

Health and Safety Executive Board			HSE/25/A06
Meeting date	23-Sep-25	FOI Status	Open
CM Ref	2025/149377		
AGENDA HSE Board Meeting 23 September 2025 Redgrave Court			

PRIVATE SESSION

08:30-09:15 Board Forward Look HSE/25/FL

09:15-09:45 BREAK

GOVERNANCE

Presenter
Chair

09:45 1 Welcome and apologies
Declarations of interest
Draft Minutes of meeting 24 June 2025 HSE/25/M05

Matters arising & Action Log HSE/25/AL

Chair's update: Dissolution of HSE Board HSE/25/28
Building Safety Regulator Advisory Committee

Committee updates:

Audit and Risk Assurance Committee meeting - 9 July Martin Esom
Finance and Performance Committee - 17 July Debbie Gillatt
SQAG meeting - 17 July and deep dive on Work Related Stress Cath Noakes
Remuneration and People Committee meeting - 17 September Claire Sullivan

10:30 2 Building Safety Regulator - Update Verbal Philip White/
Andrew Roe

GOVERNANCE/ASSURANCE

11:00 3 Chief Executive's Report - September 2025, to include verbal updates: HSE/25/30 and verbal update Sarah Albon, Rick Brunt, Angela Storey and ExCo members
1) IRR and
2) BSR transfer programme

11:40 BREAK

11:55 4 Business Performance - August 2025 HSE/25/31 David Murray

12:15 5 Strategic Risk Register HSE/25/32 Head of BAT

12:35 LUNCH

DECISION/DISCUSSION

13:20	6	Preferred Option and Way Forward for Pesticides Fees Reform	HSE/25/33	David Murray
13:50	7	Proposed changes to RIDDOR and the reporting process	HSE/25/34	Rick Brunt/Colleagues from EPD
14:20	8	Asbestos update	HSE/25/35	Rick Brunt
14:50	9	Annual Fatality Statistics update	HSE/25/36/ Presentation	HSE Chief Economist
15:10	10	Any other business		
15:15		Meeting ends		

Health and Safety Executive Board		HSE/25/M06	
Meeting Date:	25 November 2025	FoI Status	Open
CM Reference:	2025/223762		
Minutes of HSE Board Meeting – 23 September 2025 Redgrave Court, Bootle			

Attending

	Sarah Newton (chair)	Chyrel Brown	David Coats
Martin Esom	Debbie Gillatt	Christopher Johnson (online)	Cathie Mackay
	Gina Radford (online)	Ken Rivers	Claire Sullivan (online)

Also attending

Sarah Albon Chief Executive	Rick Brunt Director, Engagement and Policy	Andrew Curran Director, Science	Michael Jennings Director, Legal Services
Jane Lassey Director, Regulation	Dan Ellis Director, Human Resources	David Murray Director, Finance and Corporate Services	Angela Storey Director, Transformation and Operational Services
Philip White Director, Building Safety			
Colleagues - CEPS	HSE Colleagues x 3 - observing	Catherine Noakes – item 1 Andrew Roe – item 2	Head of BAT – item 5 Colleagues x 2 from EPD – item 7 HSE Chief Economist – item 9

Apologies

Ged Nichols

Minutes

Colleague from CEPS

Closed Session	
1	Welcome & Introduction
	<p>The Chair welcomed everyone to the meeting, including three colleague observers. She congratulated Cath Noakes on her appointment to Deputy Pro Vice Chancellor in Research and Innovation.</p> <p>Apologies were received from Ged Nichols.</p> <p>There were no declarations of interest.</p> <p>Draft Minutes of 24 June 2025 (HSE/25/M05), matters arising and action (HSE/25/AL)</p> <p>a) The draft minutes were cleared with no amendment.</p> <p>b) The Board noted the updates to the Action Log.</p> <p>In relation to action 1 of 28 November 2024, the Board felt that the decision to defer the submission to the Minister should have been agreed in advance. It was noted that the next update would be provided in a paper to the Board in November. <i>DN – this has been deferred to January 2026</i></p> <p>In relation to action 1 of 24 June 2025, the Board noted the update on HSE’s work on regulating Artificial Intelligence activity and at some stage would welcome further information on how HSE was considering the use of AI in its work, recognising the existing resourcing challenges in delivering significant transformational change.</p> <p>c) There were no other matters arising.</p>

Chair's update

Dissolution of HSE Board Building Safety Regulator (BSR) Advisory Committee (HSE/25/28)

The Chair introduced this item providing background to the establishment of the Committee and, given the decision to transfer the BSR out of HSE, proposing to the Board that the Committee be dissolved with immediate effect. It was clarified that this Committee was not established under section 11A(3) of the Health and Safety at Work Act 1974 to meet the requirements of s.9(1) of the Building Safety Act 2022.

The Board agreed to dissolve the Committee.

Committee updates

Audit and Risk Assurance Committee (ARAC) meeting 9 July 2025

Martin Esom updated the Board on matters discussed at the last Committee meeting, including the Strategic Risk Register and emerging risks for HSE arising from the decision to create a single construction regulator and transfer the Building Safety Regulator to it; and assurances received following HSE's response to a GIAA review of Residents' Complaints Handling.

Finance and Performance Committee (FPC) meeting 17 July 2025

Debbie Gillatt updated the Board on matters discussed at the last Committee meeting, including continuing work with DWP on the outcome of the Spending Review; assurances on the prioritisation of scarce specialist and other regulatory resource in activities directly supporting HSE's strategic goals; and ongoing work considering the Building Safety Regulator's financial and delivery forecasting. She provided insight into the Committee's future activity which included seeking assurances on key business and financial planning areas.

Remuneration and People Committee (RPC) meeting 17 September 2025

Debbie Gillatt informed the Board of matters discussed at the last meeting of the Committee, including the Cabinet Office pay remit and HSE's work on developing the 2025 pay offer; and Senior Civil Servant pay, including consideration of the distribution of markings and related equality and diversity matters. The Committee had also considered and agreed the draft revised terms of reference.

The Chair informed the Board of a proposal to broaden the remit of the Committee in order to balance the areas of responsibility between the FPC and RPC. FPC would discuss this at its next meeting and the proposed amended Terms of Reference for both committees would be submitted to the Board for consideration in November. Membership changes for RPC were also confirmed: Chyrel Brown and Cathie Mackay had joined and Debbie Gillatt had stepped down. Gina Radford and Ged Nichols would continue on FPC and Claire Sullivan would remain as Chair of RPC.

Science Quality Assurance Group (SQAG) meeting 17 July 2025 and Deep Dive on Work Related Stress (HSE/25/29)

Cath Noakes presented the findings of SQAG's deep dive on HSE's scientific research activities into work related stress. She articulated the areas in which positive assurances had been received (quality, originality, integrity and relevance) and those requiring strengthening (strategy, programme leadership responsibility, value proposition) with recommendations made to deliver this. She confirmed that HSE's response to the recommendations had been received and progress against those actions would be reported in the SQAG deep dive action log.

	<p>The Board noted the challenges in establishing an evidence base in order to determine the effectiveness/impact of the Management Standards and develop an intervention/enforcement strategy. External research was being conducted in support of this whilst internal work continued.</p> <p>The Board thanked SQAG for the report, acknowledging that it would be a useful source of information for business planning discussions.</p> <p>The Chair thanked Board Members for their contribution to all Committees in ensuring relevant assurances were obtained on behalf of the Board.</p>
Decision	Minutes of previous meeting cleared.
Decision	The Board agreed to the dissolution of the BSR Advisory Committee.
2	Building Safety Regulator update (verbal)
	<p>In welcoming BSR's shadow Chair, Andrew Roe, to the meeting, the Chair expressed both the Board's pride in HSE's achievements in setting up the new regulator and its ongoing support to ensure a smooth transition which will continue to build on the Regulator's mission to improve safety standards in the built environment.</p> <p>Philip White updated the Board on recent senior appointments to the new Regulator.</p> <p>Andrew Roe gave his early reflections on how the transfer was proceeding since the announcement was made on 30 June. He acknowledged the considerable and high quality support provided by HSE, particularly by the legal, human resource, financial and communications colleagues, proactively provided at pace and in a collaborative manner. He gave his assessment of the current position, particularly for Gateway 2 and Gateway 3 applications, and areas of focus where changes, particularly around process and guidance, had already been implemented and were making a positive difference. He also provided an update on the key risks and mitigations being developed, the process for short term governance arrangements and the work to deliver the statutory transfer of the Regulator to the new arm's length body.</p> <p>Specific matters raised included risks associated with issues such as:</p> <ul style="list-style-type: none"> • putting measures in place to speed up the process for considering applications; • controls for addressing regulatory capture; • ensuring both the quality and timeliness of decision-making; • managing the potential for conflicting priorities and applying lessons learnt from other safety case regimes; • ensuring resident interests are protected; • industrial relations on negotiating the terms and conditions of the transfer; • managing and resourcing conflicting priorities during the transfer process to continue to deliver both continuing operational delivery and statutory transfer. <p>Andrew expressed his gratitude for the valuable support and insight provided by Sarah Albon and Philip White since taking up his role.</p> <p>The Chair welcomed the discussion and, given HSE's ongoing responsibility and accountability, invited Andrew to attend Board meetings to provide updates until responsibility and accountability had transferred.</p>

3	Chief Executive's Report (HSE/25/30)
3.1	<p>Sarah Albon updated the Board on internal activity to manage business as usual activity (both within BSR and across HSE) and the change programme for delivery of BSR transfer. She also informed the Board of the appointment of Chris Griffin-McTiernan as the new Head of Chemicals, Explosives and Major Hazards Division.</p> <p>Philip White provided further in-depth insight into the work being done in support of the BSR transfer, such as the draft Memorandum of Understanding between HSE and the BSR, engagement with MHCLG and Ministers, review of risk registers, supporting and advising on the parliamentary process, engaging with staff representatives, ongoing recruitment, and the challenges and risks faced to maintain delivery.</p> <p>Angela Storey provided the Board with details of the key elements of the project to deliver the BSR transfer.</p> <p>Rick Brunt updated the Board on HSE's work on proportionately regulating and supporting those responsible for mitigating the risks posed by radon in specific settings.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. That oversight of the risks for the BSR transfer would be provided by the ARAC to give assurances to the Board until the transfer had been completed. Regular updates on the project to the Board would also be provided. 2. That the basis of HSE's advice on radon risks was consistent with international consensus. 3. HSE was considering the findings of the interim report from the Nuclear Regulatory Task Force to establish any matters relevant to HSE. The Board learnt that work had already underway to refresh HSE's approach to risk and tolerability and that HSE continued to engage with the Task Force, alongside ongoing engagement with fellow regulators – Office for Nuclear Regulation and Office of Rail and Road to ensure consistency of approach.
4	Business Performance (HSE/25/31)
4.1	<p>David Murray introduced the report to the Board, highlighting positive performance: Planning Gateway 1 applications; proactive inspections; fatal and non fatal investigations completion; major hazard inspections and safety case reports assessed; gas competency checks; and average time taken for recruitment. Areas of focus included Building Control applications; timeliness of investigation closure and rate of enforcement; and average working days lost. He also gave a situation report on Business Plan deliverables, explaining the reasons for those that were at risk/off track and actions in place. He informed the Board of ExCo's decision in relation to additional expenditure to accelerate change projects that were crucial to support business transformation ambitions.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. That future milestones would be better defined and the validity of targets for completion would be considered during the next planning round. 2. How accountability for milestone delivery rested with the SRO who must ensure that appropriate action is taken and reported to the Performance Hub. Where necessary, whilst rare, targets would be adjusted to accommodate a shift in priorities 3. HSE, through regular engagement and formal quarterly meetings, proactively

	ensures that DWP is informed of performance and milestone delivery.
Decision	The Board noted the report.
5	Strategic Risk Register (HSE/25/32)
5.1	<p>David Murray introduced this item by describing how HSE's risk management strategy focussed strongly on the impact of mitigating actions. The head of the Business Assurance Team presented the Risk Register, explaining how the new format enabled greater accountability and provided more visibility on the inherent risk and how controls impact risk whilst taking account of the Board's risk appetite. She informed the Board that a workshop to undertake a fundamental review of strategic risks was scheduled for November with a Board discussion planned for the February planning event. She gave updates on specific risks where the ratings for which were either outside or close to risk appetite.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. how the key risks for the transfer of BSR had been identified and appropriate control measures put in place. 2. the relationship between performance reporting, risk management and assessment against risk appetite. 3. the impact of action taken and assurances provided in respect of cyber risks. 4. the opportunities provided through effective stakeholder relationships to deliver strategic objectives; and whether the Board would need to review this to reflect the impact of hostile stakeholders.
Decision	The Board noted the Risk Register and welcomed the fundamental review and opportunity to discuss at the February event.
6	Preferred Option and Way Forward for Pesticides Fees (HSE/25/33)
6.1	<p>David Murray presented this item, explaining the rationale for Defra's proposed approach to fees for future pesticides approvals work and describing how it aligned with other cost recovery regimes.</p> <p>The Board noted and agreed to support the proposals which would be taken forward by Defra colleagues.</p>
7	Proposed changes to RIDDOR and the reporting process (HSE/25/34)
7.1	<p>Rick Brunt, and two EPD colleagues presented this item. The Board learnt that the development of options project had begun as a result of the findings of the most recent statutory post-implementation review, which had been informed by an informal but valuable period of engagement with key stakeholders. That work had subsequently been included in HSE's response to the government's Regulatory Action Plan. The Board was presented with an explanation of the proposals, including how changes would be introduced both through legislative change but also through clearer guidance and definitions, and a review of the reporting process.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. That, by citing real examples such as the recent campaign on silicosis, the consultation document would be clear on how the increase of data and intelligence collected on the expanded range of areas reported would improve the national data on the causes of occupational ill-health trends, enabling better targeting of future strategic interventions and reduce work

	<p>related harm. This would help improve downstream health impacts by enabling people to stay in work through better control and management of risks. The consultation document would also be clear about dutyholders' statutory responsibilities to report and possible sanctions for failure to do so.</p> <ol style="list-style-type: none"> 2. That the new reporting system would be able to flex to accommodate emerging themes. 3. How stakeholder engagement, including with employee representatives such as Trades Unions/TUC and co-regulators, was firmly embedded in the policy development process. 4. That, given the challenges around identifying causation for work related stress, the consultation document would clearly explain the reasoning behind excluding it in the list of reportable ill health, whilst recognising that there were other ways to collaborate with dutyholders to develop intervention strategies. 5. That the costs and benefits of the changes would be reflected in the consultation package.
Decision	The Board agreed to the proposals, subject to the feedback provided. <i>DN Subsequent to the meeting, it was agreed that, due to critical deadlines, the Chair, using her delegated authority, would clear the consultation package on behalf of the Board.</i>
8	Asbestos update (HSE/25/35)
8.1	<p>Rick Brunt and a colleague from EPD presented this item, providing an update on activity arising from the Work and Pensions Committee report on HSE's Regulation of Asbestos, including engagement with a broad range of stakeholder on proposals for targeted reform of the Control of Asbestos Regulations 2012, HSE's work to finalise a position on the asbestos control limit, and scientific research to improve the research/evidence portfolio. The Board also learnt of the reach of the Communications activity promoting the "Asbestos and You" and "Asbestos – Your Duty" campaigns and HSE's intervention approach, including visits to public buildings across Great Britain.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The work being undertaken to gain a better understanding of GB's asbestos legacy and costs of resourcing this, and whether other external assessment work, such a Building Research Establishment Environmental Assessment Methodology audits, could contribute this work. 2. That the Board would receive future regular updates via the Chief Executive's report.
Decision	The Board was impressed with the progress of this work and congratulated all involved.
9	Annual Fatality Statistics update (HSE/25/36 and presentation)
9.1	<p>Simon Clarke presented the analysis of the 2024/25 annual fatality statistics and Mesothelioma and Asbestosis deaths for 2023.</p> <p>The Board noted that despite a wide range of interventions in the past, the common factors of age and sector continue to be the hardest to reach to change behaviour. This reinforced the strategic decision to focus proactive resources on those hazards with greatest potential to make a difference and reduce work related harm (for example, health matters) whilst continuing to undertake reactive incident investigations.</p>

10	Any Other Business
10.1	<p>The Chair invited the observers to offer feedback on their experience of observing the meeting. Comments focussed on the breadth of knowledge demonstrated by all involved in the discussions, the range of matters discussed, the supportive challenge provided by Board members and how the relationship between HSE's work and wider government priorities is considered by the Board.</p> <p>There was no other business raised.</p>

Health and Safety Executive Board		HSE/25/30	
Meeting Date:	23 September 2025	FOI Status:	Open
Type of Paper:	For discussion	Exemptions:	None

Chief Executive's Report September 2025

[Work-related fatal injuries 2024/25 in Great Britain](#)

The latest statistics for Great Britain relating to (i) Work-related fatal injuries for 2024/25 and (ii) Mesothelioma and asbestosis deaths for 2023 (largely due to past exposure to asbestos) were released on the [HSE website](#) on 02 July 2025.

Reduce work-related ill health, with a specific focus on mental health and stress

Personal hearing protection - [Campaign](#): HSE's most recent inspection campaign has identified significant failings in workplace hearing protection, uncovering issues with employee training and equipment management. In September, HSE launched a campaign to raise awareness of the need to ensure workers are provided with and know how to use appropriate hearing protection to reduce the risk of permanent hearing damage due to exposure to harmful noise at work.

Increase and maintain trust to ensure people feel safe where they live, where they work and, in their environment

Safety alert regarding display screen equipment in schools: HSE's Mechanical specialist inspectors previously provided mechanical engineering support to an incident where a wall mounted display fell onto a child in a primary school. This work had provided the evidence needed to allow the Office for Product Safety and Standards (OPSS) to issue a product safety alert. Following and informed by this work, HSE has now issued its own, broader, [safety alert](#) into the mounting and use of display screens in schools.

Fairground and amusement park incidents: HSE has issued updates on inspection and incident investigation activity. Nine rides at [Woodlands Family Theme Park](#) in Devon were stopped after a routine inspection because insufficient evidence was available to give assurance that the rides had undergone valid safety checks. An appeal for images from members of the public who attended the [Netley Marsh Steam and Craft Show](#) has been made to assist in the investigation of an incident in which an 18 year old woman sustained serious injuries on the Showtime Funhouse on 26 July. Following an incident at [Coney Beach Amusement Park](#), in which several children were injured when a rollercoaster derailed on 13 August, the ride in question is being inspected by experts at HSE's Laboratory in Buxton, and a Prohibition Notice was issued on the ride, which means that, in the future, the ride would need to be repaired and checked by an independent and competent person before being put back in service.

HSE Launches Consultations to Gather Information on Groups of Hazardous Chemicals: In August 2025 HSE launched two consultations to gather information that will help to determine what future action may be required to regulate two groups of hazardous chemicals.

[PFAS in firefighting foams](#)

Under the UK REACH regulations, a restriction is a measure for protecting human health and/or the environment from risks posed by chemicals by limiting, banning or setting conditions on the manufacture, placing on the market or use of a substance or group of substances. HSE is currently carrying out work to determine if a Restriction should be introduced on Per and Polyfluoroalkyl substances (PFAS) in firefighting foams (FFF). PFAS are a very large group of synthetic chemicals used in a range of industrial and

household products, which are used across a range of sectors. As part of our statutory duties under UK REACH HSE has published a Restriction dossier which considers the hazards of substances in FFF, routes of exposure, sectors of use and analyses alternatives to these foams. This work also outlines initial proposals for a Restriction, including potential transition periods for the phasing out of PFAS in FFF. The dossier was published on 18 August and is subject to a 6-month public consultation (closing date 18 February 2026). Following the conclusion of the consultation HSE has 6 months to form Restriction Opinions. These Final Opinions will be sent to the Defra Secretary of State who will decide (with the consent of Scottish and Welsh Ministers) whether any proposed Restriction should be brought into law.

[Anticoagulant Rodenticides](#)

Under the GB Biocidal Products Regulations, HSE has launched a public consultation to gather information on possible alternatives to anticoagulant rodenticides. These rodenticides are candidates for substitution, meaning that the products containing them cannot be authorised if there are sufficient suitable alternatives available. A number of biocidal products containing anticoagulant rodenticide active substances are approaching the expiry of their regulatory authorisation and HSE will be conducting renewal assessments for these. The information collected through this consultation will feed into those renewal assessments, in particular whether there are now sufficient suitable alternatives to anticoagulant rodenticides (previous risk assessments have determined that there were no suitable alternatives and as such they have remained authorised because they are essential for the protection of public health, animal health, wildlife, critical national infrastructures and the food supply chain, from disease and damage). The consultation opened on 12 August and will close on 30 September 2025.

BSR communications update:

At the end of June, the government announced several changes to BSR's governance and leadership. The move is an early step toward establishing a single construction regulator - a key recommendation from the Grenfell Tower Inquiry.

To support improvements and enhancements to operations, we have continued to produce supportive communications material on the building control approval process, designed to help applicants with '[getting it right](#)'. We have also published [Building Control Approval application data](#) which alongside continuous user testing with people using the application service, helps us to identify and report on trends, issues and progress.

Getting building control applications right



Support for high-rise developers with building control applications

Helping developers submit high-quality compliant applications through early engagement, collaborative problem-solving and practical guidance.

Our collaborative work with industry continues, including support for the publication of new building control industry guidance. The [guidance](#) produced by CLC, with input from BSR and other industry stakeholders includes practical recommendations on information needed to demonstrate clear compliance with the law.

Additionally, working with the Leasehold Advisory Service (LEASE) we have launched a [free online building safety training programme](#) for Resident Directors, aimed at equipping thousands of resident-managed high-rises across England with essential building safety knowledge.



In July, we announced of appointments to the [Fundamental Review of Building Regulations Guidance panel](#). The panel will support work to deliver on recommendations from the Grenfell Tower Public Inquiry Phase 2 report, to review statutory guidance accompanying the Building Regulations known as Approved Documents. Inside Housing published a news piece on the appointments and the work of the panel following a proactive interview set-up with technical policy officials.

Enable Industry to innovate safely to prevent major incidents, supporting the move towards net zero.

Petrofac Annual Review: Embedding the Principles of Process Safety Leadership (PSLP) in the Offshore Industry: As part of the ongoing offshore PSLP programme every production duty holder is required to outline how they are embedding the Process Safety Principles at their HSE annual review. Petrofac are an offshore oil and company in the North Sea who were part of the original 13 HSE Process Safety Leadership inspections, and also provide staff for many other major oil and gas companies in the North Sea. During the Petrofac PSLP inspection in 2024, HSE identified a number of leadership failings including their: audit and assurance programme; Corporate Major Accident Prevention Policy (CMAPP); Process Safety Framework; and Process Safety Competency and Training programme. In June 2025 HSE completed the Petrofac annual review, which was attended by their most senior management team, including their global CEO. At the review Petrofac outlined a number of major improvements they had made to how they are embedding PSLP following the HSE inspection in 2024. At the review Petrofac were particularly complementary about their HSE PSLP inspection and the wider HSE industry report [HSE Offshore: Inspections report: process safety leadership of offshore operators](#). Their CEO outlined how the programme had stimulated them to improve their leadership and management of process safety, and as a result, how they had collaborated with a number of other North Sea offshore oil and gas companies to create their PSLP plan. A real change in the offshore industry culture and an objective of the wider PSLP programme for sharing and learning.

Triennial Renewables Exercise – Emergency Preparedness: On 17 and 18 June 2025, HSE’s Energy Division (ED) took part in the Triennial Renewables Exercise (TRIREX). This was a large-scale, multi-agency exercise designed to further test the offshore renewable energy industry’s and emergency services’ response arrangements in the event of a significant offshore incident. The participation stemmed from an agreement established in 2021 through the [Offshore Renewable Energy Emergency Forum \(OREEF\)](#) that the offshore renewable industry and associated government agencies would support the national major incident exercise every three years. TRIREX provides significant learning opportunities for industry stakeholders and valuable training for search and rescue agencies. ED supported in two ways, through an observer role (and a learning opportunity) at Ocean Winds Marine Control Centre and by supporting Police Scotland. The most recent exercise, “Exercise Blyth” was a success, with full offshore and onshore participation. The learning and practices developed through our involvement continue to support and improve emergency preparedness and response strategies for the growing offshore renewable energy sector.

Maintain Great Britain’s record as one of the safest countries to work in

Media activity:

Farm Safety Week was supported with social media content on All Terrain Vehicle safety. It featured the death of 22-year-old Laura Simmonds, HSE's prosecution for which concluded earlier this year. This content drove strong emotional engagement, with a 9.58% engagement rate with 10,658 clicks, demonstrating how personal stories amplify safety messages effectively.

Securing compliance with the law

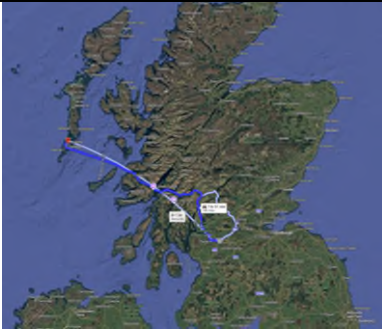
Press releases giving details of recent prosecution cases, along with other HSE press announcements, are published on this [link](#)

Enquest Heather Limited: Enquest Heather Limited, an offshore oil and gas operator, recently appeared in Aberdeen Sheriff court and received a £300,000 fine. It pleaded guilty to a breach of Regulation 9(1) of The Offshore Installations (Prevention of Fire and Explosion, and Emergency Response) Regulations 1995 following the investigation of an explosion of a lube oil tank on the Heather Alpha platform on 14th October 2019. Two workers were injured as a result of the explosion when hydrocarbon condensates ignited while the two workers were working on the tank. The incident followed an identical explosion on another lube oil tank on the installation three weeks earlier, which did not result in any injuries. It was found that excess condensate contained within the process was migrating across the compressor seals and into the lube oil tanks. The increase in concentration of condensates in the tanks was producing a flammable atmosphere in the tanks which was likely to explode if an ignition source was present. The company failed to take reasonable measures to prevent the migration of condensate through the seals, to control the concentration within the tanks or to prevent the ignition of the flammable atmosphere. Following the incident a prohibition notice was served to stop all production. Decommissioning of the installation has since commenced.

Ithaca Energy: Ithaca Energy is one of the North Sea's largest offshore oil and gas companies and operates a number of installations, including the floating production facility FPF1. On 10 December 2020 three personnel descended in the installation lift and were partially submerged in seawater before managing to stop the lift and return it to a dry space. The consequences could have been much more severe. The HSE investigation found that while attempting to de water a sub-sea compartment, Ithaca unknowingly pumped sea water into the lift column. This was aggravated by non functioning valves, a belief that some valves were wrongly tagged and the absence of detectors in the lift column to indicate the presence of sea water. The company pleaded guilty on 13 June and were fined £322,500. In his concluding remarks, the Sheriff described the case as 'Another reminder of the need for rigorous adherence to health and safety in the oil and gas industry'.

HSE working in partnership with its co-regulator: HSE's Specialist Division has recently provided expert witness support to Hounslow Local Authority (LA) in its prosecution of DO&CO, an airline catering company, after a fatal incident where a worker was struck in an external yard by a fork-lift truck (FLT). In this challenging case, which demonstrated how HSE can work effectively with its LA partners, HSE was able to use its mechanical engineering expertise to secure a prosecution which resulted in the company being sentenced with a significant £2.25M fine.

[Fatal incident on the remote Isle of Barra:](#) A resident of St. Brendan's Care Home died after absconding from the premises during the night. An investigation team was put in place to visit the Isle of Barra and to ensure key witness evidence and documentation was obtained in a single visit. Additional challenges arose as a result of the remoteness of the Isle and due to the island's unique geography where its airport runway is a tidal beach (Traigh Mhor). Logistical arrangements to source flights, hire car and accommodation were delivered by standing up an investigation team, which was able to secure the evidence needed enabling the case to be submitted to the Crown Office and Procurator Fiscal Service 3 months later. Local authority Comhairle nan Eilean Siar, pleaded guilty to health and safety breaches and was fined £80,000.



Picture 3: The journey of the Investigation Team to the location of the incident.



Picture 4: The transport used by the Investigation Team to reach the Isle of Barra

Ensure HSE is a great place to work, and we attract and retain exceptional people

One HSE Awards 2025: The One HSE Awards is a year-long process that recognises outstanding work across the organisation and promotes collaboration across teams.

HSE's Internal Communications (IC) team leads on delivering the Awards, promoting examples of previous successful nominations through corporate channels, divisional engagement and a dedicated internal SharePoint site. This year, there were 106 nominations from across the organisation. The outstanding contribution category, for which Executive Committee members select the winners, continued to be very popular.

Once the nominations are in, a process of judging and shortlisting submissions begins. The glittering ceremony, with 150 colleagues in attendance, is delivered jointly by IC and the Strategic Events Team and is a highlight of the corporate events calendar.

The process and ceremony, held in July this year, lets us share pride in the achievements of colleagues with our senior leaders, Board members and the rest of the organisation. It also presents an opportunity to show how colleagues' work and contribution ties into the bigger picture and supports the delivery of our strategic objectives as an organisation.



Published fatalities update¹

Since the last update to the Board, **45** fatalities have subsequently been published on the HSE website – **2** occurred in **2023/24**, **13** in **2024/25** and **30** in **2025/26**. Please see table below for details.

Date of incident	Name	Age	Description of incident	Local Authority	General Industry Sector	Employment status
28/11/2023	Ceri Jenkins	60	The deceased drowned	Wigan	Services	Employee
11/02/2024	Daniel Haslett-Star	28	The deceased came into contact with something fixed or stationary	Ealing	Manufacturing	Employee
22/04/2024	Margaret Grieve	86	The deceased died following a fall	Aberdeen City UA	Services	Member of the public
05/11/2024	Alistair Blair	64	The deceased was struck by an object	Stirling UA	Agriculture	Employee
02/01/2025	Keith Fletcher	64	The deceased was struck by a moving vehicle	East Riding	Services	Employee
20/01/2025	Joseph Grotz	17	The deceased was trapped by something collapsing or overturning	Leicester UA	Construction	Employee
19/02/2025	Andrian Gherasim	36	The deceased was trapped by something collapsing or overturning	Reading	Construction	Employee
28/02/2025	Damon Bridger	55	The deceased was trapped by something collapsing or overturning	Thanet	Construction	Self employed
04/03/2025	Peter Howison	60	The deceased was struck by an object	West Lothian UA	Services	Employee
05/03/2025	Raymond Hammett	73	The deceased died following a fall	Harlow	Services	Employee
09/03/2025	Patricia June Allen	74	The deceased died following a fall	Rhondda, Cynon, Taff UA	Services	Member of the public
12/03/2025	William Colin Francis	73	The deceased died following a fall	North Kesteven	Construction	Self employed
26/03/2025	George Anderson	46	The deceased came into contact with electricity	Argyll & Bute UA	Construction	Employee
28/03/2025	Conner Casey Stroud	27	The deceased was struck by a moving vehicle	Rotherham	Manufacturing	Employee
28/03/2025	Luke Thompson	43	The deceased fell from height	Cheshire West and Chester UA	Construction	Employee

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](#).

05/04/2025	Kyle Jones	37	The deceased was trapped by something collapsing or overturning	Nuneaton	Manufacturing	Employee
07/04/2025	Lulzim Lleshi	45	The deceased was trapped by something collapsing or overturning	Colchester	Construction	Employee
09/04/2025	Sydney Trant	82	The deceased came into contact with something fixed or stationary	South Hams	Agriculture	Self employed
10/04/2025	Richard MacFarlane	48	The deceased was trapped by something collapsing or overturning	Angus UA	Agriculture	Employee
11/04/2025	Adrian Gherghe	37	The deceased was struck by an object	Gravesham	Manufacturing	Employee
14/04/2025	Malcolm Heron	84	The deceased died following a fall	Borders UA	Services	Member of the public
26/04/2025	Billy Kidruff-Partridge	19	The deceased was trapped by something collapsing or overturning	Thurrock UA	Manufacturing	Employee
28/04/2025	Adam Davis	42	The deceased was struck by a moving vehicle	North Lincolnshire	Construction	Self employed
29/04/2025	Neil Chester	59	The deceased came into contact with machinery	North Yorkshire	Services	Self employed
30/04/2025	Michael Lappert	63	The deceased was struck by a moving vehicle	Sefton	Services	Employee
30/04/2025	Stephen Elkington	69	The deceased fell from height	North Kesteven	Agriculture	Self employed
01/05/2025	Andrew Lloyd	56	The deceased came into contact with electricity	Conwy UA	Services	Employee
08/05/2025	David Boddy	68	The deceased was struck by an object	Shropshire	Agriculture	Member of the public
12/05/2025	Zigmas Mazuolis	53	The deceased fell from height	Dacorum	Construction	Self employed
13/05/2025	Antony Lamb	25	The deceased came into contact with electricity	Cumberland	Services	Employee
13/05/2025	James Owens	37	The deceased fell from height	Basingstoke	Agriculture	Member of the public
15/05/2025	Martyn Sadler	39	The deceased was trapped by something collapsing or overturning	Cherwell	Services	Employee
15/05/2025	Jennifer Logan	30	The deceased was trapped by something collapsing or overturning	Cherwell	Services	Employee
15/05/2025	David Chester	57	The deceased was trapped by something collapsing or overturning	Cherwell	Services	Employee

19/05/2025	Claire Whittington	56	The deceased died following a fall	Bromley	Services	Employee
19/05/2025	William Ian Whitelaw	82	The deceased died following a fall	Edinburgh UA	Services	Member of the public
21/05/2025	Sophy Herridge	46	The deceased was trapped by something collapsing or overturning	Test Valley	Services	Self employed
21/05/2025	David Dashwood	64	The deceased was struck by a moving vehicle	West Northamptonshire	Agriculture	Self employed
27/05/2025	Sam Lewis Evans	28	The deceased was struck by a moving vehicle	Torbay UA	Water/Waste Management	Employee
01/06/2025	Sean Deegan	24	The deceased fell from height	Wandsworth	Services	Self employed
10/06/2025	Don Mahendra Sunil Hettiarachchi	67	The deceased fell from height	Waltham Forest	Services	Employee
16/06/2025	David Ewan	87	The deceased came into contact with cattle	Aberdeenshire UA	Agriculture	Self employed
23/06/2025	David Linyard	60	The deceased fell from height	East Suffolk	Construction	Employee
11/07/2025	Annie Farquhar	78	The deceased died following a fall	Dundee UA	Services	Member of the public
27/07/2025	Garry Thomson	58	The deceased was struck by an object	Aberdeenshire UA	Agriculture	Self employed