to D/ETE	(660,298)	(572,083)
Single Scheme Contributions remitted to D/PER	(433,284)	(347,940)
	34,296,418	31,864,977

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 2025 €	Year Ended 31 December 2024 €
Accreditation income	3,750,532	3,569,274

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 2025 €	Year Ended 31 December 2024 €
COMAH income	114,200	116,850

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 2025 €	Year Ended 31 December 2024 €
Driver Training Course Income	-	34,737
ADR Fines ¹	8,800	5,600
ECHA Income ²	34,888	-
Miscellaneous (Seminars, Legal, Witness Expenses, EU Commission)	161,379	74,514
Farm Safety Income ³	-	330,000
	205,067	444,851

- 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 2025 €	Year Ended 31 December 2024 €
Staff short-term benefits	19,340,025	17,590,052
Employer PRSI	1,969,221	1,786,810
Total Salary Costs	21,309,246	19,376,762

Staff Short-Term Benefits

Basic Pay	19,296,835	17,537,485
Overtime	28,246	32,932
Allowances	14,944	19,635
Other compensation costs	-	-
	19,340,025	17,590,052

The Authority can confirm that there was no termination payment paid during the year 2025

Extracts from the Notes

(forming part of the financial statements) *continued*

6. SALARY COSTS *(continued)*

Staff Numbers

	Year Ended 31 December 2025 €	Year Ended 31 December 2024 €
Actual Staffing Levels at year end – Professional/technical	182	174
Actual Staffing Levels at year end – Administration	107	101
	289	275

€734,626 (2024: €653,044) of pension levy has been deducted from staff and paid over to the Department of Enterprise, Tourism and Employment.

	Year Ended 31 December 2025 €	Year Ended 31 December 2024 €
CEO and Interim CEO Remuneration		
CEO Remuneration Gross Pay	90,771	169,769
Interim and new CEO Remuneration Gross Pay	82,155	-

CEO and Interim CEO Travel & Subsistence

CEO Travel Costs	76	1,208
Interim and new CEO Travel Costs	3,764	-

The CEO and Interim CEO received a salary of €172,926 and expenses to the value of €3,840 in 2025. The CEO resigned on 27th June 2025, an Interim CEO was appointed on 30th June 2025 before being formally appointed as CEO on the 17th October 2025.

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	2025	2024
€60,000	– €69,999	49	42
€70,000	– €79,999	44	51
€80,000	– €89,999	40	34
€90,000	– €99,999	14	10
€100,000	– €109,999	11	7
€110,000	– €119,999	8	7
€120,000	– €129,999	4	1
€130,000	– €139,999	2	4
€140,000	– €149,999	1	0
€150,000	– €159,999	1	0
€160,000	– €169,999	0	1
Total		174	157

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	2025	2025	2024	2024
	Fees	Expenses	Fees	Expenses
	€	€	€	€
Patricia Byron (Chairperson)	11,970	-	11,970	-
Paul Kelly (Deputy Chairperson)	7,695	-	7,695	-
Bríd De Buitléar	7,695	-	7,695	-
Ciarán Roche	7,695	1,198	7,695	1,578
David Hughes	7,695	-	7,695	956
Deirdre MacDonald	7,695	2,322	7,695	4,622
Fiona Kilcullen	-	-	-	-
Frank Kelly	7,695	-	7,695	-
Mary Coyne	7,695	2,043	7,695	3,072
Michelle Quinn	7,695	-	7,695	-
Padraig Somers	7,695	290	7,695	224
Terry O'Niadh	7,695	1,529	7,695	4,789
	88,920	7,382	88,920	15,241

Extracts from the Notes

(forming part of the financial statements) *continued*

8. OPERATIONAL EXPENSES

	Total 2025 €	Total 2024 €
Accommodation	1,879,069	1,760,648
Communications costs	343,759	312,420
Travel and subsistence – national	1,650,934	1,568,074
Travel and subsistence – international	102,910	109,748
Publications and marketing	1,305,257	1,023,097
Legal services	165,519	103,361
Research	57	73
Financial services	788,810	530,307
Pensions and human resources	50,055	47,580
Other consultancy	1,097,061	1,398,192
Accreditation – external assessor costs	1,337,784	1,578,504
Business process review	1,124,467	1,187,982
Staffing costs	801,835	589,245
General equipment supplies	285,391	187,223
Investment in learning	433,959	510,225
Technology costs	1,359,363	897,584
Depreciation	241,715	555,454
Internal audit fees	51,733	38,888
External audit fees	22,500	22,500
Members' fees	88,920	89,525
Other	196,364	243,620
Bad Debts	-	9,779
	13,327,462	12,764,029

Included in 'Other' operational expenses is a charge of €14,598 (2024: €21,187) in respect of amounts paid by the Authority for staff/other hospitality.

Appendix 2:

Inspections, Investigations and Prosecutions

Table 3.1 Number of workplace inspections and investigations, 2015-2025

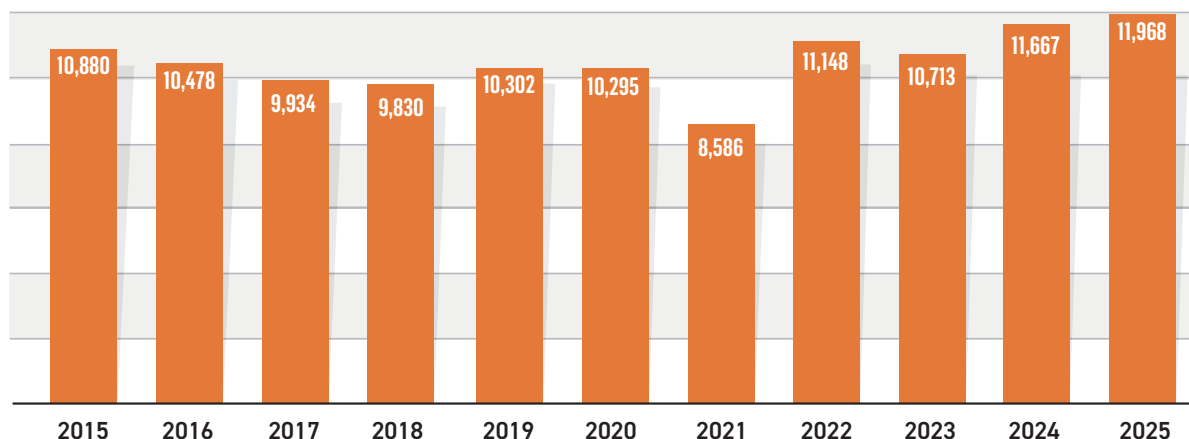


Table 3.2 Number of workplace inspections, investigations and interventions by economic sector, 2025

Economic sector	Inspections and investigations	Improvement Notice or direction	Prohibition Notice	Written advice
Agriculture, forestry and fishing	1,244	27	9	558
Mining and quarrying	249	22	7	202
Manufacturing	1,337	67	24	1,117
Water supply; sewerage, waste management and remediation activities	461	48	30	407
Construction	2,845	55	288	2,246
Wholesale and retail trade; repair of motor vehicles and motorcycles	1,549	68	19	1,306
Transportation and storage	871	28	11	669
Accommodation and food service activities	541	10	4	469
Administrative and support service activities	261	1	2	212
Human health and social work activities	628	47	2	535
Other sectors	1,988	42	24	1,805
Total	11,974*	415	420	9,526

*Variance between totals in Table 3.1 and Table 3.2 is due to a number of investigations having enforcements against more than one duty holder in multiple Statistical Classification of Economic Activities in the European Community (NACE) sectors.

Table 3.3 Number of workplace investigations (occupational safety and health and chemicals) 2025

Occupational safety and health and chemical investigation programme 2025	
Investigations of accidents/dangerous occurrences	75
Other investigations (non-occupational-related fatalities and work-related vehicle fatalities - road collisions)	56

Table 3.4 Outcome of prosecutions completed in 2025

Type of proceedings	Total heard	Dismissal	Under appeal	Suspended sentence	Custodial sentence	Community service	Probation Act	Compensation Order	Fines
On indictment	15	0	0	1	0	0	0	0	€2,470,000
Summarily	7	0	0	0	0	0	0	0	€16,000
Total	22	0	0	1	0	0	0	0	€2,486,000

Table 3.5 Details of prosecutions completed in 2025 (excluding dismissed cases))

Summary Prosecutions

Dunbar Lunn Consulting Engineers Limited

On 23 April 2025, this case was finalised at Gorey District Court. The Accused pleaded guilty to one charge. The Accused, being a designer within the meaning of the Safety, Health and Welfare at Work (Construction) Regulations 2013, in respect of a project within the meaning of the said Regulations, at or near a construction site at Castlelands, Ferns, Co Wexford and not being aware of the appointment of a project supervisor for the design process, did fail to promptly inform the client of the said client's duties with regard to the appointment of a project supervisor for the design process.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 15(5) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	€1,000

Bellingham Farms Unlimited Company

On 15 July 2025, this case was finalised at Drogheda District Court. The Accused pleaded guilty to two charges. The Accused, being a client within the meaning of the Safety, Health and Welfare at Work (Construction) Regulations 2013, did fail on a date prior to 14 August 2023 to appoint in writing a competent project supervisor for the design process and failed to appoint in writing a competent project supervisor for the construction stage, for construction work carried out at a construction site at Milestown, Castlebellingham, Co Louth.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 6(1)(a) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	€4,000
Regulation 6(1)(b) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	€4,000

Prosecution of an individual

On 3 September 2025, this case was finalised at Macroom District Court. The Accused pleaded guilty to two charges. On 14 April 2020, at a premises in Co Cork, the Accused failed to take sufficient measures to prevent individuals at the place of work, not being employees, from being exposed to falls from height from a roof, and as a result, a person suffered personal injury and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 12 contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€1,250
Section 12 contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€3,000

Prosecution of an individual

On 17 October 2025, this case was finalised at Longford District Court. The Accused pleaded guilty to two charges. On 3 June 2024, at a farm in Co Longford, the Accused failed to maintain properly, or at all, a silage trailer owned by the Accused and permitted the use of a tractor that was defective to tow a silage trailer, and as a result a person was struck by the said silage trailer and suffered personal injuries. In addition, the Accused did fail to bring the safety statement, in a form, manner and, as appropriate, language that was reasonably likely to be understood, to the attention of a newly recruited employee upon the commencement of his employment.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 12 contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€500
Section 20(3)(b) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Prosecution of an individual

On 17 October 2025, this case was finalised at Longford District Court. The Accused pleaded guilty to one charge. On 3 June 2024, at a farm in Co Longford, the Accused, being a person who had control to any extent of a non-domestic place of work, made available as a place of work to persons other than his employees, or being a person who had control to any extent of any article or substance provided for the use of persons at that place of work, other than his employees, did fail to ensure so far as was reasonably practicable that the place of work, the means of access thereto, or egress therefrom, and any article or substance provided for use in the place of work, was safe and without risk to health.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 15(1)(c) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€500

Wheelock Farms Limited

On 26 November 2025, this case was finalised at Gorey District Court. The Accused pleaded guilty to four charges. On or about 24 June 2023, the Accused, at a place of work at a farm at Moneyhore, Davidstown, Enniscorthy, Co Wexford, did fail to identify the hazards of working at height on the construction of an extension to an agricultural shed, assess the risks presented by those hazards, and be in possession of a written risk assessment. In addition, the Accused did fail to ensure that there were adequate and appropriate safe systems of work in place for working at height, and the Accused had no control measures in place, such as a harness system, netting, guardrails, or access platforms from underneath. The Accused also failed to appoint a competent project supervisor for the design process, or a competent project supervisor for the construction stage for the project.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 15(3) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€500
Section 19(5) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration
Regulation 6(1)(a) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration
Regulation 6(1)(b) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Hamill Rentals Limited

On 28 November 2025, this case was finalised at Mullingar District Court. The Accused pleaded guilty to charge. The Accused, being a client, did on or before 3 October 2023, fail to appoint in writing a competent supervisor for the construction stage for the repairs to the roof of a garage, being a construction site at its premises at Dublin Road, Mullingar, Co Westmeath.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 6(1)(b) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	€1,250

Prosecutions on indictment

Marine Terminals Limited

On 27 January 2025, this case was heard in Dublin Circuit Criminal Court. The Accused pleaded guilty to one charge. On 14 November 2018 at South Bank Quay, Pigeon House Road, Ringsend, Dublin 4 (being a place of work under its control within the meaning of the Safety, Health and Welfare at Work Act 2005), the Accused did fail to manage and conduct its undertaking in such a way as to ensure, so far as was reasonably practicable, that in the course of the work being carried on, individuals at the place of work (not being its employees) were not exposed to risks to their safety, health and welfare due to fragmented verbal and radio communications between personnel on the vessel on the quayside and in the crane located at the said place of work.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 12 contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€15,000

Ganson Building and Civil Engineering Contractors Limited

On 7 February 2025, this case was finalised at Dublin Circuit Criminal Court. The Accused pleaded guilty to three charges. On 3 June 2019 at St Oliver Plunkett National School, Malahide, Co Dublin, the Accused did fail to manage and conduct its undertaking to ensure that in the course of the work being carried on, individuals at the place of work, not being its employees, were not exposed to risks to their safety, health or welfare, wherein a person, while carrying out his duties, was placed in a position of danger in that he was not provided with a safe system for supporting the elements of the steel frame he was contracted to erect and, as a result, he suffered personal injuries and died. In addition, the Accused, being the appointed project supervisor for the construction stage, on a construction site on which more than one contractor was engaged in carrying out construction work, failed to coordinate arrangements for checking the implementation of safe working procedures and failed to monitor the implementation of those arrangements.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 12 contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€250,000
Section 12 contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration
Regulation 17(1)(g) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

**Shay Murtagh
(Precast) Limited**

On 4 March 2025, this case was finalised at Mullingar Circuit Court. The Accused pleaded guilty to two charges. On 12 May 2021 at Riverdale, Raharney, Co Westmeath, the Accused, an employer, failed to provide a system of work in respect of the installation of electrical cabling at the said premises which would prevent their employees from being exposed to falls from a height through fragile roof lights and, as a consequence, an employee suffered personal injuries.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Sections 8(1) and 8(2)(e) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€60,000
Regulation 6(1)(b) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

**John Fletcher
Limited**

On 5 March 2025, this case was finalised at Dublin Circuit Criminal Court. The Accused pleaded guilty to four charges. On 23 November 2017 at a premises at St Patrick's University Hospital, James's Street, Dublin 8, which premises being a place of work under its control, the Accused failed to manage and conduct work activities in such a way as to ensure, insofar as was reasonably practicable, the safety, health and welfare at work of its employees in respect of the offloading, transporting and installation of low-voltage switchgear into a service room at the said premises, and an employee suffered personal injury and died.

CONTRAVENTION	LEGISLATION	VERDICT	PENALTY
Sections 8(1) and 8(2)(a) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€400,000
Sections 8(1) and 8(2)(a) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration
Sections 8(1) and 8(2)(e) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration
Regulation 69(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	Taken into consideration

Prosecution of an individual

On 5 March 2025, this case was finalised at Dublin Circuit Criminal Court. The Accused pleaded guilty to two charges. On 23 November 2017, at a premises at St Patrick's University Hospital, James's Street, Dublin 8, an employer failed to manage and conduct work activities in such a way as to ensure, insofar as was reasonably practicable, the safety, health and welfare at work of its employees in respect of the offloading, transporting and installation of low-voltage switchgear into a service room at the said premises, and the doing of the acts that constituted the said offence was authorised or consented to or was attributable to connivance or neglect on the part of the Accused.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Sections 8(1) and 8(2)(a) contrary to Sections 77(2)(a) and 80(1)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€5,000
Sections 8(1) and 8(2)(e) contrary to Sections 77(2)(a) and 80(1)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Wellman International Limited

On 14 March 2025, this case was finalised at Cavan Circuit Court. The Accused pleaded guilty to two charges. On 29 September 2020 at Mullagh, Co Cavan, the Accused failed to manage and conduct the cutting of a section of angle iron on the roof of the T12 Transformer Room at the aforementioned premises and, as a consequence, a person suffered personal injuries. In addition, the Accused did fail to ensure that persons were protected by collective methods against falling material resulting from the cutting of a section of angle iron.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 12 contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€15,000
Regulation 35(1)(a) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	€15,000

Scruttons (NI) Limited

On 24 March 2025, this case was finalised at Dublin Circuit Criminal Court. The Accused pleaded guilty to one charge. On 14 August 2019 at Dublin Ferry Port Terminals, Breakwater Road, Dublin Port, being a place of work under its control, the Accused did fail to identify a hazard in the said place of work, specifically in relation to the operation of a Kalmar Container Handler DCG90-45E57 which had restricted visibility from the driving position; to assess the risks presented by the said hazard; and to be in possession of a written assessment of the said risks to the safety, health and welfare of individuals (not being its employees) at the place of work while work was in the course of being carried on.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 19(5) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€300,000

Kalmar Solutions AB

On 24 March 2025, this case was finalised at Dublin Circuit Criminal Court. The Accused pleaded guilty to one charge. The Accused, being the manufacturer of a Kalmar Container Handler DCG90-45ES7, supplied the said article for use at work on or about 10 April 2019 at Dublin Ferry Port Terminals, Breakwater Road, Dublin Port, and failed to ensure, so far as was reasonably practicable, that the said container handler was designed and constructed so as to be safe and without risk to health when properly used by a person at a place of work. Kalmar Solutions AB (formerly known as Cargotec Sweden AB) failed to provide appropriate devices on the said container handler to remedy hazards due to restricted visibility from the driving position of the container handler, and comply with the relevant statutory provisions and with the provisions of Statutory Instrument S.I. No. 407/2008 European Communities (Machinery) Regulations 2008 implementing the European Communities Machinery Directive (Directive 2006/42/EC), specifically the requirements of Section 3.2.1 of Annex 1 to the said Directive.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 16(1)(a) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€150,000

N&C Enterprises Limited

On 26 May 2025, this case was heard in Naas Circuit Court. The Accused pleaded guilty to three counts. On 15 February 2019 at Kilmegaw, Naas, Co Kildare, the Accused, being an employer, installed two access gates in the cell enclosure of an automated bagging and palletising plant without suitable control and safety measures being provided and, as a consequence, an employee suffered personal injuries and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Sections 8(1) and 8(2)(a) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€75,000
Sections 8(1) and 8(2)(c) (ii) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration
Sections 8(1) and 8(2)(e) (a) contrary to Section 77(9) (a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Causeway Facilities Management Limited

On 5 June 2025, this case was heard in Waterford Circuit Court. The Accused pleaded guilty to two charges. On 12 December 2016, at 29 Parnell Street, Waterford, the Accused, being an employer, failed to manage and conduct work activities, specifically the demolition of concrete block non-load-bearing walls in the said premises, in such a way as to ensure, so far as was reasonably practicable, the safety, health and welfare of its employees – specifically, there was no adequate exclusion area for the demolition of a concrete block wall – and, in addition, the Accused, being a contractor, did fail to ensure that persons were in possession of the appropriate valid Safety Registration Card, namely a Safe Pass registration card.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Sections 8(1) and 8(2)(a) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€150,000
Regulation 25(1)(a) (c) contrary to Section 77(2) (c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Coogan Plant Hire Limited

On 2 July 2025, this case was heard in Portlaoise Circuit Court. The Accused pleaded guilty to two charges. On or about 3 March 2020, at or near Woodlands House, Ballickmoyler, Co Laois, the Accused, an employer, did fail to ensure that a tandem drum roller was maintained in such a way as to reduce the risks to users of the work equipment and to other persons at work, and in addition, did fail to ensure that a worker was in possession of a valid safety awareness registration card, namely a Safe Pass registration card.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
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	Guilty plea	€5,000
Regulation 25(1)(a) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	No order

Solar Power Ireland BK Limited

On 8 July 2025, this case was heard in Dundalk Circuit Court. The Accused pleaded guilty to four charges. On 14 August 2023, at a premises at Milestown, Castlebellingham, Co Louth, the Accused, being an employer, did fail to ensure that work at height being carried out on the roof of a shed was properly planned, appropriately supervised and carried out in a manner that was, so far as was reasonably practicable, safe and without risk to health, and failed to take measures to prevent employees from being exposed to falls from height, and as a consequence, an employee suffered personal injury and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Sections 8(1) and 8(2)(a) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€50,000
Regulation 95(1)(a) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work (General Application) Regulations 2007 Safety, Health and Welfare at Work Act 2005	Guilty plea	€50,000
Sections 8(1) and 8(2)(a) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration
Regulation 95(1)(a) contrary to Section 77(2)(c) of the Safety, Health and Welfare at Work Act 2005	Safety, Health and Welfare at Work (General Application) Regulations 2007 Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Prosecution of an individual

On 8 July 2025, this case was heard in Dundalk Circuit Court. The Accused pleaded guilty to four charges. On or about 14 August 2023, at or near a premises at Milestown, Castlebellingham, Co Louth, the Accused, a Director, did fail to ensure that work at height being carried out on the roof of a shed was properly planned, appropriately supervised and carried out in a manner that was, so far as was reasonably practicable, safe and without risk to health, and failed to take measures to prevent employees from being exposed to falls from height, and as a consequence, an employee suffered personal injury and died, and the doing of the acts that constituted the said offences was authorised or consented to or was attributable to connivance or neglect on the part of the Accused.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Sections 8(1) and 8(2)(a) contrary to Sections 77(9)(a) and 80(1)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€5,000 and an eight-month suspended sentence
Regulation 95(1)(a) contrary to Sections 77(9)(a) and 80(1)	Safety, Health and Welfare at Work (General Application) Regulations 2007 Safety, Health and Welfare at Work Act 2005	Guilty plea	€5,000 and an eight-month suspended sentence
Sections 8(1) and 8(2)(a) contrary to Sections 77(2)(a) and 80(1)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration
Regulation 95(1)(a) contrary to Sections 77(2)(c) and 80(1)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Colas Contracting Limited

On 17 July 2025, this case was heard in Tralee Circuit Court. The Accused pleaded guilty to two charges. On or about 11 August 2020, on the R551 Roadway at Meelcon, Cross of the Woods, Tarbert in Co Kerry, the Accused, an employer, did fail to provide a system of work in relation to the resurfacing of the roadway that was planned, organised, performed, maintained and revised as appropriate so as to be, so far as was reasonably practicable, safe and without risk to health, and as a consequence, an employee suffered personal injuries and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Sections 8(1) and 8(2)(e) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€270,000
Sections 8(1) and 8(2)(a) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

**Irish Packaging
Recycling
Limited**

On 30 October 2025, this case was heard in Dublin Circuit Criminal Court. The Accused pleaded guilty to two charges. On 18 August 2021, at Panda Waste, Cappagh Road, Dublin 11, the Accused, an employer, failed to provide the supervision necessary to its employees to ensure their safety, health and welfare at work, and, in particular, it did fail to provide its employee with the supervision necessary for the safe operation by the employee of a forklift truck, and as a consequence, the employee suffered personal injuries and died. In addition, the Accused did fail to ensure that a report was prepared by a competent person of the examination of a forklift truck before it was returned to service.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Sections 8(1) and 8(2)(g) contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€650,000
Regulation 53(1)(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	Taken into consideration

Appendix 3:

Codes of Practice and guidance documents finalised in 2025

Codes of Practice

Code of Practice: Safe Use of Industrial Trucks

2025 Code of Practice for the Safety, Health and Welfare at Work (Exposure to Asbestos) Regulations, 2006-2025

Guidance

Occupational Safety and Health

A Short Guide to Health Surveillance in the Workplace

This short guide aims to assist employers and health professionals working on their behalf in understanding their legal requirements regarding health surveillance in the workplace. It also highlights the key elements to consider when implementing a health surveillance programme.

Health and Safety at Work in Residential Care Facilities

This guide is designed to help employers to manage safety, health and welfare at work and to help both employers and employees to understand and meet their duties under occupational safety, health and welfare legislation.

Farming in older age: Health in focus, safety in action

This information sheet highlights the need to recognise and respect age-related changes by adapting your work to work for you.

A Short Guide to Managing Health and Safety at Work in the Health and Social Care Sector

This short guide is intended for employers, managers and supervisors in health and social care services. It provides guidance on the key elements of health and safety management in the health and social care sector.

Guidelines on Hearing Checks and Audiometry in the Workplace

This guidance document features expanded sections on the health risks associated with noise exposure, including information on the interactions between noise and ototoxic substances and noise and vibration. In addition, the guide highlights the importance of daily equipment checks, controlling environmental noise, and calibration intervals.

Driving for Work: Risk Management Guidance for Employers

This guidance document has been jointly developed by An Garda Síochána, the Health and Safety Authority (HSA), and the Road Safety Authority to help employers understand and manage the main risks that working drivers face and create when driving for work.

Sample Risk Assessment – Work-related Violence and Aggression

This risk assessment is a template only and is used to illustrate common control measures for violence and aggression. Control measures must always be based on a risk assessment carried out at the place of work.

Safety Consultation and Representation in Health and Social Care

The purpose of this information sheet is to highlight the importance of consultation between employers and employees in the health and social care sector on workplace health and safety matters. It explains the legal requirements and outlines good practice for consultation.

Managing the Risk of Work-related Violence and Aggression in Health and Social Care

The purpose of this guide is to provide information and guidance on managing the risk of work-related violence and aggression in the health and social care setting. This guide is aimed at employers and employees in this sector.

Safety, Health and Welfare at Work (Quarries) Regulations 2025

The Safety, Health and Welfare at Work (Quarries) Regulations 2008 were reviewed in 2013-2014. This review included a public consultation in 2014. Four submissions were received. Drafting recommenced in 2023. Presentation to stakeholders took place in December 2024, at which time the main changes were outlined and a timeline was agreed for feedback.

Chemicals and Market Surveillance

Poison Centre Notifications for Hazardous Chemical Mixtures in Ireland

Information Sheet for Poison Centre Notifications for Hazardous Chemical Mixtures in Ireland.

Storage of Hazardous Chemicals Information Sheet

This HSA information sheet provides advice for the storage of relatively small amounts of hazardous chemicals (for example, in laboratories).

Storage of Hazardous Chemicals in Warehouses

The storage of large quantities of hazardous chemicals in warehouses may present significant risks to workers and the environment. This information sheet highlights good practices for the safe warehousing of hazardous chemicals.

Chemical Agents Risk Assessment Template - Supporting Information

This document is intended to provide additional information to support the Chemical Agents Risk Assessment Template, which is available on the HSA website.

Chemical Inventory Template

This is not an approved or statutory form, and chemical inventories may be produced in other formats. It aims to support small and medium-sized businesses in completing a chemical inventory.

Chemical Agents Risk Assessment Template

Organisations should complete this template in order to assess how harmful chemical activities (vapour, fumes, dust, gas or liquid) can cause harm before their employees use them. It will assist in the identification of actions to minimise potential harm to workers, others in the workplace, and the environment. This form should also be used to reassess the chemical activity after an accident, near-miss, changes in workplace practices, or a chemical spill.

Appendix 4:

2025 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 Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH); Detergents; Prior Informed Consent (PIC); and Classification, Labelling and Packaging (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), the Beaumont Hospital Board, the Customs Division of the Revenue Commissioners, and the Irish National Accreditation Board.

Section 8(4) of the Act requires a national authority (other than the Authority) to: (i) make adequate arrangements for the performance of its functions under the relevant statutory provisions; (ii) keep appropriate records; and (iii) 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 2025 under the Act. Details for each national authority are provided in the following subsections.

1. The Irish National Accreditation Board

The Irish National Accreditation Board (INAB) – Good Laboratory Practice (GLP) Monitoring Authority – acts as the national competent authority for the purposes of Articles 8(2) and (3) of Regulation (EC) No 648/2004 of the European Parliament and of the Council of 31 March 2004 on detergents (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/IEC 17025 standard. No Organisation for Economic Co-operation and Development (OECD) GLP meetings were attended during 2025. GLP inspectors undertake training through OECD GLP training programmes.

2. Beaumont Hospital Board

The 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, and has designated the National Poisons Information Centre (NPIC) to perform these functions.

The number of resources available during 2025 were as follows: 0.9 full-time equivalent (FTE) administrative officers and approximately 0.7 FTE poisons information officers/managers. While there are no dedicated NPIC staff to work full time on the responsibilities under the CLP

Regulation (Regulation (EC) No 1272/2008) and the Detergents Regulation (Regulation (EC) No 648/2004), 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 small number of notifications each month. 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 European Chemicals Agency (ECHA) Poison Centre Notifications

(PCN) portal. There were 508,699 successful submissions via the PCN portal in 2025. It is of concern that 342,626 (67.4%) of these submissions had warnings, accounting for a 10.8% increase on the percentage of submissions with warnings from 2024. The NPIC does not have sufficient resources to review all of these or follow up with the submitters in order to improve the information in the database.

NPIC staff received an increased number of queries from industry in 2025, mostly about the procedure to notify hazardous mixtures or about using the NPIC telephone number on safety data sheets. The number of such queries remained high in 2025 (N=1104). As part of the NPIC registration, a number of companies provided a list of their PCN unique formula identifiers (UFIs) to the NPIC, and these were audited by NPIC staff (N=4110).

During 2025, the NPIC Administrative Officer engaged with 45 companies (162 emails) regarding emergency enquiries where the product had not been notified to the NPIC or where the information on the ECHA PCN portal was inadequate to assess the risk to the patient. Seventeen companies subsequently notified the mixture via the ECHA PCN portal or updated the information on the existing notification.

Six products were not classified as hazardous based on health or physical effects, and 28 mixtures have not yet been notified via the ECHA PCN portal.

During 2025, 4,110 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, mixture in mixtures, contact information, and presence of UFIs. The NPIC informed the Authority about seven chemical mixtures that had been involved in suspected poisoning incidents but had not been notified to the NPIC under Article 45 of the CLP Regulation, as well as an essential oil product that was not labelled in accordance with the CLP Regulation.

During 2025, the NPIC answered 1,922 emergency enquiries involving chemical mixtures, excluding detergents (provisional data). This is an increase of approximately 21% compared with 2024 data. The most common product categories were air care products for indoor rooms (continuous action); biocidal products for food and feed areas; biocidal products for human hygiene; disinfectants and algaecides 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 2025, the NPIC answered emergency enquiries involving 1,171 detergent products. Laundry detergents for household use and bleaching products used for cleaning or laundry use, particularly liquid detergent sachets/capsules, remain the most frequently implicated detergent products.

At EU level, the NPIC provided comments and feedback to the Working Party on Technical Harmonisation – Detergents Regulation on seven occasions in 2025.

Beaumont Hospital and the Authority have had a Memorandum of Understanding (MoU) and Data Sharing Agreement in place since June 2022.

3. Department of Agriculture, Food and the Marine

The Department of Agriculture, Food and the Marine (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 2025 were as follows: 4.0 FTE inspectors working on the REACH Regulation, 4.0 FTE inspectors working on the CLP Regulation and 0.5 FTE inspectors allocated to duties under the PIC Regulation. There are 14 inspectors warranted to enforce REACH, CLP and PIC under Section 11 of the Act. The DAFM has 20 inspectors signed up to ECHA's Interact portal for the purpose of REACH and 3 for the purpose of PIC. Staff involved in REACH, CLP and PIC enforcement and administrative duties have expertise in toxicology, ecotoxicology, exposure assessment, environmental fate and behaviour, risk assessment, risk management, and enforcement.

All enforcement completed in 2025 was undertaken pursuant to the PPP and Biocides Regulations. Product labels were checked for CLP compliance before being approved. A total of 103 PPP and 133 biocidal products were authorised/renewed in 2025. For PPP, authorisation to place the product on the market was not granted until a label was appraised and approved. For biocide authorisations, a product may be authorised if the applicant states that trade name(s) listed are not going to be placed on the market in Ireland. In line with Condition 6 of authorisation, the authorisation holder must submit label(s) to the Pesticide Control Division for inspection and approval before placing a product on the market.

The DAFM maintains dedicated web pages to provide information on REACH requirements related to biocides and on PIC-related obligations. With regard to the CLP Regulation, the DAFM has guidance on classification and labelling available on its website, and during 2025 published two articles on CLP and three CLP-related seminars/conferences.

As part of its PIC functions, the DAFM processed 46 export notifications and no explicit consent requests. As part of its Designated National Authority (DNA) functions under PIC, the DAFM attended two European Commission expert group meetings and liaised with the Authority in submission of the Article 10 report

4. Customs Division of the Revenue Commissioners

The Revenue Commissioners is the DNA under Article 17 of the PIC Regulation. Revenue, as Ireland's tax and customs administration, 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 Customs clearance systems.

The public can access a redacted version of Revenue's tax and duty manual, Exportation of Hazardous Chemicals, on the Revenue website.

The Revenue website also sets out general information with regard to prohibited/restricted goods, and this includes information on the exportation of hazardous chemicals under the PIC Regulation.

Revenue is a member of the Chemicals Interdepartmental Group, and Revenue officials attended two meetings during 2025. An MoU between Revenue, the Authority and the DAFM has been in place since 2023 in relation to activities under the PIC Regulation

5. Environmental Protection Agency (EPA)

In 2025, Environmental Protection Agency (EPA) resources for the purposes of the REACH Regulation were approximately 1 FTE, which is an increase from 2024. There was a change in staff, with one team member being promoted to a different area and two new members joining the team. REACH environmental aspects are covered as part of the wider role of the EPA. The Chemicals Team comprises five staff members (5 FTEs) and a manager (0.5 FTE) who cover REACH, persistent organic pollutants (POPs), restrictions of hazardous substances, chemicals market surveillance, and other areas.

During 2025, the focus was on firefighting foams and Safety Gate notifications. The EPA is currently in a phase of building up knowledge and experience in the REACH area, including market surveillance activities under REACH. The allocation under the Detergent Regulation in 2025 (0.01 FTE) remained consistent. Five inspectors are warranted to enforce REACH, and one inspector is warranted to enforce the Detergents Regulation under Section 11 of the Act. Staff involved in REACH and Detergents Regulation enforcement and administrative duties have expertise in risk assessment, risk management, and enforcement.

During 2025, two inspection campaigns were carried out. One hundred inspections were undertaken at retailers, and 31 products were added as alerts on Safety Gate; 305 online checks were carried out for alerted non-compliant products, with 103 found to be non-compliant with REACH. The companies inspected were importers and downstream retailers (including inspections at retail premises, online checks or e-commerce sites, and very large online marketplace platforms). Written advice was issued to two retailers pertaining to REACH compliance only. The EPA held two online compliance meetings with the authorisation holders in order to monitor the progress to phase out the restricted substances and compliance with the environmental conditions of the granted authorisation.

During 2025, the EPA participated in the REACH Enforcement Forum (REF)-13 project on online sales, focusing on REACH and POPs. A total of 36 product were purchased online and sent for laboratory testing, with results expected in early 2026. Of the 31 products reviewed for REACH compliance as part of the EPA market surveillance programme, which followed up on Safety Gate notifications through retailer inspections, it was found that all were manufactured outside the EU.

In 2025, the EPA responded to six stakeholder queries relating to REACH and to one stakeholder query on the Detergents Regulation. The EPA has a dedicated web page for the REACH Regulation. Chemicals, including some aspects of REACH, are covered in the EPA publication Ireland's State of the Environment Report 2024 (pages 386 to 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 2025, REACH enforcement training was ongoing for new team members. An inspector also attended the Competition, Consumer and Protection Commission (CCPC) for training on Safety Gate during the summer. Two inspectors have been signed up to ECHA's Interact system.

At a national level, the EPA reviewed and provided comments to the Department of Enterprise, Tourism and Employment (DETE) and the Authority on the REACH proposal to restrict the use of per- and polyfluoroalkyl substances (PFAS) in all firefighting foams. They attended a meeting of the interdepartmental Chemical Directors Group, a group created to establish bilateral connections between public bodies involved in chemicals.

At EU level, a member of the EPA Chemicals Team participated in two ECHA Forum meetings as the alternate member of the ECHA Forum on Enforcement. The EPA attended one REACH Committee meeting for the agenda item discussing PFAS restriction in firefighting foams.

At an international level, the EPA is the National Focal Point for the European Environment Agency's European Environment Information and Observation Network (Eionet) network and participates in activities such as chemical-related working groups. Items of relevance to other regulatory bodies are often covered, and relevant details are circulated by the EPA for any comments/ observations.

The EPA participates in the EU Competent Authority Working Group implementing Regulation (EU) 2019/1021 (Persistent Organic Pollutants Competent Authority Working Group) through attending meetings and providing feedback to information requests where relevant.

An MoU between the EPA and the Health and Safety Authority has been in place for several years. A recent MoU was signed by both organisations in March 2025. The EPA continues to provide information on chemical matters pertaining to its functions as requested by the Authority and/or the DETE.

In 2025, the EPA commenced compliance meetings with the EPA-licensed facilities that hold European Commission authorisations. Compliance meetings were held online with the site operators to gather information on progress to phase out the restricted substances and on monitoring, and any challenges encountered will be discussed. The first of these meetings took place in late 2025, and they will continue into 2026. Inspectors from the EPA Office of Environmental Enforcement (Industrial Enforcement Programme) have been invited to participate, and this will assist with raising awareness of the REACH Regulations within the Agency.

The EPA will follow a similar method with non-EPA-licensed operators in 2026. During 2025, the EPA completed an exercise to identify and prioritise five actions of the internal EPA Chemicals Strategy to be delivered in 2025 and 2026. The actions include a focus on social communications around chemical legislation (REACH, POPs and RoHS restricted chemicals); gathering data on industrial uses of chemicals, water and PFAS; and sharing chemical data and alerts with stakeholders for detections of chemicals in water.

The EPA continues to appreciate the meeting notes and updates received from the Authority on its participation in ECHA and REACH meetings, including CARACAL (Competent Authorities on REACH and CLP Implementation) and the Enforcement Forum. The EPA is available to discuss items pertaining to the environment at the request of the Authority. The EPA provided input to the DETE on the Member States reporting questionnaire under Article 117 of the REACH Regulation and Article 46 of the CLP Regulation 2020-2024.



Our Vision:

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



An tÚdarás Sláinte agus Sábháilteachta
Health and Safety Authority

Health and Safety Authority

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