


Health and Safety Executive Board			HSE/22/A02
Meeting date	01-Mar-22	FOI Status	Open
CM9 Ref	2022/018611		
AGENDA HSE Board Meeting 1 March 2022 Redgrave Court			

			Presenter
09:45	1 Welcome Declarations of interest Minutes of meeting 25 January 2022	HSE/22/M01	Chair
	Matters arising & Action Log	HSE/22/AL	
	Chair's update	Verbal	
	Audit and Risk Assurance Committee update - 8 February 2022 meeting	Verbal	Martin Esom
10:05	2 Chief Executive's Report - February 2022	HSE/22/06 and Verbal update	Sarah Albon
10:35	3 Performance Report - January 2022	HSE/22/07	David Murray
11:05	4 1) HSE Business Plan 2022/23 and 2) Protecting People and Places: Strategy 2022 for agreement	HSE/22/08 HSE/22/11	David Murray Rick Brunt
11:50	5 External Strategic Communications Plan 2022/23	HSE/22/09	Lester Posner
12:20	Lunch		
13:05	Meet the Teams - office walkabout (5 mins + 30 mins + 5 mins) 1) HRD/PFPD and LSD 2) CAT/BSR/EPD/CRD		Board Members
13:45	6 Update – Proactive Inspections 2021-22	Presentation	Philip White
14:15	7 Risk Deep Dives and Committee Reporting	HSE/22/10	
14:35	8 AOB and Meeting Review		
14:40	Meeting ends		
For Information	One HSE: Back Together	HSE/22/12	

Health and Safety Executive Board			HSE/22/M02
Meeting Date:	28 March 2022	FoI Status	Open
FoI Exemptions			
CM9 Reference:	2022/47482		
Minutes of HSE Board Meeting 1 March 2022 HSE Redgrave Court and online			

Attending

Sarah Newton – Chair	Elaine Bailey	Martin Esom	Debbie Gillatt
Susan Johnson	John McDermid	Ged Nichols	Gina Radford (online)
Ken Robertson	Claire Sullivan		

Also attending

Sarah Albon – Chief Executive	James Anderson – Head of Information Technology and Facilities	Katy Shrimplin – Director, Legal Services	Peter Baker – Director, Building Safety and Construction
Angela Storey – Director, Operational Services	Peter Brown – Director, Engagement and Policy	David Murray – Director, Finance and Corporate Services	Karen Russ – Director, Science and Commercial
Philip White – Director, Regulation		██████████ (all items); Rick Brunt (item 4); Lester Posner (item 5); ██████████ (item 6)	

██████████
██████████ - Secretariat

Apologies: Clare Millington-Hume – Director, Human Resources

Minutes Dawn Hepworth

Closed Meeting	
1	Welcome and Declarations of Interest
	<p>Sarah Newton welcomed everyone to the meeting. In particular, she welcomed ██████████ from Field Operations Division who was attending as an observer as part of his personal development, and ██████████, a new member of the Secretariat team.</p> <p>Clare Millington-Hume gave her apologies.</p> <p>The Chair reminded the Board of the importance of keeping the register of interests up to date and that any changes should be reported to the Secretariat.</p> <p>Martin Esom reported that Waltham Forest London Borough Council (of which he was Chief Executive) had been issued with two Improvement Notices.</p>

	<p>Draft minutes of meeting 25 January 2022 (HSE/22/M01), matters arising and actions (HSE/22/AL)</p> <p>The minutes of the previous meeting were cleared.</p> <p>The action log was noted. Karen Russ provided a further update regarding the dissolution of the Science, Evidence and Engineering Assurance Committee and establishment of the new Science Assurance Group, including the processes underway for recruitment of the group's members.</p> <p>Martin Esom updated the Board on the breadth of issues discussed and assurances obtained at the previous Audit and Risk Assurance Committee meeting and next steps. He thanked Debbie Gillatt for standing in for him as Chair on the day of that meeting. The Board noted the plan for delivery of the NAO's final audit and agreed that the scheduled Annual Public Meeting in July would still be able to proceed.</p> <p>Susan Johnson informed the Board that John McDermid had joined the Finance and Performance Committee.</p> <p>There were no other Matters arising.</p>
Decision	Minutes cleared.
2	Chief Executive's Report (HSE/22/06)
	<p>Sarah Albon updated the Board on recent activities. This included a recent (self reported) data breach by a HSE contractor and a recent security incident in Redgrave Court. She also informed the Board of HSE's approach to supporting the response to the pandemic in light of the lifting of restrictions across GB and assured the Board that a final report on spot checks was being produced. She confirmed that inspections were including a focus on hygiene facilities. HSE was also working with others across government to update covid guidance.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. HSE's on-going work in all areas of work-related ill-health, including health pilots and engagement with other agencies. 2. HSE's success in delivering the Covid spot-check programme, having exceeded the target whilst staying within budget. 3. HSE's different involvement in Standards work. 4. Measures secured to help raise awareness of the tools available to domestic construction clients when commissioning works on their properties. 5. The challenges of and methods for engaging with interested parties/ stakeholders as part of the BSR programme work. It was acknowledged that the readiness for the introduction of the new legislation varied across all stakeholders captured by it.
Action 1	ARAC to discuss the data breach circumstances and seek assurances about how the contractor's handling of data for which HSE was responsible was managed.
Action 2	Martin Esom to discuss BSR engagement methods with Peter Baker.
3	Business Performance – January 22 (HSE/22/07)
	David Murray presented the January performance report, providing details of both Business Plan targets and financial performance: areas of strong performance, including the delivery of the forecast 14,00 pro-active inspections, HSE's support to the pandemic, fatal and non-fatal investigations closure, health and safety concerns and Major Hazard safety cases; and those requiring focus, including Energy Division planned intervention hours, pesticide evaluations, average working days lost (AWDL).

	<p>He also provided the latest position regarding the HSE’s finances and the Spending Review, confirming that final figures were close to agreement. Overall, it was a positive report with most key business plan targets on track.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The breadth and success of the measures put in place to deliver pro-active inspections in line with established priorities, noting that this included reprioritisation of other work. Further work on improving productivity to enable HSE better to reduce risks and measure impact was underway. The Finance and Performance Committee would maintain a focus on this. 2. The level of aged debt and the difficulties associated with Fee For Intervention (FFI) resulting in debt impairment under IFRS9 which had been discussed and agreed with the NAO. 3. Some bid assumptions which had not materialised for the National Core Studies ensuring the £5m funding received was sufficient to deliver the research. 4. Work underway to better understand the causal factors for the increase in AWDL. The Remuneration and People Committee would continue to seek assurance and provide support on this. 5. The roll-out of new IT devices to support HSE’s hybrid working policy which was planned and phased.
4	<p style="text-align: center;">1) Protecting People and Places: Strategy 2022 for agreement (HSE/22/11) 2) HSE Business Plan 2022/23 (HSE/22/08)</p>
	<p>Rick Brunt presented the final version of the Strategy thanking the Board for its engagement in the process and confirming that a communications plan was being developed that would package together the Strategy and Business Plan.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. How the activities and objectives cut across the six key themes of the Strategy and would deliver improvements and behavioural change. 2. Clarification of the role of the strategic themes in delivering the strategy. The strategic themes describe how the organisation would deliver the culture change necessary to deliver the strategic objectives sustainably. It was agreed that further work needed to be done on measuring the impact of the strategic themes in supporting culture change and delivery of the strategy. 3. How the impact of activities would be evaluated, including through the use of insight work. The Board would receive the insight evaluation ahead of the October Business Planning meeting. 4. The need for the Strategy to be embedded into the culture of the organisation. <p>David Murray presented the final draft of the Business Plan and Budget thanking all for their supportive engagement and contributions. Final comments were invited to be submitted by 2 March. He confirmed that senior leaders would discuss the delivery of the final plan at an event later in March.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 5. The wording, particularly around ill-health, would accurately reflect HSE’s remit. 6. The challenges in delivering HSE’s work to support Net Zero and consequent risk which is included in Energy Division’s risk register. 7. The reasons for and breadth of HSE’s public assurance work (including Major Hazards and Fairgrounds); and how evidence of risk control across sectors informs priorities for pro-active inspection. <p>The Board acknowledged the achievements of all involved in reaching a consensus and delivering the Strategy and Business Plan.</p>

Decision	Subject to any final drafting comments, the Board agreed the Strategy and the 2022/23 Business Plan and supporting Budget.
Action 3	Add Insight Evaluation to the Board Forward Look for October.
5	HSE External Communications Plan 2022/23 (HSE/22/09)
	<p>Lester Posner presented the Plan, clarifying that it did not include the significant amount of routine communications work that takes place, such as media/press engagement. Key areas would focus on greater, more collaborative strategic engagement and better content management on digital platforms. He welcomed ExCo and Board support for stakeholder engagement.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The approach to stakeholder mapping and how, by strengthening relationships, external stakeholders could be used more effectively to support communications activity and impact. 2. That the communications and engagement approach (centralised team) ensured consistent strategic messaging, with more direct support on specific projects. 3. Individual campaigns would include specific objectives and measures to give assurance on impact. 4. How the Board could support engagement activity. Interested NEDs would be invited to take part in a discussion about this.
Action 4	Interested NEDs to inform the Chair if they wish to be involved in a discussion on how the Board can support engagement activity.
6	Update – Proactive Inspections 2021/22 (Presentation)
	<p>Philip White delivered the presentation, explaining the current position in terms of numbers delivered, expressing a high degree of confidence that the Business Plan commitment to deliver a figure of around 14,000 would be achieved. He explained the approach adopted, gave assurance that the approach to inspections based on risk profile had been maintained, what work had been deferred and the extent of engagement with regulatory colleagues and their TU representatives. He confirmed that the approach to measuring regulatory activity was being considered to enable a better method of accounting for all activity.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. How engagement with colleagues to influence cultural change was being taken forward. 2. Improvements in profiling and allocation of resources, ensuring a focus on Business Plan priorities. 3. How learning from the covid spot-checks programme would be taken forward, particularly in reducing workplace ill-health and injury.
Decision	The Board acknowledged the significant efforts of all involved and the leadership shown in delivering the successful outcome.
7	Risk Deep Dives and Committee Reporting (HSE/22/10)
	<p>██████████ presented this item, explaining how the proposals in the paper had emerged from the findings of the independent Board Effectiveness Review in 2021. The intention was to maintain a dialogue between the Board and its Committees and between Committee Chairs, enabling the Board to focus more on strategic matters whilst Committees seek assurances on specific themes/issues/risks on its behalf.</p>

	<p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The need to manage and prioritise a programme of deep dives so as not to create an unnecessary burden on officials, ensuring a clear expectation would be set out and that duplication and assurance gaps were avoided. 2. Committee Chairs would meet with the Chair, Heads of Business Assurance and Secretariat to discuss the logistics of the deep dives.
Decision	The Board agreed the proposed approach.
Action 5	Arrange meeting between the Chair, Heads of Business Assurance and Secretariat to discuss the logistics of the deep dives.
Other Business	There was no other business raised.

Health and Safety Executive Board		HSE/22/06	
Meeting Date:	1 March 2022	FOI Status:	Open
Type of Paper:	For discussion	Exemptions:	None

Chief Executive's Report

1 March 2022

Provide an effective regulatory framework

Work and Pensions Committee inquiry into HSE's approach to regulation of asbestos: On 2nd February 2022, HSE appeared at the DWP Work & Pensions Committee to give evidence towards to the committee's inquiry into [HSE's approach to asbestos management](#). A number of areas were covered in the session including what the Control of Asbestos Regulations (CAR) require of dutyholders, how HSE enforces against the regulations and what research has been completed to support the regulatory approach. The inquiry opened on 9th July 2021 and will report its findings in the coming few weeks.

Lead and engage with others to improve workplace health and safety

Designating Standards for Civil Explosives: Standards provide a presumption of conformity with the legal safety requirements for manufactured goods and can be used by businesses to demonstrate that their products, services or processes, comply with the essential safety requirements of GB legislation and are therefore safe to place on the GB market. When the EU Exit transition period ended on 31 December 2020 all European safety standards were taken into GB conformity arrangements and are known as 'UK Designated Standards'. HSE, under the provisions of the Explosives Regulations 2014, is responsible for the designation of standards for civil explosives.

To provide structure to the designation process, HSE has established a Designated Standards Governance Group (DSGG) made up of policy, science and regulatory colleagues with Director level oversight. The DSGG has developed and implemented a fully functional, independent and efficient system to designate standards which ensures the continued robust protection to GB consumers that only safe and compliant products are placed on the market. HSE's new governance arrangements align with those that the Office for Product Safety and Standards (OPSS) will use for products for which it has responsibility. OPSS is also providing a central cross Government administrative function which will publish and maintain a complete list on Gov.UK of designated standards for all new approach goods.

Standards will continue to be developed through standards setting bodies such as British Standards Institute, CEN/CENELEC (European Committee for Standardisation) and International Standards Organisation, which HSE may participate in, along with industry and others. A new process enables the designation of a standard in full, in part or not at all following a process of technical and political assessment, thereby allowing for more flexibility to meet national requirements.

New Agency Agreement with Police Scotland: For a person to acquire explosives they must obtain an explosives certificate from the Police, which certifies that they are a fit person to acquire and/or acquire and keep explosives. If that person then wishes to transfer those explosives they require a Recipient Competent Authority document (RCA). HSE has responsibility for the issue of RCAs, however the checks on the person are the same as those conducted by the police for an explosives certificate.

HSE has long-standing Agency Agreements (AAs) with Police Forces in England and Wales for them to issue RCAs on behalf of HSE. A similar arrangement is now in place with Police Scotland, coming into effect on 1 March 2022, ensuring consistency of approach.

The AAs provide an efficient and effective service for applicants, as they only need to approach one authority and there is regulatory consistency in ensuring that the person has all the necessary permissions and documentation.

This agreement provides regulatory consistency across GB, reduces burdens on applicants and HSE. It also supports the Home Office's wider work in reviewing, streamlining and improving processes and procedures with respect to overall UK Homeland Security arrangements.

Delivery of guidance to support the 'Health is Everyone's business' activity: As part of the Government response to Health is Everyone's Business consultation (published in July 2021), HSE is to strengthen existing guidance to give a set of clear and simple 'principles' that employers would be expected to apply, to support all disabled people and those with long term health conditions in the work environment. HSE has identified some key principles for the guidance and is now developing the narrative around these, in collaboration with a small "task and finish group" comprising partners and stakeholders. The group first met in January 2022 and will continue to meet monthly until May 2022. The participants included ACAS, Unison, EHRC, Federation of Small Businesses, Business Disability Forum, Scope, IOSH and CIPD. Primary research is also being commissioned. Evaluation of the effectiveness and impact of the HSE led non-statutory guidance, will provide valuable learning and insight, which can be utilised should further work be necessary to explore the complexity around statutory guidance in this area.

Risk by design awards: Nominations for the MSD risk reduction through design awards closed at the end of January 2022 with 25 nominations received this year. The Judging panel will meet mid-March to select this year's winner and consists of Chartered Institute Ergonomics and Human factors (CIEHF) representative, employers representative and trade union representative. It is anticipated that winners will be presented with award in June at the CIEHF annual awards event.

Collaboration with TrustMark to support homeowners: Small companies represent 98% of the Construction sector and have the highest levels of risk/non-compliance. The improvements in workplace health and safety in medium and larger companies have not been replicated at the smaller end where, in addition to inspection, HSE relies on communication channels and messaging. Aware of this challenge, HSE collaborated with the Construction Industry's Advisory Committee (CONIAC) and funded a four-year programme of end-to-end insight and service design with the target SME audience. This included research with construction businesses and clients, insight creation to inform intervention development, idea generation to build new concepts for interventions and concept testing to inform prototype development. One outcome from this work is to target and empower those who have significant influence on small scale project work carried out by SMEs – namely homeowners who procure construction work to complement traditional guidance and enforcement.

HSE, with support from our Products and Publications partner, TSO, has developed a working prototype for a mobile application (App). A 'one-stop-shop' for information on typical improvement projects for homes. Filling a gap in the market, the App provides essential information to those procuring construction work from SMEs. Specifically, it will be a single, authoritative source of up-to-date, unbiased information. It will be available to download for free on Apple and Android devices and will provide information and guidance on all types of home and garden improvements. Content will include information a homeowner needs to bear in mind when planning a project from finding skilled and competent tradespeople; agreeing a contract and what to expect; project timelines; example costs; planning permissions; building regulations and insurance requirements, through to the Health and Safety considerations and much more.

The aims are to:

- directly improve homeowners' knowledge and skills in hiring contractors and managing the process for refurbishment, repair, maintenance work in their homes, ensuring H&S is considered throughout; and
- consequently drive up standards of professionalism and health and safety practice among contractors and tradespeople at the smaller end of the construction industry.

In collaboration with HSE, [TrustMark](#) have agreed to fund and develop the working prototype into a fully functional mobile application.

Partnership on Health and Safety in Scotland (PHASS): Sarah Newton and Ken Robertson represented the HSE Board at the Partnership's recent meeting. Members heard about HSE's programme for a safe transition to Net Zero, recognising that Scotland has legislated to achieve this by 2045. It was clear that members were previously unaware of the scale and complexity of the different workstreams. The ask of

them was to alert HSE to concerns about safety or health given the pace of innovation and new technology. The risks for the existing workforce, associated with decommissioning oil and gas production, were also discussed. HSE confirmed its cross-cutting programme for compliance with the range of applicable regulations and offered to share operational guidance.

PHASS also heard about the decline in occupational health capability in Scotland (and across GB) and the lack of access to services for small businesses. PHASS agreed to help facilitate a discussion with the Scottish Government Fair Work and Population Health Directorates, linked to the Government's report on Fair and Healthy Work For All – which HSE was involved with - and its recent Fair Work Nation consultation.

Updates on actions under the Scottish Plan for Action on Safety and Health (SPIASH) were provided. HSE is contributing to an action on mental health at work – to signpost legal requirements and guidance on work-related stress and encourage Scottish involvement in our Working Minds campaign.

Building Safety Regulator (BSR): Since setting up the Interim Industry Competence Committee in June 2021, HSE has been working actively with the committee to organise its activities. The committee has recently set up sub-groups and is developing:

- a strategy aimed at increasing competence across the built environment
- a baseline of levels of competence in key roles
- targeted engagement interventions, and
- an action plan to ensure sufficient capability and capacity to meet the competence requirements of the new regime

HSE will benefit from the early advice that the interim committee will provide through its activities and its engagement with the wider industry ahead of the statutory Industry Competence Committee being set up. The strategy will directly feed into the strategy that HSE will establish for the BSR. Also this early work should mean that the statutory committee gets off to a running start as the authoritative voice on competence leading to improvements in competence standards across all bodies working in the built environment.

Secure effective management and control of risk

Securing compliance with the law

Press releases giving details of recent prosecution cases, along with other HSE press announcements, are published on this [link](#). The cases cited below illustrate just some of the complex and challenging investigations and interventions undertaken or supported by HSE.

Lanstar Limited – Prosecution following fatality: A non-COMAH hazardous waste treatment company has been fined after an employee died when a forklift truck he was driving overturned and crushed him. Manchester Magistrates Court heard how, on the 3 April 2017, a worker employed by Lanstar Ltd at Cadishead, Manchester, died because the company had failed to ensure its forklift trucks were being operated safely. The HSE investigation found the company had not adequately considered the risks of forklift trucks overturning at its Cadishead site and had not ensured seatbelts were being worn by drivers as necessary – despite it being company policy to do so. The potential for forklift trucks to overturn is well known within industry, as is the use of seatbelts to reduce the chance of injury in the event of an overturn. Lanstar Limited of Liverpool Road, Cadishead, Manchester, pleaded guilty to breaching Section 2 (1) of the Health and Safety at Work etc. Act 1974. They were fined £126,000 and ordered to pay costs of £17,664.

Alutrade Ltd – Prosecution following fatality: HSE Inspectors assisted the Police in securing a corporate manslaughter conviction against Alutrade Ltd in Oldbury, following the death of scrap metal worker, Stuart Towns, after suffering head injuries on 24 July 2017. Two Directors and the Health and Safety Manager, Malcolm George, 55, Kevin Pugh, 46, and Mark Redfern, 61, also admitted health and safety offences and will be sentenced on 18 March. CPS' Special Crime Division, who charged the case, said: "The company had a legal duty to provide a safe system of work to protect their employees from this avoidable serious accident. The CPS case was that their failure to do so caused Stuart's death. These convictions will not

bring back Stuart Towns but I hope that they will do something to bring some closure to his family who have waited for this day for so long."

In 2015 the company was visited by the Health and Safety Executive and a Notification of Contravention letter due to the absence of gates on a piece of recycling machinery was issued. The company installed gates to prevent employees from going under the machine. By June 2017 the gates were again damaged and CCTV showed numerous employees, including Stuart, going underneath the machinery and also climbing in or on the machinery. Senior managers were on notice of issues with the gates, either by being able to see the damaged gates or being informed that they were damaged. However the machinery was neither isolated, nor were new gates installed. This enabled staff to continue to go under the machinery whilst it was in operation. Sadly Stuart did so and was struck causing him fatal head injuries.

PSV Glass and Glazing Ltd: Following guilty pleas to four breaches under Regulations 5, 6, 7 and 8 of the Control of Vibration at Work Regulations 2005, which led to 29 cases of hand arm vibration across the UK, PSV Glass and Glazing Ltd was fined £200,000 and full costs of £11,120 were awarded to HSE. The company had failed to put in place effective arrangements to manage the risk from high risk vibrating hand tools used to remove glass from large vehicles such as trains and coaches and did not have effective health surveillance in place. The failure has left many of those affected with life-changing injuries and six have stage 3 (severe) HAVS. The case covered failings throughout GB and benefitted from support from specialist and sector colleagues. It also underpins the importance of our strategic focus on health issues.

Reduce the likelihood of low-frequency, high-impact catastrophic incidents

Essar Oil Refinery – Focussed Interventions: A spate of Dangerous Occurrences, reported under the requirements of the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations, resulted in dangerous substances leaking from tanks and pipes - primarily as a result of ageing plant and insufficient risk assessment – prompted the COMAH Competent Authority (CA) to put additional inspector resources into a series of focussed interventions at Essar to help prevent re-occurrences, and review underlying causes. The intervention team consisted of a HSE Mechanical Engineering specialist, a HSE Regulatory Inspector and an Environment Agency Officer.

The intervention team focussed on:

- the inspection regime of large storage tanks on site;
- the arrangements in place for inspecting pipework containing dangerous substances; and
- the arrangements in place for inspecting certain equipment during the next large scale maintenance outages on site.

The interventions were detailed and incisive, with enforcement action being taken (1 x improvement notice; letter with several issues raised, and verbal advice). As a result, Essar has made changes, and the CA has more confidence that Essar is now better placed to improve the way it manages and maintains its ageing plant, reducing the likelihood of low-frequency, high-impact catastrophic incidents on site.

Published fatalities update¹

Since the last update to the Board, **15** fatalities which occurred in 2021/22 have subsequently been published on the HSE website. Please see table below for details.

Date of incident	Name	Age	Description of incident	Local Authority	General Industry Sector	Employment status
19/05/2021	David Bottomley	54	The deceased fell from height	Liverpool	Construction	Self employed
19/05/2021	Clayton Bottomley	17	The deceased fell from height	Liverpool	Construction	Employee
18/08/2021	Alistair Buchan	77	The deceased fell from height	Aberdeenshire UA	Services	Self employed
18/08/2021	George Forbes	77	The deceased fell from height	Aberdeenshire UA	Services	Self employed
01/09/2021	Joseph Holmes	23	The deceased was struck by an object	Barnsley	Manufacturing	Self employed
04/10/2021	Joseph McDonald Kennedy	66	The deceased was struck by a moving vehicle	Blackpool UA	Water/Waste Management	Employee
17/10/2021	Martin Parker	39	The deceased was struck by a moving vehicle	Rochdale	Construction	Employee
25/10/2021	Craig Naish	46	The deceased fell from height	Oadby and Wigston	Services	Self employed
28/10/2021	Gareth Pullen	60	The deceased died while under residential care	Newport UA	Services	Member of the public
29/10/2021	Andrew Hurst	56	The deceased was struck by an object	Sandwell	Manufacturing	Employee
18/11/2021	David Lockwood	45	The deceased came into contact with machinery	Barnsley	Manufacturing	Employee
04/12/2021	Elizabeth Docherty	83	The deceased died following a fall	North Ayrshire UA	Services	Member of the public
07/12/2021	Debbie Austin	42	The deceased was struck by an object	Sevenoaks	Services	Self employed

¹ In some cases, the publication of a fatality on the HSE website may be some months after the date of the initial incident. This is due to the verification checks that are carried out to ensure that the fatality is within HSE's enforcement remit and if so, the correct information is subsequently published. The complex nature of some fatality investigations may mean that it can take some time to verify this information.

The full list of the names of the deceased plus additional details may be viewed [here](#).

21/12/2021	Gurwinder Singh	32	The deceased was struck by an object	Hackney LB	Construction	Employee
31/12/2021	Gary Borton	25	The deceased came into contact with electricity	East Lothian UA	Services	Employee