

Health and Safety Executive Board			HSE/24/A06
Meeting date	24-Sep-24	FOI Status	Open
CM9 Ref	2024/143054		
AGENDA HSE Board Meeting 24 September 2024 Leeds Royal Armouries			
PRIVATE SESSION			
08:30-09:15	Board Forward Look	HSE/24/FL	
GOVERNANCE			
09:30	1 Welcome and apologies Declarations of interest Minutes of meeting 25 June 2024 Matters arising & Action Log Chair's update - Committee updates: ARAC 2nd & 9th July BSR Advisory Committee 4th July SQAG 4th July (inc reviewed ToR) FPC meeting 18th July RPC meeting 19th September	HSE/24/M05 HSE/24/AL Verbal	Presenter Chair Martin Esom Chair Andrew Curran Debbie Gillatt Claire Sullivan
ASSURANCE			
10:00	2 Chief Executive's Report - September 2024 (inc silicosis interventions update)	HSE/24/36	Sarah Albon, Andrew Curran, Rick Brunt and ExCo members
10:40	3 Performance Report - August 2024	HSE/24/37	David Murray
11:10	BREAK		
GOVERNANCE/ASSURANCE			
11:25	4 The contribution of HSE Research in supporting HSE's interventions on Work-Related Stress.	HSE/24/38	Andrew Curran/Sandra Gadd/Mike Calcutt
11:55	5 Weeks review recommendation – HSE Buxton Net Zero centre of excellence	HSE/24/39	Andrew Curran/ /
DISCUSSION/DECISION			
12:25	6 Annual Fatality/Mesothelioma/Asbestosis Statistics	Presentation	Andrew Curran
12:55	LUNCH		
13:40	7 Asbestos update	HSE/24/40	Rick Brunt/Mike Calcutt
14:10	8 Building Safety Division - update	HSE/24/41	Philip White
14:55	9 AOB/Meeting Review		
15:00	Meeting ends		

Health and Safety Executive Board		HSE/24/36	
Meeting Date:	24 September 2024	FOI Status:	Open
Type of Paper:	For discussion	Exemptions:	None

Chief Executive's Report September 2024

Health and Safety - Work Related Fatal Injury Statistics 2023/24, mesothelioma and asbestosis deaths 2022 were released on 3 July 2024. Further information can be found on the following links:

[work-related fatal injuries for 2023/24 Statistics - Work-related ill health and occupational disease \(hse.gov.uk\)](#)

[Mesothelioma deaths for 2022](#)

[asbestosis deaths for 2022](#)

Health and Safety at Work etc Act 1974 – 50 years: 31 July 1974 marked the day that the Health & Safety at Work etc Act 1974 received Royal Assent.

The Act led to the creation of the Health and Safety Executive on 1 January 1975. It transformed the workplace in Great Britain, meaning far fewer people are killed, injured, or made ill by work activity fifty years later. Great Britain is one of the safest places in the world to work. Half a century later the principles set out in this ground-breaking piece of legislation are as relevant as ever. The Act is still at the core of our work to protect people and places, and together with our co-regulators we use it to enforce safety standards and bring to justice those who break the law. We remain committed to making sure people are safe and healthy wherever work is taking place.

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

Health-focussed targeted inspections: Colleagues from the Leeds inspection team successfully planned and delivered a two day campaign of health focused inspections across the Yorkshire Coast. Inspectors and Visiting Officers targeted duty holders across construction, wood working and food industries conducting inspections in line with HSE's health strategy. The campaign fostered a collaborative approach across the team utilising existing experience to upskill trainee inspectors and inspectors new to these industries. Trainee inspectors were assessed in line with the Professional Practice Competency Framework. As a result of the campaign, 31 duty holders were inspected across 28 sites. Seven enforcement notices were served, with 17 duty holders found to be not complying with the law.

Working Minds: Communications activity has restarted (September) following the pre-election period.

[The Working Minds online learning](#) platform, which was primarily designed to support SMEs who are unlikely to have dedicated resources yet employ over half of all workers, has seen more than 8,800 people have registered - 40% SMEs.

The goal was to provide flexible, practical advice and 'how to' solutions that businesses could apply in real life to support workers.

- 81% of follow-up survey respondents said they had taken action since completing the learning, with examples in businesses including introducing agenda item for 1:1s, organisational training, action plans, and new policies implemented.
- Two out of three survey respondents said they now, or plan to, include risk assessment, with 42% stating they had used the risk assessment template.
- 95% agreed or strongly agreed the platform was easy to use
- 93% agreed they felt they could implement what they learned in their organisation.

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

Zonal Working Project: Safety zones are commonly used on construction sites to manage risk. The dynamic nature of work activities on these sites can impact on the effectiveness of physical measures. This project used a 'geofenced' safety exclusion zone. A virtual zone was created on a 3D computer model during design. It was reproduced on site during construction by linking the model to sensors attached to people and equipment. Any unauthorised entries into the safety zone could then be identified and tracked in real time. The project demonstrated that such live monitoring is possible and that a dynamic feedback loop supporting active risk management can be created between designers, construction managers and those using the exclusion zones. The HSE led Discovering Safety programme won a 2024 [Digital Construction Innovation in Health and Safety award](#) for this project which also involved industry support (AstraZeneca, Dalkia, Plinx and Asite 3D Repo). The team was also shortlisted in this category for its work on the Industrial Safetytech Regulatory Sandbox.

HSE's work with conservation bodies and other regulators to protect seabird island colonies: Second generation anticoagulant rodenticides (SGARs) are the most commonly used substances for tackling rodent infestations. Their use is subject to strict restrictions to minimise the risks they pose to people and non-target animals. An [industry-led stewardship regime](#) is in place for professional use of SGARs in the UK. The scheme is overseen by a Government Oversight Group (GOG) and chaired by HSE.

Since the introduction of stewardship in 2016, despite all efforts, a significant reduction in the levels of SGAR residues in barn owls (the species used to measure non-target exposure) is yet to be observed. In light of this, industry proactively chose to discontinue use of these products outdoors. As of 4 July 2024, it is no longer possible to use these products in open areas and waste dumps, which are considered to carry the highest level of risk for non-target exposure.

As a result of concerns raised by non-governmental organisations about the UK's ability to protect biodiversity from rodents, specifically on seabird island colonies, HSE is now working in close partnership with conservation bodies, as well as other regulators to address this issue.

As an enabling regulator, HSE continues to encourage industry to make responsible choices regarding the use of potentially harmful chemicals, but balances this against the wider impacts of removing chemicals from the market.

To support the control of rodents on seabird island colonies, HSE will consider applications to allow time-limited use of SGARs on these islands. Two permits have already been issued for RSPB operations in Northern Ireland.

Second post implementation review (PIR) for the Explosives Regulations 2014 (as amended): Section 84 of the Explosives Regulations 2014 (ER2014) requires the Health and Safety Executive (HSE) to carry out a review of the regulations every five years on behalf of the Secretary of State. The purpose of the regulations was to modernise, consolidate and simplify all

explosives legislation into a single set of regulations and, where practicable, simplify the legislation whilst maintaining existing levels of safety. HSE recently completed the second PIR of the ER2014, considering operational experience and stakeholder insights gained over the last five years along with a 2024 stakeholder survey. Evidence from the research and analysis indicated the objectives of the regulations continue to be met with no unintended consequences and no further opportunities for reducing burdens were identified. As a result, the regulations will remain in place.

The PIR is due to be published on 1 October 2024 and will be found on [The Explosives Regulations 2014 \(legislation.gov.uk\)](#).

BUILDING SAFETY REGULATOR

[Building Control Professional registration](#): As of 30 July 2024, there were 4,049 building professionals registered as building inspectors in England and Wales. All Registered Building Inspectors have signed up to and are accountable under the [Code of Conduct](#). This demonstrates a growing number of professionals joining the registered ranks, reflecting the industry's commitment to upholding high standards, increased transparency and accountability within the building control sector promoting confidence and trust and reassuring the public that building work is being strongly and consistently regulated.

Other activities include the following:

BSR 'on-demand' conference: A [news piece](#) was published on the Making Buildings Safer site highlighting the conference sessions being available to be viewed online.

BSR Conference 2024: The conference material has been published following the pre and post-election period. The videos [Building Safety – YouTube](#), have been shared by stakeholders with their members.

Principal Accountable Persons: A campaign ebulletin providing an update on Building Assessment Certificates prioritisation and how/when to apply has been sent out to around 700 subscribers.

'Your Home, Your Safety' residents' newsletter: Our first [residents newsletter](#) was sent out to campaign subscribers. The newsletter provided detail on how changes to building safety laws benefit high-rise residents and what they can do to make sure their voice is heard. It also provided useful information and resources to help residents live safely in their high-rise community.

The following website updates in both England and Wales were made:

- Registered Building Inspector guidance: registration service start page and public registers following the end of the English extension period [Register as a building inspector - GOV.UK \(www.gov.uk\)](#), [Registered building inspectors - GOV.UK \(www.gov.uk\)](#), [Find a registered building inspector in England - GOV.UK \(www.gov.uk\)](#) and [Find a registered building inspector in Wales - GOV.UK \(www.gov.uk\)](#)
- [Collection page](#) that gathers relevant content for RBI and BCB users on GOV.UK, updated to include the migration of all codes and standards PDFs from hse.gov.uk to accessible html documents on GOV.UK.
- [Preparing a resident engagement strategy guidance](#)
- [Building safety guides for accountable persons](#)
- Iterated content updates to [RBI guidance](#)
- Section 16 guidance: [Provision of assistance to a multi-disciplinary team - Building safety – HSE](#)

- Building control approval guidance: [Managing building control approval applications for higher-risk buildings - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/managing-building-control-approval-applications-for-higher-risk-buildings)
- Updates to the [Contact BSR service start page](https://www.gov.uk/guidance/contact-bsr-service-start-page)
- Welsh version of the operational standards rules monitoring arrangement to RBCA guidance: <https://www.gov.uk/guidance/register-your-business-as-a-building-control-approver>
- Content updated across all ten pieces of RBCP guidance: [Building control bodies and registered building inspectors - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/building-control-bodies-and-registered-building-inspectors)
- Three Construction Industry Council Approved Inspectors Register (CICAIR) updates included [CICAIR approved inspectors register and sanctions - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/cicair-approved-inspectors-register-and-sanctions)
- Publishing the [complaints](#) and [disciplinary](#) protocols for providers of approvals for building regulations for construction projects in England and Wales

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

Human factors in the offshore energy sector: HSE inspects human factors on offshore installations, with a particular focus on safety critical tasks as they have the potential to initiate or escalate a major accident on an installation. Safety Critical Task Analysis (SCTA) is an established, structured process that will help companies demonstrate that these tasks can be carried out safely, reliably and that the risks are managed to as low as reasonably practicable. This will include consideration of the design of the equipment, details of the tasks and the factors which support task performance. HSE has noted a number of offshore firms have launched SCTA programmes with varying degrees of success. Common failings that HSE has identified with these SCTA programmes include a lack of sustained commitment and progress with the work, and inconsistencies in the quality of assessments. HSE recently issued oil firm Apache with an enforcement notice after inspectors formed the opinion that the company failed to fully consider human factors as part of its plans to prevent a fire and explosion on its Forties Delta platform in the North Sea. The inspection of the Forties Delta platform found the company had failed to take appropriate measures to prevent the uncontrolled release of flammable or explosive substances during main oil line pig launcher operations. Apache currently has until 9 November to comply with the Improvement Notice.

Brent Charlie: Material change to dismantlement safety case: The Shell Brent Charlie installation in the North Sea is being decommissioned. The Offshore Installations (Safety Case) Regulations 2015 usually allow 3 months for HSE to assess a material change. Shell prepared a material change to its Brent Charlie installation safety case for the additional hazard of the release of toxic gases but, as a result of an administrative error, HSE was not properly notified that a change had been submitted for assessment until very late in the process. Work was due to start 3 weeks later with Shell facing significant costs for any delay. HSE quickly assembled a team to accelerate the assessment and try to meet the 3-week deadline, without compromising safety or the standards applied. This meant significant reprioritising of our work and engaging closely with Shell for responses to issues to ensure standards were upheld. The assessment focused on issues around the management of hydrogen sulphide (H₂S) and led to Shell putting additional measures in place, for example: weather-vaning, to minimise exposure. Decommissioning the Shell Brent Charlie installation involved removing the topsides, which are parts of an offshore drilling platform above the waterline and often include the drilling rig, living accommodation and processing facilities. Due to the size of the installation, they were removed by the Allseas Pioneering Spirit which is the world's largest offshore construction vessel. The Pioneering Spirit

cost \$2.8 billion to build and costs \$3 million a day to hire. The Shell Brent Charlie [topside lift broke all records as the largest offshore lift in history](#)

Shell recognised our role as an enabling regulator in a message sent to the team by Simon Roddy, Senior Vice President, Shell UK.

Step Change in Safety (SCiS) Awards: In July, Samantha Peace, Director of Energy Division, attended the Step Change in Safety (SCiS) Awards, jointly hosted by SCiS and Offshore Energy UK (OEUK). She gave a keynote presentation, sharing some high level insights with industry from the Process Safety Leadership Principles Inspection programme. She also participated in a panel session around the outcomes from the SCiS Process Safety Leadership Principles workforce survey, alongside industry and trade union representatives.

Awards were presented for six categories: sharing & learning; workforce engagement; major hazard awareness; workforce wellbeing & environment; safety rep of the year; and maritime safety.

The event was widely shared and followed on social media.

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

Securing compliance with the law

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

Dutyholder prosecuted for continuing to breach the law: Abdul Rehman engaged operatives to help him build an extension to his property on Kings Crescent in Old Trafford and to replace an existing roof. In 2020, scaffolding had been erected but was not suitable nor safe to be used. At that time, a HSE inspector served a Prohibition Notice and the work was stopped. Fifteen months later, the same inspector found that Mr Rehman was in control of and instructing operatives to carry out work re-roofing his property. The work was being carried out without any form of fixed scaffolding or other equally effective measures to prevent the risk of a fall from height from the unprotected two storey roof. Another prohibition notice was issued to stop the unsafe work but Mr Rehman ignored this notice and continued to instruct and supervise the workers, often during the hours of darkness to try and avoid detection. Mr Rehman was prosecuted for breaching the Prohibition Notice and for putting workers at risk. In Manchester Magistrates Court on 18 June 2024, he was given a custodial sentence of 12 months, suspended for 18 months and he was ordered to complete 180 hours of unpaid work. He must also pay £6,450 in costs.

This case highlights the risks people will take to avoid creating a safe site, and the perseverance of the HSE Inspector to protect those workers and secure the evidence to successfully prosecute Mr Rehman.

DP World Southampton: An employee fell 11m through a hole on to a concrete floor, sustaining significant injuries, during routine maintenance operations on a straddle carrier. The hole had been created by contractors that were replacing a glass floor (see image below), exposing workers at risk of falling from height. Christopher Hooper is still recovering 2 years later and will have lifelong implications as a result.

The HSE investigation found Southampton Container Terminals Limited had failed to ensure there was a safe system of work to ensure that the replacement of the glass floor and routine maintenance work could be carried out safely at the same time. The company also failed to ensure there was a risk assessment in place and failed to implement its own policy for the use of permits to work whilst working at height. The company who pleaded guilty to Section 2(1) of the Health

and Safety at Work etc. Act 1974, was fined £1 million and ordered to pay £11,664.59 in costs at Southampton Magistrates Court on 2 August 2024.



Provision and Use of Work Equipment Regulations 1998 – breaches: As a result of a routine inspection, North London food manufacturer Oriental Delight (UK) Ltd has been fined £150,000 (costs of £3020) for failing to prevent access to dangerous parts of machinery. HSE’s inspector identified multiple failings related to the guarding of machinery (see image below). Three machines were deemed unsafe due to interlocking safety devices having been defeated and guards completely removed, posing a risk of injury to operatives. Previous identical breaches in 2016 and 2019 had resulted in prohibition notices. The findings during this latest inspection demonstrated that the company had not only failed to sustain improvements, but had effectively ignored HSE’s previous enforcement action by continuing to use these machines in an unsafe manner.



National Grid prosecuted: The National Grid was fined more than £3million after its failures left a father-of-two with life-changing injuries from working on a pylon in South Wales, when he received an electric shock of 33 thousand volts. National Grid Electricity Distribution (South Wales) Plc and 4 Power Ltd both received fines in relation to the incident, which happened on 3 December 2020. 4 Power Ltd pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc Act 1974 and have been fined £80,000 and ordered to pay costs of £14,123. National Grid Electricity Distribution (South Wales) Plc pleaded guilty to breaching Regulation 14 of the Electricity at Work Regulations 1989 and has been fined £3.2million and ordered to pay costs of £20,460.

Grampian Health Board – patient death: Grampian Health Board was prosecuted after the death of a patient, Vincent Mulsant at the Royal Cornhill Hospital in Aberdeen on 28 March 2020. He had been admitted to the hospital on 31 December 2019. He had managed to abscond from the ward in two separate incidents, on 19 and 22 February, which resulted in his being placed under constant supervision. The court heard how two staff members found Mr Mulsant lying on the bathroom floor. Despite their efforts and those of paramedics in attendance, Mr Mulsant was pronounced dead at the scene. As a result of this incident, changes have been made to the management of in-patient wards within Royal Cornhill Hospital. On 8 August 2024, Grampian

Health Board pleaded guilty to breaching Sections 3(1) and Section 33(1)(a) of the Health and Safety at Work etc. Act 1974 and was fined £60,000 with a £4,500 victim surcharge.

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

Professor Andrew Curran, HSE's Chief Scientific Adviser, has received an honorary degree from the University of Derby for his work on COVID-19. Andrew headed up the largest study in the world to better understand the transmission of the virus. He was also recognised in the King's New Year Honours List 2023 with a CBE for Public Service. His contribution to science was celebrated as he became an Honorary Doctor of the University at an awards ceremony on 28 June. Andrew, who is based at our Science and Research Centre in Buxton, has worked for our organisation for more than 32 years. He received his award alongside hundreds of University of Derby graduates at a ceremony at the Buxton Campus in the Devonshire Dome.

Published fatalities update¹

Since the last update to the Board, **2** fatalities which occurred in 2022/23, **17** fatalities which occurred in 2023/24 and **20** fatalities which occurred in 2024/25 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
06/01/2023	Julie Gissing	53	The deceased was trapped by something collapsing or overturning	Chichester	Construction	Employee
24/01/2023	Andrew Wilshire	51	The deceased fell from height	Kensington & Chelsea	Construction	Self employed
11/05/2023	Reza Alipour	37	The deceased fell from height	Brent	Manufacturing	Self employed
11/07/2023	Andreas Petsche	59	The deceased was trapped by something collapsing or overturning	West Northamptonshire	Construction	Employee
18/08/2023	Alexander Kippax	19	The deceased was struck by an object	Oxford	Services	Member of the public
05/12/2023	Jamie Wood	20	The deceased fell from height	Newham LB	Construction	Self employed
12/12/2023	Danielle Evans	40	The deceased died following an explosion	Rhondda, Cyon, Taff UA	Services	Member of the public
28/12/2023	Craig Innes	60	The deceased was struck by a moving vehicle	Swale	Water/Waste Management	Employee
10/01/2024	Mateusz Synenko	30	The deceased fell from height	Somerset	Agriculture	Employee
14/01/2024	Stephen Wilson	40	The deceased fell from height	Glasgow UA	Construction	Self employed
16/01/2024	Daren Mitchell	58	The deceased fell from height	Rother	Construction	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](#).

21/01/2024	Lukaz Wojenkowski	35	The deceased was struck by a moving vehicle	Eastleigh	Services	Employee
07/02/2024	Alfred DeMarco	74	The deceased fell from height	North Lanarkshire UA	Construction	Employee
10/02/2024	Anthony Davies	42	The deceased was struck by an object	Flintshire UA	Manufacturing	Employee
14/02/2024	Richard Hopkins	39	The deceased was struck by an object	Warwick	Manufacturing	Employee
26/02/2024	Ian Nuttall	59	The deceased fell from height	Boston	Construction	Self employed
12/03/2024	Tomos Davies	16	The deceased was struck by a moving vehicle	Pembrokeshire UA	Agriculture	Employee
13/03/2024	Matthew Ryan	34	The deceased fell from height	Aberdeenshire UA	Construction	Employee
27/03/2024	George Gilbey	40	The deceased fell from height	Southend UA	Construction	Employee
06/04/2024	Katherine Bailes	94	The deceased died while under residential nursing care	Fife UA	Services	Member of the public
11/04/2024	Aleksej Kleinov	34	The deceased came into contact with machinery	Cornwall UA	Agriculture	Employee
11/04/2024	Amy King	46	The deceased was trapped by something collapsing or overturning	Tonbridge & Malling	Agriculture	Employee
12/04/2024	Thomas Eilbeck	70	The deceased fell from height	Cumberland	Services	Employee
13/04/2024	Ruaridh Stevenson	39	The deceased drowned	Fife UA	Services	Self employed
29/04/2024	Angiolina Russo	56	The deceased died while under medical nursing care	Edinburgh UA	Services	Member of the public
02/05/2024	James Smith	91	The deceased died while under residential nursing care	South Ayrshire UA	Services	Member of the public

03/05/2024	Robert Pitts	52	The deceased was trapped by something collapsing	Cumberland	Agriculture	Self employed
08/05/2024	Simon Frost	66	The deceased fell from height	Southampton UA	Services	Self employed
20/05/2024	Viktors Baukerts	63	The deceased fell from height	Salford	Services	Employee
22/05/2024	Paul Coulson	56	The deceased came into contact with machinery	West Suffolk	Services	Employee
24/05/2024	Neil Hayes	61	The deceased was struck by an object	Camden	Construction	Self employed
26/05/2024	John Curtis	69	The deceased was trapped by something collapsing or overturning	Harborough	Agriculture	Self employed
12/06/2024	David Lee Howells	53	The deceased fell from height	Swansea UA	Construction	Employee
17/06/2024	Kamil Hubert-Ziolko	16	The deceased was struck by an object	Bassetlaw	Services	Self employed
21/06/2024	Lyn Davis	74	The deceased fell from height	Richmond-upon-Thames	Services	Employee
28/06/2024	Craig Kilday	23	The deceased came into contact with machinery	East Ayrshire UA	Services	Employee
03/07/2024	David Ryan	54	The deceased was struck by an object	Burnley	Manufacturing	Employee
15/07/2024	Alistair Campbell	63	The deceased was struck by an object	Falkirk UA	Services	Self employed
20/07/2024	Raffi Nachshol	72	The deceased died while under residential nursing care	Aberdeenshire UA	Services	Member of the public

Health and Safety Executive Board			HSE/24/M06
Meeting Date:	November 2024	FoI Status	Open
FoI Exemptions	None		
CM9 Reference:	2024/249125		
Minutes of HSE Board Meeting 24 September 2024 Royal Armouries Leeds			

Attending

Sarah Newton – Chair	Chyrel Brown	David Coats	Martin Esom
Debbie Gillatt	Ken Rivers	Claire Sullivan	

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	Clare Millington-Hume – Director, Human Resources	David Murray – Director, Finance and Corporate Services	Angela Storey – Director, Operational Services
Philip White – Director, Building Safety			

[REDACTED] - CEPS	Sandra Gadd, Mike Calcutt – item 4	[REDACTED] – item 5
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Apologies: Ged Nichols, Gina Radford, Ken Rivers

Minutes

Closed Meeting	
1	Welcome and Declarations of Interest
	<p>Sarah Newton welcomed everyone to the meeting. Apologies from Ged Nichols, Gina Radford and Ken Rivers were noted.</p> <p>The Chair invited declarations of interest. None were declared.</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. Sarah Albon informed the Board of her recent non-executive director appointment to the Board of the Defence Infrastructure Organisation (DIO). She gave assurance that there was no direct conflict of interest whilst noting that the DIO was a dutyholder for the purposes of the Health and Safety at Work Act 1974.</p> <p>Draft minutes of meeting 24 June 2024 (HSE/24/M05), matters arising and actions (HSE/24/AL)</p>

The draft minutes were cleared with no amendment.

The updates to the action log were noted.

There were no other matters arising.

Committee updates

Building Safety Regulator Advisory Committee – 4th July meeting

The Chair informed the Board that, due to the General Election, limited discussion had taken place at the meeting and that a full agenda of items would be discussed at the next meeting in October.

Science Quality Assurance Group (SQAG) – August meeting

Andrew Curran informed the Board that SQAG had agreed some amendments to its terms of reference (provided in the Board pack) to provide a more flexible way of determining the membership of and disciplines for the science assurance sub-groups.

SQAG had also undertaken a deep dive into the ethics process for HSE's science and research, obtaining assurance on all aspects of the process, such as risk assessment/management, technical capability, training. There was also a discussion about recognition of the efforts of the ethics panel members who undertake the role in addition to their day job. As an additional source of assurance, SQAG also agreed a formal log of deep dive recommendations which will be a standing item for consideration for all meetings to ensure that recommendations are actioned in future science work.

Audit and Risk Assurance Committee (ARAC) – 2nd and 9th July meetings

Martin Esom updated the Board on the ARAC's oversight of the end of year financial reporting process, explaining that a novel technical accounting standard issue had arisen which had delayed the sign off of the financial statement. He and David Murray gave assurances that NAO and HSE were working closely to agree an approach to the issue, confirming that other Arm's Length Bodies had encountered the same issue, and that a resolution of the end of year process would shortly be arrived at.

Finance and Performance Committee – 18th July meeting

Debbie Gillatt updated the Board on proceedings which included a review of the Q1 Performance Report where assurances were given that ExCo were closely monitoring specific areas and taking steps, such as scenario planning, to mitigate risks. Assurance deep dives were undertaken Strategic Workforce Planning; Medium Term Financial Planning ahead of the anticipated Spending Review; and Legal Services Division with a focus on "decision to prosecute" performance which was improving despite resource and IT issues.

Remuneration and People Committee – 19th September meeting

Claire Sullivan updated the Board on discussions at the meeting on the pay remit for HSE's senior leaders. The Committee agreed the recommendations in the report, having obtained assurances that diversity and inclusion factors had been considered. Given historical demographics of the HSE workforce, it was recognised that measures had been put in place at a strategic level to address issues with the gender pay gap.

The Board recognised the achievements of its senior leaders to deliver against strategic objectives and for leading and developing their respective teams so effectively in challenging circumstances.

Decision	Minutes of previous meeting cleared.
Decision	The revised terms of reference for SQAG were agreed.
2	Chief Executive's Report (HSE/24/32)
	<p>In addition to her written report, Sarah Albon updated the Board on several matters including:</p> <ul style="list-style-type: none"> • Engagement with new Ministers and discussions on government priorities. • HSE's support to MHCLG in preparing the Government's response to the Grenfell Inquiry report. • HSE's recent written contribution to the Covid Inquiry. <p>Rick Brunt informed the Board of recent intervention activity in relation to reports of silicosis contracted during work with engineered stone used in domestic refurbishment work.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The extent of ongoing stakeholder engagement across the Building Safety sector and internally to focus on resident safety and how HSE was using its experience of successfully assuming new assurance functions and responsibilities to gain assurances on standards on remediation. <p>The Board thanked those who had provided such interesting and informative content for the report.</p>
3	Business performance August 2024 (HSE/24/37)
	<p>David Murray presented the performance report for August 2024, drawing the Board's attention to positive areas of performance, including: Planning Gateway One applications processed; Biocides and Pesticides permissioning; gas competency checks; concluded fatal and non-fatal investigations; major hazard activities and safety cases; and prosecution cases reviewed and charging decision made. Areas of focus included: proactive inspections and material breach rate; average lead time for recruitment; average working days lost due to absence; programme delivery delays.</p> <p>He also explained HSE's current financial position, causal factors, engagement with partner regulators and gave assurances that a mid-year review of all budgets was being undertaken.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The current status of the two programmes of concern, and reasons for and action being taken to address the missed milestones, recognising the impact this has on colleagues and operational delivery. <i>Drafting note: The ARAC would consider this, with a focus on the new case management system, at its February 2025 meeting to gain assurances for the Board.</i> 2. The preparatory work for the forthcoming spending review to ensure HSE has sufficient funding to deliver its future business plan priorities. 3. The factors contributing to the shortfall in proactive inspections and measures being put in place to address them. 4. Action being taken to undertake asbestos duty to manage inspection campaigns and other related visits.
Decision	The Board noted the report and was assured on the focus of ExCo and its committees in ensuring delivery against the Business Plan.

4	<p>The contribution of HSE Research in supporting HSE’s interventions on work-related stress (HSE/24/38)</p>
	<p>Mike Calcutt and Sandra Gadd presented this item to provide the Board with the current approach to preventing workplace stress, including the successful Working Minds campaign; the review of the Stress Management Standards which concluded that they remained valid and relevant; a pilot exercise working with a NHS ambulance trust; and the programme of research work being undertaken to develop the evidence base to inform an effective and proportionate future intervention strategy.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. How the research findings/evidence could feed into government’s new deal for working people. 2. The focus of HSE’s limited scientific resources on specific research whilst using an external provider to enable more rapid delivery of some research, including using other external sources with an interest and expertise in work related stress, on a series of agreed questions/topics. 3. That Equity, Diversity and Inclusion issues were an integral feature of the research work.
Decision	<p>The Board reiterated its commitment to this important issue, recognising the challenges faced and the impact of work-related stress on worker health, the economy and society.</p>
5	<p>Weeks Review recommendation – HSE Buxton Net Zero centre of excellence (HSE/24/39)</p>
	<p>Andrew Curran introduced this item by describing the progress made in delivering the Weeks Review recommendation and the levels of engagement both within HSE and externally with other government organisations and science institutions. ██████████ provided further information on the process adopted and, given its prevalence in multiple sectors, the plans to prioritise a hydrogen testing programme to help industry to understand the risks of using it.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The breadth of HSE’s activity to support Net Zero, in addition to hydrogen (for example nuclear fusion and carbon capture and storage). 2. The importance of achieving recognition as a centre of excellence in attracting investment to support the work. 3. With close oversight by ExCo, the extent of both external engagement with other Chief Scientific Advisors across government to gain a greater understanding of mutual benefits of the research into hydrogen as a fuel and internal engagement with policy and operational colleagues.
Decision	<p>The Board recognised the level of expertise within HSE which was being deployed on this important piece of work and supported the direction of travel.</p>
6	<p>Annual work-related fatality/mesothelioma/asbestosis statistics (Presentation)</p>
	<p>Andrew Curran delivered a presentation which provided analysis of the rates of fatalities by sector. He also confirmed that the rate of deaths from mesothelioma were in line with the predicted model which was showing a downward trend and that whilst exposure to asbestos was declining, there was evidence that exposure was still occurring.</p> <p>In discussions, the Board noted increase in fatalities in the construction sector and, whilst there were challenges in identifying trends and causal factors,</p>

	<p>assurances were given that preventative interventions had not led to a reduction in enforcement and prosecution activity.</p> <p>Whilst recognising risks associated with the legacy of asbestos, there were challenges in balancing those risks of increased exposure caused by wholesale removal programmes and of leaving it undisturbed, therefore reducing potential harm. HSE's position remained in favour of the latter.</p> <p>The Board agreed that the data presented would help inform forthcoming business planning priorities.</p>
7	Asbestos update (HSE/24/40)
	<p>Mike Calcutt and Sandra Gadd provided an update on the breadth of work being undertaken in relation to asbestos management and the recommendations of the Work and Pensions Committee (WPC) report on HSE's regulation of asbestos. This included: consideration of options to improve compliance and reduce risks for notifiable non-licensable work (NNLW); and the progress of a review of GB's asbestos control limit set in the Control of Asbestos Regulations.</p> <p>There was a discussion about the available capacity and capability of licensed contractors and disposal facilities. The Board also discussed the WPC's recommendation for a National Asbestos Register, the challenges posed and potential ways of delivery of the policy objective.</p>
Decision	The Board was assured on progress on the programme of work.
8	Building Safety Division (HSE/24/41)
	<p>Philip White updated the Board on progress with ongoing delivery of the Regulator, describing the successes achieved and challenges, particularly around Gateway 2 for building control applications and its impact on cost recovery, that had arisen, their causes and actions/mitigations in place to address them. Other areas of particular interest related to BSR's contribution to Government's desire to increase the pace of cladding remediation and contributing to the Government's response to the Grenfell Tower Inquiry. He also provided an update on the Dagenham tower block fire that had occurred over the August Bank Holiday, including the extent of engagement with the Fire and Rescue Service and Police. Advice and guidance for the sector on how to mitigate the risks created by temporary cladding remediation work would form part of HSE/BSR's contribution to Government's remediation programme.</p> <p>Philip also gave assurances on the extent of engagement with MHCLG, ensuring open and transparent dialogue was maintained.</p> <p>The Board thanked colleagues for their continued resilience in challenging circumstances and agreed that it was right to drive cultural/systemic change in these early stages, an approach successfully adopted for the implementation of the COMAH safety case regime.</p>
Decision	The Board was assured on progress and the way in which the challenges were being managed.
Other Business/ Meeting Review	There was no other business.