

Health and Safety Executive Board			HSE/25/A07
Meeting date	25-Nov-25	FOI Status	Open
CM Ref	2025/		
<b>AGENDA</b> <b>HSE Board Meeting</b> <b>25 November 2025</b> <b>Redgrave Court</b>			

**PRIVATE SESSION**

**08:30-09:15**

Board Forward Look

HSE/25/FL

**GOVERNANCE**

**09:45**

1

Welcome and apologies  
Declarations of interest  
Draft Minutes of meeting 23 September 2025

HSE/25/M06

**Presenter**  
Chair

Matters arising & Action Log

HSE/25/AL

Chair's update: quarterly meeting with Committee Chairs; delegated authority update

Verbal

09:45 Anthony Rogers HMCPSP Report briefing  
Committee updates:

Anthony Rogers

10:00 - SQAG meeting - 8/9 October and SQAG deep dive on HSE Science Underpinning Investigations  
- Finance and Performance Committee - 16 October and revised Terms of Reference  
- Remuneration and People Committee - revised Terms of Reference  
- Audit and Risk Assurance Committee meeting - 24 November

HSE/25/37

Cath Noakes

Debbie Gillatt

HSE/25/38

Claire Sullivan

Martin Esom

**10:15**

2

Building Safety Regulator - update

HSE/25/39

Andrew Roe/Charlie Pugsley

**GOVERNANCE/ASSURANCE**

**10:45**

3

Chief Inspector of Buildings update

HSE/25/40

Philip White

**11:15**

4

Chief Executive's Report - November 2025

HSE/25/41 and verbal update

Sarah Albon and ExCo members

**11:45**

5

Business Performance - October 2025

HSE/25/42

David Murray

**12:15** LUNCH BREAK

**DECISION/DISCUSSION**

- |              |    |  |           |                                   |
|--------------|----|--|-----------|-----------------------------------|
| <b>13:00</b> | 7  | Outcome of HSE's Review of the Asbestos Control Limit in Great Britain and policy position paper   | HSE/25/43 | Moya Wooley/Alison Wellens        |
| <b>13:25</b> | 8  | Final Clearance and public consultation response - The Carbon Capture Utilisation and Storage and Offshore Hydrogen Production Safety Regulations 2026 | HSE/25/44 | Sally Lloyd-Davies/ Rachel McCann |
| <b>13:45</b> | 9  | HSE Chemicals Legislative Reform: Publication of Consultation Response and Approval to Make Legislation  | HSE/25/45 | Kate Haire/Anita Panesar          |
| <b>14:10</b> | 10 | Decision under GB BPR to renew the approval of the biocidal active substance creosote  | HSE/25/46 | Shelley Collins/ David Brown      |
| <b>14:30</b> | 11 | Any other business   |           |                                   |
| <b>14:45</b> |    | Meeting ends   |           |                                   |

Health and Safety Executive Board			HSE/25/M07
<b>Meeting Date:</b>	27 January 2026	<b>FoI Status</b>	Open
<b>CM Reference:</b>	2026/2437		
<b>Minutes of HSE Board Meeting – 25 November 2025</b>			
Redgrave Court, Bootle			

**Attending**

Sarah Newton (chair)	Chyrel Brown	David Coats
Martin Esom	Debbie Gillatt	Cathie Mackie
Ged Nichols	Gina Radford (online)	Ken Rivers Claire Sullivan

**Also attending**

Sarah Albon Chief Executive	Rick Brunt Director, Engagement and Policy	Andrew Curran Director, Science	Ranuka Jagpal Director, Digital and Information Technology
Michael Jennings Director, Legal Services	Dan Ellis Director, Human Resources	Jane Lassey Director, Regulation	David Murray Director, Finance and Corporate Services
Angela Storey Director, Operational Services	Philip White Director, Building Safety		
Colleagues x 2 (HSE) – observers	Cath Noakes – SQAG (item 1)	Andy Roe, Charlie Pugsley – BSR (item 2)	EPD Colleagues x 2 – item 6 EPD Colleague x 1 (observing)
External colleague - observer	Anthony Rogers – HMCPSP (item 1)		
Sally Lloyd Davies plus 1 EPD colleague – item 7	EPD Colleague x 1 – item 8 EPD Colleagues x 2 (observing)	CRD colleagues x 2 – item 9	Kate Haire – observing items 6, 7 & 8
Colleagues x 3 - CEPS			

**Minutes** CEPS Colleague

**Apologies** Christopher Johnson

<b>Closed Session</b>	
<b>1</b>	<b>Welcome &amp; Introduction</b>
	<p>The Chair welcomed everyone to the meeting, in particular Ranuka Jagpal (attending her first Board meeting since her appointment to HSE’s Executive Committee), colleagues (HSE observers) and external colleague (Defence Infrastructure Authority - observer).</p> <p>Apologies were received from Christopher Johnson.</p> <p>There were no declarations of interest.</p> <p><b>Draft Minutes of 23 September 2025 (HSE/25/M06), matters arising and action (HSE/25/AL)</b></p> <ul style="list-style-type: none"> <li>a) The draft minutes were cleared with no amendment.</li> <li>b) The Board noted the updates to the Action Log.</li> <li>c) There were no matters arising.</li> </ul> <p><b>Chair’s update</b></p> <p>The Chair updated the Board on proceedings at the recent meeting of the Board’s Committee Chairs at which areas of assurance for future scrutiny were</p>

discussed. She also informed the Board that she had exercised her delegated authority to sign (electronically) the Offshore Installations (Safety Zones)(No 2) Order 2025 on behalf of the Board.

### **His Majesty's Crown Prosecution Service Inspectorate (HMCPsi) – Inspection of HSE's Legal Services Division (LSD) (HSE/25/47)**

The Board received a briefing on the recent inspection of HSE's LSD by Anthony Rogers (HMCPsi), the report for which would be published on 27 November 2025. The inspection had been conducted at the request of HSE following the establishment of a new Legal Services Division which introduced a separation between HSE's investigative and prosecution functions. The Board welcomed this proactivity and agreed that the findings of the inspection would provide both assurances in many aspects and opportunities to further strengthen practices to deliver continuous improvement. This would also strengthen public confidence in HSE's prosecutorial role and send a message that HSE would both pursue dutyholders who failed in their responsibilities and conduct prosecutions in accordance with the Code for Crown Prosecutors. The findings in the report would also be shared with HSE's co-regulators via the Local Authority Team.

It was suggested that a follow-up inspection could be conducted in two/three years to explore areas not specifically covered in this review.

Michael Jennings gave a special mention to colleagues in LSD and Investigation Division in the North East for a particularly positive and collaborative working relationship.

A communications plan was in place to ensure key messages regarding the report and its recommendations would be shared both internally to colleagues and externally to stakeholders.

### **COMMITTEE UPDATES**

#### **Science Quality Assurance Group (SQAG) Deep Dive on Science Underpinning Investigations (HSE/25/37)**

Cath Noakes presented her report of the findings of a deep dive conducted on a small cohort of concluded investigations where scientific expertise had been used. SQAG was assured in many aspects such as quality of the scientific input, relevance to HSE's strategic objectives, diligence and professionalism of the scientists, and their creativity in finding solutions to novel issues. Non-critical recommendations aimed at strengthening assurances were made on matters such as disseminating/communicating lessons learnt from the findings of the scientific input and support to colleagues exposed to traumatic events, the latter of which was being considered by the Directors of Regulation and HR, via a review of current practice. The Board noted that Safety Alerts and stakeholder engagement through industry groups were embedded into current procedures for sharing lessons learnt and further consideration would be given to establish other opportunities to share. The Board also noted the relevance of the positive findings of the deep dive in relation to securing and disclosing evidence for prosecutions, as covered by the HMCPsi review.

#### **Terms of reference for the Finance and Performance Committee (FPC) and Remuneration and People Committee (RPC) (HSE/25/38)**

As a result of discussions between the Chairs of both Committees and the Board Chair, the Board was informed that amended areas of responsibility for each Committee were being proposed with the support of both Committees, with consequent changes to their respective Terms of Reference (ToR) proposed. The Board noted and agreed both the amended ToRs.

#### **Finance and Performance Committee meeting 16 October 2025 – update**

Debbie Gillatt updated the Board on discussions at the meeting, including assurances received on the mid-year review of performance and financial

	<p>forecasting, and particularly the focus on regulatory activity; and activity in response to the People Survey 2024. Looking ahead, further exploration of proposals for strategies to measure impact, and consideration of specific areas of risk [for HSE] in relation to the Building Safety Regulator (BSR) were both commissioned to gain assurances.</p> <p><b>Audit and Risk Assurance Committee meeting 24 November 2025 - update</b></p> <p>Martin Esom updated the Board on discussions at the meeting, including acknowledging the breadth of work done to deliver the <a href="#">Annual Report and Accounts</a> and the positive and proactive approach to lessons learnt from the NAO's Financial Statements audit; assurances on the project to deliver the transfer of the BSR; positive progress against GIAA's internal audit plan; assurances over HSE's handling of an inferred bribery by a duty holder to an inspector; proposals for the annual effectiveness review to give the Board assurances around the ARAC's effectiveness; and succession planning for the new Chair of ARAC when he takes up post. The Board also noted that the Strategic Risk Register would undergo a full review and would be presented to ARAC and the Board in due course.</p>
Decision	Minutes of previous meeting cleared.
Decision	The Board agreed the revised terms of reference for FPC and RPC.
<b>Action 1</b>	Michael Jennings to discuss the HMCPSP report with LAU colleagues
<b>2</b>	<b>Building Safety Regulator update (HSE/25/39)</b>
	<p>The Chair welcomed Andy Roe (Shadow Chair of BSR) and Charlie Pugsley (Interim Chief Executive) to the meeting. They updated the Board on the current status on performance and areas of focus, particularly around backlogs in Gateway 2 delays and measures required to address them. More strategic issues impacting on Gateway 2 delays include the application of the legal requirements of the building safety legislation and industry's maturity in responding to the new legal requirements. Emerging issues included managing conflicting priorities such as operational delivery and the setting up of governance structures, recruitment both of the new senior leadership team and in certain disciplines such as engineering. The programme to deliver the transfer, supported by a team of colleagues in HSE with clear lines of accountability, remained on-going with matters such as the future status of staff and retention of their current terms of employment being discussed with Trades Unions, MHCLG, DWP and Cabinet Office. Through feedback from working groups, the digital separation was also identified as an area of focus to enable continuity of service.</p> <p>A Transition Board was in place and was overseeing the planning for the transition over to a new Arm's Length Body. The headline plan would be shared with the HSE Board. and The HSE Board Chair and Chair of ARAC would meet with Andy to discuss progress, obtain assurances and identify where HSE could support the governance arrangements. It was also suggested that the Chair of BSR's ARAC, when appointed, and HSE's ARAC Chair meet to discuss respective risks and mitigations. This would be considered at a later date.</p> <p>The Board thanked Andy and Charlie for their update and gave assurances that HSE would continue to support the transition.</p> <p>Andy acknowledged the on-going support from the Board and Chief Executive.</p>
<b>3</b>	<b>Building Safety Division – Observations on BSR's move (HSE/25/40)</b>
3.1	In presenting this item, Philip White provided the background to the establishment of the BSR following the Grenfell Tower fire in June 2017 and subsequent <a href="#">independent review</a> . He set out HSE's achievements in delivering a new regulator at pace, particularly drawing attention to external recognition of the

	<p>delivery programme, the challenges overcome and those that would remain on the transfer to a new arm's length body.</p> <p>Sarah Albon reasserted HSE's commitment/duty to work collaboratively with MHCLG, BSR and its new leadership to support the transition, noting that there remained key matters to be resolved which could pose a risk both to the success of the transfer, delivery by the new Regulator and the cultural changes needed within the construction sector identified in the review. She undertook to write to BSR's Chief Executive (sharing with the HSE Board) to articulate the key issues and risks posed by them, giving an ongoing commitment to support the transition in order to ensure the recommendations made by Dame Judith Hackitt achieve their objective of protecting the public through strengthened safety standards in the sector.</p> <p>The Board thanked Philip and Sarah for their leadership in this important area and would give consideration to communications ahead of the point of separation.</p>
<b>4</b>	<b>Chief Executive's Report (HSE/25/41)</b>
4.1	<p>In addition to her written report, the Chief Executive updated the Board on discussions regarding the Government's Regulatory Action Plan and HSE's proposals to reduce regulatory burdens. She also informed the Board of the publication of the <a href="#">Nuclear Regulatory Task Force's Review 2025</a>, drawing the Board's attention to HSE's contribution to the review, particularly in relation to the application of the "as low as reasonably practicable" principle when assessing risk and tolerability.</p> <p>She also assured the Board that focus remained on delivering HSE's core work whilst continuing to support BSR transition.</p> <p>Rick Brunt updated the Board on the process for the comprehensive formal assessment (CFA) on hydrogen for heating. The Board expressed an interest in learning more about this once the CFA was published and asked that colleagues provide the opportunity for a more detailed discussion once DESNZ had published the CFA.</p> <p>Ranuka Jagpal provided her early assessment of the priorities for IT/Digital transformation, following positive engagement with colleagues across the organisation. These focused on cyber security and business continuity, technological transformation, vendor/contract management ensuring value for money for the right services, and the replacement case management system (CORe).</p> <p>The Board was assured that the identification of priorities and areas of focus had been fully considered and plans were being developed to take them forward.</p>
<b>Action 2</b>	EPD colleagues to work with Secretariat to arrange a briefing/teach in session on hydrogen for heating for Board members.
<b>5</b>	<b>Business Performance (HSE/25/42)</b>
5.1	<p>David Murray presented the performance report for delivery up to October 2025, drawing the Board's attention to areas of strong performance such as Planning Gateway One approvals, completed fatal and non-fatal investigations, major hazard inspection and safety case activity and gas competency checks; and areas of focus such as numbers of pro-active inspections, building control applications, potential prosecution case decisions, average working days lost due to absence and transformation programmes (particularly delivery of the replacement case management system). He also gave the financial position at end of October and updated the Board on the impact of SR2025 and the Autumn Statement. Medium Term Financial Planning, including the impact of the BSR</p>

	<p>transfer, was also underway and would be overseen by the Finance and Performance Committee to gain assurances for the Board.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> <li>1. That as part of the handover of BSR, HSE's reasoning to the approach to Planning Gateway 2 approvals, where there was proactive engagement with applicants to address deficiencies in applications (rather than reject in the first instance) which consequently impacted delivery timescales, would be articulated to the new leadership.</li> <li>2. That capacity to continue to deliver HSE's core activities, alongside resourcing the BSR transfer, was being closely managed.</li> <li>3. That, following Ranuka Jagpal's review (above) more detail on the issues for the CORE project would be provided as part of the Chief Executive's update.</li> </ol>
<b>Action 3</b>	Additional information about the CORE project to be included in the Chief Executive's update in January 2026.
<b>6</b>	<b>Outcome of HSE's review of the asbestos control limit in Great Britain and policy position paper (HSE/25/43)</b>
6.1	<p>Colleagues from EPD presented this item, explaining the background to the commitment to review the asbestos control limit as defined in the Control of Asbestos Regulations 2012. They described the process followed to review the research and other evidence available to reach the conclusion set out in the Policy Position paper that lowering the control limit would not reduce current or future exposure and improve health outcomes. They invited the Board to agree both the Policy Position and that it could be submitted to the Minister.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> <li>1. That in communicating the position paper and the Ministerial submission, the on-going and future work on prevention of exposure would be set out to provide the wider context for the work; and that it would be clear that HSE remained receptive to innovation and new control methods and would act when feasible.</li> <li>2. That colleagues in the scientific disciplines routinely monitor research and technological developments in this area.</li> <li>3. That in communicating the position paper HSE would set out the GB framework of controls which do not rely on use of RPE, as in many EU Member States, but rely on a system of controls which can include RPE.</li> <li>4. That once the position was agreed by the Minister (hopefully in January 2026), there would be more proactive engagement with worker representatives.</li> </ol>
Decision	The Board agreed the contents of the Policy Position paper subject to further comments made and that it could be submitted to the Minister.
<b>7</b>	<b>Final Clearance and Public Consultation Response – The Carbon Capture Utilisation and Storage and Offshore Hydrogen Production Safety Regulations 2026 (HSE/25/44)</b>
7.1	<p>Colleagues from EPD presented this item, reminding the Board of the background that led to the development of the regulatory package and the process followed to reach this stage of clearance, including the extensive engagement with relevant government departments and sector organisations. They invited the Board to agree the publication of HSE's consultation response and to seek Ministerial approval to proceed with the proposed legislative changes noting the final stage Impact Assessment and draft legislative documentation.</p> <p>The Board sought and received assurance on the following:</p>

	<ol style="list-style-type: none"> <li>1. That HSE had considered any wider impacts of amending legislation to include carbon dioxide within the major hazards requirements of pipeline legislation. It was noted that the specific properties of CO2 (heavier than air) made its behaviour different to many other gases used in industrial applications.</li> <li>2. That HSE had considered the impact of introducing requirements (and associated costs) against the background of the Regulatory Action Plan. It was noted that in terms of the administrative burdens reduction target, most impacts from these proposals relate to the costs of <i>compliance</i> (i.e. reducing risk) rather than <i>administration</i> (which relates principally to the gathering and sharing of information with the regulator).</li> </ol>
Decision	The Board agreed the publication of the consultation response and the submission of the regulatory package to the Minister.
<b>8</b>	<b>Chemicals Reform – Consultation response and draft regulatory package (HSE/25/45)</b>
8.1	<p>A colleague from EPD presented this item, reminding the Board of the background to the proposals. She reminded the Board of the additional factors that led to further opportunities being identified, particularly around minimising divergence from the EU, on the development of reform proposals. Extensive engagement with relevant stakeholders to develop proposals was undertaken and the Board was invited to agree publication of the HSE consultation response and agree submission to the Minister to approve the regulatory package, noting the Impact Assessment and draft legislative documentation.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> <li>1. That more engagement with relevant NGOs to raise awareness of and give assurances on protections for health and the environment would be undertaken and that this would be overtly reflected in the Parliamentary Handling Plan for the affirmative SI procedure.</li> </ol>
Decision	Subject to the NGO matter raised, the Board agreed the publication of the consultation response and the submission of the regulatory package to the Minister.
<b>9</b>	<b>Decision under GB BPR to renew the approval of the biocidal active substance creosote (HSWE/25/46)</b>
9.1	<p>A colleague from CRD presented this item, providing background to the limited scope of the current approval, under GB BPR, for the use of creosote. She explained the process of scientific evaluation undertaken and the proposals to renew the approval for a maximum seven years, with a more limited scope for use only on critical infrastructure, noting the engagement with and divergence from Northern Ireland (EU BPR).</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> <li>1. The phased process for enforcement measures starting with changes to the labelling of creosote products and treated timbers, and collaboration with relevant government departments on communicating the decision.</li> <li>2. That a communications handling plan, taking into account the Board's feedback, was being developed and would be shared with the Board in due course.</li> <li>3. That the approval would be reviewed within the seven years, at which point alternative products currently in development could have been fully tested for their effectiveness over long periods of time and their supply increased to meet market needs.</li> </ol>
Decision	The Board agreed the proposals to extend the approval of creosote for limited use as described.
<b>Action 4</b>	Share the Communications Handling Plan with the Board in due course.

<b>10</b>	<b>Any other business</b>
10.1	<p>In providing feedback on their experience of observing the Board meeting, the observers expressed their appreciation for the development opportunity it had given them. They highlighted the breadth of knowledge amongst the Board members, their collegiate and respectful approach and how the discussions reassured them on governance and decision-making in HSE.</p> <p>The Chair and Martin Esom finished the meeting with words of gratitude to Philip White on his retirement for his long and distinguished career in HSE and his significant contribution and commitment to improving health and safety standards in Great Britain.</p>

<b>Health and Safety Executive Board</b>		<b>HSE/25/41</b>	
<b>Meeting Date:</b>	25 November 2025	<b>FOI Status:</b>	Open
<b>Type of Paper:</b>	For discussion	<b>Exemptions:</b>	None

## Chief Executive's Report November 2025

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

#### Working Minds campaign – World Mental Health Day



**World Mental Health Day (10 October)** reinforced that preventing work-related stress is a legal duty. In 2023/24, nearly half of work-related ill health cases involved stress, depression, or anxiety, with affected staff averaging 20 days off—impacting productivity and retention.

Our **Working Minds** campaign drove strong engagement backed by 36 partners, the campaign uses the **5Rs** – Reach out, Recognise, Respond, Reflect, Make it Routine – to tackle stress causes. Over 18,000 employers completed free training, with 94% stating they felt confident to apply it.

Resources: <https://workright.campaign.gov.uk/working-minds/>

#### Working Minds campaign – Stress Awareness Week 2025



**Stress Awareness Week (3–7 November)** was a key milestone for the Working Minds campaign, reinforcing that work-related stress is both a legal health and safety issue and a wellbeing concern.

The awareness week always proves a successful opportunity for HSE to share key messages for the campaign:

- **Website:** 11,965 pageviews, 3,511 resource downloads (Stress Talking Toolkit and risk assessment templates most popular).
- **eBulletin:** 102,943 people opened and read the information we sent to them
- **Social media:** 273,268 impressions, 7,008 link clicks through to more information, 43,730 video views.

Kayleigh Roberts, HSE's Work-Related Stress Policy Lead, said:

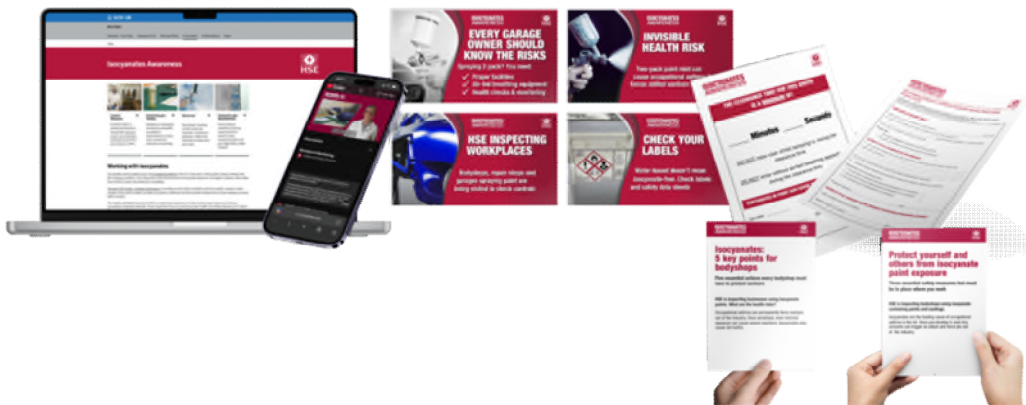
*“Prevention is better than cure. Acting proactively helps protect wellbeing, reduce sickness absence and retain skilled staff.”*

**Isocyanates campaign launch:** Launched on 1 October 2025, the 'Isocyanates Awareness' campaign targets the motor vehicle repair industry to reduce isocyanate exposure and prevent occupational asthma. Developed using insights from 100 baseline inspections, messaging aims to inform dutyholders about control measures and COSHH compliance.

Pre-launch activities for the campaign included briefing over 80 inspectors on key content and requesting photo and video contributions, publishing new Work Right website pages with downloadable resources, and releasing an educational video on Biological Monitoring. Communications support comprised press notice distribution, development of e-bulletin and social media content, and preparation of stakeholder toolkits for industry bodies, BOHS, and SD networks.

In its first month (October 2025), the campaign achieved strong engagement, with HSE.gov.uk recording 2,357 page views and 393 downloads, and Work Right webpages attracting 2,286 page views and 141 downloads.

Both sites demonstrated notably high session durations—7:55 on HSE.gov.uk and 3:00 on Work Right – demonstrating that users are spending longer than usual on pages i.e. reading them, with many going a step further by downloading technical resources.



**Stakeholder collaboration:** The Construction Leadership Council is one of HSE's corporate stakeholders and is a joint Department for Business and Trade/construction sector council, co-chaired by Minister McDonald. In July 2025 it launched its Health Safety and Well-Being Strategy at an in-person summit, attended by over 160 industry leaders, including the HSE. The strategy was well received and is being developed by the CLC into an action plan with clear deliverables. These deliverables will be taken forward by a refreshed CLC Health Safety and Well-Being workstream, which includes representation from HSE.

One of the core projects within this overall work-stream is a mental health project, through the lens of prevention, on the primary root causes of mental health affecting construction workers. This core project has been initiated due to the significant levels of poor mental health and stress in the industry and construction workers being four times as likely to commit suicide as compared to other sectors.

In spring 2026, the project, in partnership with Mates in Mind and the University of Warwick will result in an action plan and a guidance proposal. This will provide businesses across the UK construction sector with a suggested plan on how they can best support employees, through the lens of prevention. It will also help employees in being able to speak up (locally) and utilise available support outlets.

**HSE Study to Support Safe Drilling Practices:** Power tools with integrated extraction are becoming increasingly common in construction activities. HSE had an evidence gap on the efficacy of that extraction, and whether integral extraction provides adequate control of process-generated dusts. HSE scientists published a peer-reviewed paper on '*The effectiveness of integrated dust extraction units on hammer drills*' in the Annals of Work Exposures and Health. This paper documented research undertaken as part of a staff MSc Occupational Hygiene dissertation and concluded that integrated extraction for drilling stone, captures dust as effectively as external local exhaust ventilation (LEV) systems. It also showed that integrated extraction can reduce exposure as much as 87.6% (compared to having no LEV). This evidence will help HSE to evolve its future control and enforcement benchmarks.

**Consultation on legislative and guidance proposals for the Control of Asbestos Regulations 2012:** On 11 November 2025, HSE launched a consultation on proposals to improve the application of the Control of Asbestos Regulations 2012 and guidance around asbestos management to help protect workers and building users.

The consultation aims to seek stakeholders' views on three proposals:

- To ensure the independence and impartiality of roles in the four-stage clearance process to further minimise the risk of exposure from asbestos to workers and building users after the removal of asbestos
- To drive up the standard of asbestos surveys to ensure dutyholders have the information they need to safely manage asbestos risks
- To clarify the type of work that constitutes work with asbestos known as Notifiable Non-Licensed Work (NNLW)

The consultation builds on HSE's response to the 2022 Work and Pensions Committee report into [HSE's approach to asbestos management](#).

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

**HSE's Work on Drones Praised In Regulatory Innovation Office Year One Report:** On 21 October the Regulatory Innovation Office (RIO) published its [One Year On Report](#). The RIO's mission is to transform the UK's approach to regulation and help unlock regulatory barriers, so that the UK becomes the best place in the world to invest in and commercialise new technologies. The RIO Report sets out progress Regulators have made in four priority sectors, one of which is Drones and Autonomous Technology. As the UK pesticides Regulator, HSE is working closely with industry and international Regulators to help build the foundations for the future use of drones in agriculture and crop protection. Most notably, HSE oversees a process for permitting the experimental use of pesticide spraying drones. The RIO called HSE's work on drones: '*an important initial step to bringing choice and competition to the pest, weed and disease control market and opening up the UK crop protection drone sub-sector*'.

## **Enable industry to innovate safely to prevent major incidents, supporting the move towards net zero**

**Buncefield 20th Anniversary: Reinforcing Process Safety Leadership Across the Onshore Fuel Sector:** HSE's Chemicals, Explosives and Microbiological Hazards Division (CEMHD), Engagement and Policy Division (EPD) and Science Divisions (SD) have been working collaboratively with the onshore fuel terminal industry and Control of Major Accident Hazards (COMAH) Competent Authority (CA) Partners to promote the learning from the Buncefield explosion and fire major incident, as the 20th anniversary approaches on 11th December 2025. The incident occurred when a storage tank overfilled, releasing a large petrol vapour cloud that ignited beyond the site perimeter. The resulting fire caused widespread damage and disruption, affecting thousands of residents and businesses. The event left a lasting mark on the local community and fundamentally reshaped the UK's approach to managing major hazard risks.

Initial learnings from Buncefield drove significant improvements in process safety leadership across the onshore major hazard sector, a priority that continues to underpin effective major hazard risk control. The Health and Safety Executive has already supported industry communications and the re-launch of key industry leadership guidance. In December 2025, we will implement our collaborative communications plan with industry, using the anniversary as an opportunity to reinforce the importance of maintaining strong process safety leadership and continual improvement. Our focus will be on sustaining this message as the onshore fuel sector advances its net zero ambitions. Internally we will deliver an HSE-wide webinar to share investigation learnings, reflections and updates on industry progress. CEMHD colleagues will share their first-hand experiences to help reinforce key lessons learned for both industry and CA regulators. We will also take the opportunity to thank colleagues across the organisation who have contributed to improving major hazard industry standards since the incident through their ongoing intervention and support activities.

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

**Working with other Regulators – Data sharing with HMRC:** HSE provided data towards a trial exercise of cross government data sharing with HMRC. The information requested was to aid the mitigation of tax losses (fraud) through either a functions disclosure or intelligence to inform an HMRC compliance strategy. HMRC requested identification of both the client and principal contractor from HSE's F10 database of notifiable construction projects for construction sites where tax losses have occurred. It was agreed that a trial number of 50 construction site addresses known to HMRC would be provided to HSE, and following interrogation of HSE's F10 ([Notification of construction project](#)) database, the data requested was provided where available. Initial feedback from HMRC has been that the data provided has had a high success rate and that it is being linked to data held by HMRC in relation to potential supply chain tax fraud. There will be further discussions to see whether the work HMRC has done with our data can inform HSE's intervention planning. Whilst it is not clear yet if there will be any direct benefit to HSE, this is a good example HSE assisting in cross government collaboration to improve efficiency in fraud reduction.

**Mobile Elevated Platform Safety:** In response to several incidents involving mobile elevated platforms (MEWPs), HSE has worked with a range of industry and trade representatives to define and implement significant changes to BS 8460 - Code of Practice for the Safe use of MEWPs. This is the culmination of two years' work to comprehensively revise safe use guidance for MEWPs in the UK. This standard will be

published by British Standards Institute at the end of November 2025. Whilst this new standard will move the dial in terms of how MEWPs are operated, further work is underway to review, and revise, standards on MEWP design. By using its influence in this multi-faceted way, HSE will improve safety in the design standards and use of MEWPs in activities involving working at height which remains one of the highest causes of fatalities in the construction industry.

**Reducing Workplace Fatality and Serious Injury from Work Activities Near Overhead Powerlines:** In response to an increase in contact events with overhead powerlines (OHPLs), HSE has worked in collaboration with the Energy Networks Association to produce new guidance for everyone working around OHPLs. This guidance, which is aimed at a wide range of sectors, is designed to raise awareness of the fatal electric shock risk and sets out in clear terms reasonably practicable steps which can be taken to prevent fatality or serious injury from undertaking work activities near OHPLs. In 2024 alone there were 2 fatal incidents, 6 injury incidents and over 600 contact incidents involving people and OHPLs.

**Government Takes Decision to Wind-Down Expert Committee on Pesticide Residues in Food:** HSE, with support from the Food Standards Agency, oversees a monitoring programme for the detection of pesticide residues in food on behalf of Defra. The Expert Committee on Pesticide Residues in Food (PRiF) provides independent scientific advice to the Government on the monitoring programme. Relevant UK Government Departments have reviewed the arrangements for obtaining expert advice on the pesticide residues in food monitoring programme and Ministers have decided that obtaining advice from PRiF is no longer part of the best model. The committee was informed of this decision on 23 September. The decision reflects the positive contribution the committee has made over a number of years. HSE has comprehensive systems in place to ensure that the programme and assessment of results are technically and scientifically robust and transparent. Expert advice, when needed, will be sought from the UK Expert Committee on Pesticides and other sources. The committee will formally close in May 2026, following the consideration of the findings for the final quarter of the 2025 monitoring programme.

**Call for evidence to review the Lifting Operations and Lifting Equipment Regulations (LOLER) and the Pressure Systems Safety Regulations (PSSR):** On 1 October 2025, HSE launched a Call for Evidence (CfE) to review the Lifting Operations and Lifting Equipment Regulations (LOLER) and the Pressure Systems Safety Regulations (PSSR). This is in line with the commitment made in the [UK Government's "New approach to ensure Regulators and Regulation Support Growth"](#), Regulatory Action Plan (RAP).

The call for evidence aims to gather information and evidence that the HSE will use to:

- Help identify and reduce unnecessary regulatory burdens to save businesses time and money without compromising safety; and
- Understand and identify whether the current application of the regulations reflects technological advances

At the end of the call for evidence, HSE had received 176 responses with 25 submissions relating to LOLER and 109 responses with 30 submissions relating to PSSR and is now analysing these to inform any future recommendations.

**Product safety alert: media coverage:** A [press release](#) has been issued to warn users of similar equipment to consult guidance following an explosion of a sublimation calendar machine in use at a printers premises in Swindon in September. During an interview on BBC Radio, HSE's Head of Technical Product Safety, Luke Messenger delivered HSE's key messages about the need to ensure guidance, updated in collaboration with the Office for Product Safety Standards, after a similar fatal incident in 2023, is followed by users. This has now been followed up by BBC Points West. Two separate pieces of footage of the explosion itself were used during the news item.



## Securing compliance with the law

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

**Adventure Activities Licensing Authority (AALA) - Cullercoats Bay incident:** On 24 June this year, CBK Adventures Ltd, took 32 children into the sea at Cullercoats Bay in Tyneside to take part in a paddle-sports activity. Shortly after entering the water, some of the children lost control of their vessels and began heading into open water. The situation quickly escalated as the weather deteriorated and a large rescue operation was required to bring everyone safely to shore.

There were no serious injuries, but the incident could easily have ended in tragedy. The circumstances had echoes of the Lyme Bay sea-kayaking incident that led to the introduction of AALA in 1996.

AALA found that the provider had failed to comply with the conditions on their licence, so it was revoked to prevent them from providing activities to other children. AALA also provided support to the local authority investigation.

Accident rates in the licensed sector are thankfully low, and this was the first revocation since AALA was introduced. The system is robust and fair, and this revocation has sent a strong message to licensed providers that they must continue to maintain standards throughout the duration of the licence. Teachers and parents can continue to have confidence in AALA, and the work we do to maintain that trust.

**Fall From Height: Worker Death Leads to Prosecution:** During the building of a roof on the extension on a private property, a worker fell and sustained fatal head injuries. The HSE investigation identified failures by the duty holder to put in place adequate measures to prevent or control a fall from height, or mitigate the consequences of a fall. The duty holder was evasive and claimed the worker was unpaid and was not at work at the time of the incident. However, the investigation uncovered clear evidence to prove the individual had been working, allowing the duty holder to be brought to justice for the death of a vulnerable worker. Andrew Layley, the worker, was photographed by the home owner before the incident.



Falls from height continue to be a significant proportion of accidents that occur during work activities in the UK and the HSE action highlights that such accidents will not go without investigation and action will be taken against those responsible. This investigation and outcome gives a clear message to other duty holders to help protect people and places. The duty holder pleaded guilty to the offence and was given an eight-month custodial sentence, suspended for 18 months. He was also ordered to carry out 200 hours of unpaid work within the next 18 months.

**Telford Manufacturer Fined £1.3M After Fatal Power Press Incident:** Telford-based Autostructures UK Limited, a company which specialises in the manufacture of components and structural assemblies for the automotive and off-highway industries, was fined £1.3m following the death of one of its employees. On 13<sup>th</sup> December 2018, 47-year-old Steven Westbrook was carrying out maintenance work on a power press, when he was struck and fatally injured by the machine's spinning flywheel. The joint investigation with West Mercia police found that the flywheel had been unguarded for a period of two years in the lead up to the incident, despite this being identified by the company's safety inspections and raised in H&S committee meetings on several occasions. Furthermore, there was no formal safe system of work for the maintenance operatives to follow, resulting in improvisation. The company had been charged with Corporate Manslaughter and a trial was due to take place; however, a late plea to a HSWA Section 2(1) offence, which had been added to the charges following advice from HSE, was offered and accepted with the blessing of Mr Westbrook's family, thereby relieving them of a potentially lengthy and stressful trial.

**Construction Worker Fatality: Company and Driver Sentenced:** Robert Morris, a construction worker, husband and father of two, was struck by a reversing road-sweeper during road resurfacing works in London. The collision caused catastrophic injuries. Mr Morris died at the scene. A joint investigation with the Metropolitan Police Service (MPS) including effective collaboration between investigators and specialists from HSE and MPS established that Marlborough Highways Limited had failed to put in place adequate traffic managements systems to ensure the safety of its employees and the public. The road-sweeper driver was found to have caused death by dangerous driving. Prosecutions were brought by the

CPS & HSE. The driver was prosecuted by the Crown Prosecution Service for an offence of causing death by careless driving contrary to section 2B of the Road Traffic Act 1988. He pleaded guilty to this offence and has been sentenced to a six months custodial sentence suspended for two years, 1 year disqualification from driving. 120 hours unpaid work and 12 days Rehabilitation Activity Requirement. Marlborough Highways Limited pleaded guilty at the first opportunity. The company were sentenced to a fine of £1,000,000, full costs were awarded. The family expressed its gratitude to HSE for its part in delivering justice.

**Property Developer Sentenced for Ignoring Safety Prohibition Notice** : A West London property developer, Mr Mohammed Mehdi Ali, received a 20 week suspended custodial sentence for failing to comply with a prohibition notice served for multiple safety failings relating to scaffolding on a construction site. Having ignored the notice, Mr Ali then failed to turn up to court and evaded an arrest warrant for four years until he was found to be in control of another poorly managed site. HSE visiting staff and lawyers worked together to get the police to execute the warrant and bring him back to court. The conviction and custodial sentence sends a clear message to the construction industry that ignoring action taken to make workers safer will not be tolerated.

**£32K Fine for Failing to Protect Workers from Vibration Risks:** Nottingham City Homes Limited, an arms-length management organisation that managed social housing on behalf of Nottingham City Council was prosecuted over control failings in relation to hand-arm vibration. Ten reports of ill health due to the use of vibrating tools were received in a short period and all employees affected had worked for the dutyholder between 2005 and 2023. The dutyholder pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974 and were fined £32,000 and ordered to pay £6,226 in costs at Nottingham Magistrates' Court.

**Roofing Contractor Sentenced for Unsafe Asbestos Handling** : A self-employed roofing contractor has been ordered to undertake unpaid work after the uncontrolled spread of asbestos in a back garden, putting two young workers and local residents at risk. Doorbell-cam footage was sent to HSE through the Customer Services team and allocated to an Inspector to investigate. The footage showed asbestos falling/being thrown from the roof of an adjacent garage which landed in a neighbours garden. Analysis confirmed that the material was Chrysotile Asbestos. The footage showed asbestos being disposed of in domestic bins and in split waste bags around the site. Asbestos is a well-known and established risk, and forms a significant part of the HSE Work Plan. This prosecution shows that duty holders of all sizes will be held to account should workers' health and safety be put at risk. The individual pleaded guilty to breaching Reg 11(1) and 16 of the Control of Asbestos Regulations 2012 in relation to proper planning and precautions to prevent exposure during non-licensed work. He was sentenced to a 12 month community order, 200 hours unpaid work and ordered to pay £3,582.12 costs at the Magistrates' Court. The property management company ultimately arranged for a licensed company to properly complete the work.

**Manchester Firm Fined for Asbestos Safety Failures:** A Manchester firm have been prosecuted and fined after workers were exposed to asbestos risk during the refurbishment of a pub. During a routine site inspection, an Inspector discovered that 12 square metres of asbestos shown to be in the dumb waiter lift shaft had already been removed by "unknown individuals". A Prohibition Notice was served, as a suitable and sufficient survey had not been carried out, and the company initially said the asbestos had been stolen. The work was high profile locally at a prominent former pub site in Eccles and the prosecution was covered in industry press. The company pleaded guilty to breaching Reg 4(6) of the Control of Asbestos Regulations 2012 and was fined £5,360 and ordered to pay £5,117 in costs by Tameside Magistrates' Court on 20<sup>th</sup> July 2025.

**HC-One Limited fined £1.9 million:** Working with Police Scotland and Crown Office Procurator Fiscal Service, a HSE investigation identified failings in care home HC-One Limited's procedures for ensuring care plans, specifically designed to prevent and mitigate the significant risks relevant to each resident, were understood by those caring for them. Peggy (Elizabeth Campbell) was a vulnerable 96-year-old who relied on others to support her needs. She died because she was left to eat her dinner without anyone observing her. Peggy was at risk from choking. Her 18-year-old carer didn't know Peggy had to be supervised and left her briefly with her food while she went to get her a drink. While doing so she was distracted by other residents who needed her attention. When she returned to Peggy 15 minutes later, she found her unresponsive. Peggy had choked on her food. HC-One Limited admitted health and safety failings and were fined £1.9 million. The fine generated considerable media publicity in news outlets such as [Sky News](#).

**Prosecution - Biffa Waste Services Ltd:** A waste management company has been fined £2.48 million after a worker died after was run over by a reversing skip wagon at a waste transfer station in Bradford. CCTV footage from the week before the incident showed that it was common practice for people on site to

bypass segregated pedestrian routes, with some seen climbing over barriers. Biffa Waste Services Ltd, of Coronation Road, Cressex, High Wycombe, Buckinghamshire, pleaded guilty to breaching Regulation 5(1) of the Management of Health and Safety at Work Regulations 1999. The company was fined £2.48 million and ordered to pay full costs of £5,768.06 at Leeds Magistrates' Court on 15 October 2025.



The Biffa case was the latest in a series of prosecutions where workers had been struck by reversing vehicles. Colleagues from HSE's Communications and Technical Support and Engagement Group created a thought leadership piece that was used to promote guidance to industry – [Protecting workers from workplace transport: getting the basics right – HSE Media Centre](#). The article highlighted the stark reality that being struck by a moving vehicle accounts for 16% of all fatal work-related injuries, claiming an average of 21 lives annually over the past 5 years, making it one of the leading causes of work-related fatalities in Great Britain.

*“What strikes me most about these cases is not the complexity of the failures, but their simplicity,” says John Rowe, Deputy Director for Technical Support and Engagement at the Health and Safety Executive (HSE). “Time and again, we see deaths that could have been prevented by basic measures that cost far less than the fines that are ultimately imposed.”*

## **Published fatalities update<sup>1</sup>**

Since the last update to the Board, **13** fatalities which occurred in 2025/26 have subsequently been published on the HSE website. Please see table below for details.

<b>Date of incident</b>	<b>Name</b>	<b>Age</b>	<b>Description of incident</b>	<b>Local Authority</b>	<b>General Industry Sector</b>	<b>Employment status</b>
01/05/2025	Barbara Masterton	91	The deceased died following a fall	Glasgow UA	Services	Member of the public
13/06/2025	Stephen Stubbs	65	The deceased was struck by a moving vehicle	North Yorkshire	Services	Employee
01/07/2025	Robert Storey	51	The deceased was trapped by something collapsing or overturning	Dudley	Services	Employee
04/07/2025	Mark McNulty	33	The deceased was trapped by something collapsing or overturning	Waverley	Services	Employee
05/07/2025	Lily Hughes	89	The deceased died following a fall	Flintshire UA	Services	Member of the public
17/07/2025	Paul McCain	42	The deceased fell from height	Northumberland UA	Construction	Employee
18/07/2025	Mark Paulley	51	The deceased was struck by an object	North Hertfordshire	Manufacturing	Employee
21/07/2025	Ian Findlay	51	The deceased was trapped by something collapsing or overturning	Sheffield	Services	Employee
23/07/2025	Doreen Thomson	85	The deceased died following a fall	Angus UA	Services	Member of the public
29/07/2025	Wayne Sadler	55	The deceased came into contact with machinery	Isle of Wight UA	Water/Waste Management	Employee
13/08/2025	Nigel Williamson	59	The deceased came into contact with machinery	Rushcliffe	Services	Employee
19/08/2025	Michael Anderson	65	The deceased fell from height	Edinburgh UA	Construction	Self employed
09/09/2025	Christopher Parker	66	The deceased was struck by an object	Birmingham	Manufacturing	Employee

<sup>1</sup> 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](#).