

Health and Safety Executive Board			HSE/24/A03
Meeting date	26-Mar-24	FOI Status	Open
CM9 Ref	2024/056895		
<b>AGENDA</b> <b>HSE Board Meeting</b> <b>26 March 2024</b> <b>Redgrave Court</b>			

<b>PRIVATE SESSION</b>			
<b>08:30-09:15</b>	Board Forward Look	HSE/24/FL	
<b>GOVERNANCE</b>			
<b>09:45</b>	1 Welcome and apologies Declarations of interest Minutes of meeting 27 February 2024	HSE/24/M02	<b>Presenter</b> Chair
	Matters arising & Action Log	HSE/24/AL	
	Chair's update	Verbal	
<b>ASSURANCE</b>			
<b>10:05</b>	2 Chief Executive's Report - March 2024	HSE/24/17	Sarah Albon and ExCo members
<b>10:25</b>	3 Business performance	HSE/24/18	David Murray
<b>GOVERNANCE</b>			
<b>10:45</b>	4 Public Bodies Review of HSE - Annex A recommendations. Annex B - action plan. Annex C website presentation and update on stakeholder engagement plan.	HSE/24/19 and Annex A B C	[Redacted] /David Henry/[Redacted]
<b>11:30</b>	5 HSE Science Report 2023/24	HSE/24/20	Andrew Curran
<b>11:50</b>	<b>BREAK</b>		
<b>DISCUSSION/DECISION</b>			
<b>12:00</b>	6 Proposed changes to Approved Code of Practice and guidance for the Workplace (Health, Safety and Welfare) Regulations 1992	HSE/24/21	Rick Brunt/[Redacted]
<b>DISCUSSION/INFORMATION</b>			

<b>12:30</b>	7	BSR: Regulation of Building Control Profession (RBCP) - Disciplinary & Sanctions Procedures in respect of Registered Building Inspectors (RBIs) and Registered Building Control Approvers (RBCAs)	HSE/24/22	Philip White/Tim Galloway/ [REDACTED]
<b>13:00</b>	8	AOB/Meeting Review		
<b>13:05</b>		Meeting ends		

Health and Safety Executive Board			HSE/24/M03
Meeting Date:	29 May 2024	FoI Status	Open
FoI Exemptions	None		
CM9 Reference:	2024/084906		
<b>Minutes of HSE Board Meeting</b> <b>26<sup>th</sup> March 2024</b> Redgrave Court/Teams			

**Attending**

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

**Also attending**

Sarah Albon – Chief Executive	James Anderson – Chief Technology Officer	Andrew Curran – Director, Science	Rick Brunt – Director, Engagement and Policy
Michael Jennings – Director, Legal Services	Jane Lassey – Director, Regulation	David Murray – Director, Finance and Corporate Services	Angela Storey – Director, Operational Services
Philip White – Director, Building Safety	Clare Millington-Hume – Director Human Resources		

[Redacted], CEPS. [Redacted] (HSE observer)	David Henry/[Redacted] – item 4	[Redacted] – item 6	Tim Galloway/[Redacted] [Redacted]/Hazel Padmore – item 7
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**Apologies:** Chyrel Brown, David Coats

**Minutes**

Closed Meeting	
1	<b>Welcome and Declarations of Interest</b>
	Sarah Newton welcomed everyone to the meeting and gave apologies for David Coats. The Chair invited declarations of interest. The Chair reminded the Board of the importance of keeping the register of interests up to date and that any changes should be reported to the Secretariat.

	<p><b>Draft minutes of meeting 29<sup>th</sup> January 2024 (HSE/24/M01) (as amended), and 27<sup>th</sup> February 2024 (HSE/24/M02).</b></p> <p>The minutes/revision were cleared with no amendment and there were no other matters arising.</p>
<b>2</b>	<p><b>Chief Executive's Report (HSE/24/17)</b></p>
	<p>In addition to her written report, Sarah Albon updated the Board on several matters including:</p> <ul style="list-style-type: none"> <li>• Pay negotiations with recognised trade unions in respect of the 23/24 pay offer were ongoing. Capability based pay would not form part of the pay offer but structural change remained part of HSE's proposal.</li> <li>• Discussions in respect of cyber security in relation to major hazards sites had taken place with further work to follow in this area.</li> <li>• HSE's most recent correspondence with the Fire Brigades Union (FBU) in respect of the use of breathing apparatus has now received a response with the FBU indicating it did not intend to correspond further on this matter at this time.</li> </ul>
<b>3</b>	<p><b>Business performance (HSE/24/18)</b></p>
	<p>David Murray presented the performance report for end of February 2024, drawing the Board's attention to positive areas of performance, including:</p> <ul style="list-style-type: none"> <li>• Delivery of proactive inspections. Performance was on track to exceed targets</li> <li>• Enforcement expectations consistent and on track</li> <li>• Chemicals applications were delivering to target, as were Gas competency checks.</li> <li>• Fatal and non-fatal investigations on track</li> <li>• Average Working Days Lost improving, currently at 6.1 days FTE with civil service levels standing at 8.1</li> <li>• BSR Planning Gateway One showed improved delivery at 86%, slightly behind target</li> </ul> <p>Areas of focus included:</p> <ul style="list-style-type: none"> <li>• Planning Gateway One applications</li> </ul> <p>The Board also noted the financial position.</p> <p>Overall performance showed regulatory and investigative targets were on track. HSE's focus was looking towards the next financial year and the challenges ahead. Consideration would also be given to the headcount challenge and how this would affect HSE.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> <li>1. Noting that delivery had been affected by Project One and capability gaps which had been addressed, the Board was assured on the approach to inspections at aerobic digestion facilities. The Board also noted that of the 30 inspections completed, a broad view of the industry and the risks had been obtained and this intelligence would be used in the next quarter. HSE was assured that the areas of focus and industry target were correct.</li> </ol>

	<ol style="list-style-type: none"> <li>2. Incident Selection Criteria (ISC) – the pilot had been ongoing for a year and the organisational roll out had been approved. The application of the ISC was to be centralised. Recruitment into the concerns team was underway with Quarter 1 earmarked for delivery and a review to be undertaken in Quarter 2 to test the effectiveness of processes.</li> <li>3. Fatal investigation performance and, in particular, the press report from Nottingham Coroners court relating to the fatality of a British Transport Police employee and HSE’s involvement in the case.</li> <li>4. Increased stakeholder involvement on workplace stress, with assurances that this was not putting extra pressures on HSE and our capability. A great deal of this material in provided online.</li> <li>5. The availability of data obtained from the BSR work which would enable meaningful targets for the upcoming financial year to be developed. Modelling had been achieved and reshaping of assumptions would happen throughout the year when targets would be reviewed against performance and recalibrated if necessary.</li> <li>6. Risks associated with BSR governance during and after transitioning into Business as Usual activity. The established HSE committees would assume oversight of BSR. All programme risks and delivery risks, including IT risks, were being managed.</li> </ol>
<b>Decision</b>	The Board noted the report.
<b>4</b>	<b>Public Bodies Review of HSE Update (HSE/24/19 A,B,C)</b>
	<p>Sarah Newton gave the background to this periodic review and the series of recommendations drawn up from it. This review of the progress of implementing the recommendations focused on the communications and joint working (recommendation 2, 3, and 9).</p> <p><b>Health and Work</b></p> <p>Rick Brunt gave an update on joint work between DWP/DHSC Health and Work Unit and HSE colleagues to develop specific initiatives in the work-related health and wellbeing space. There was an understanding of where HSE needed to be, the plan for next year and the focus of HSE in the occupational health space.</p> <p>The Board was assured on the agreed split of respective roles and responsibilities and ways of working between DWP/DHSC and HSE to ensure clear boundaries were understood. Consideration would be given to developing a written record articulating those roles and responsibilities and ways of working.</p> <p><b>Stakeholder engagement</b></p> <p>David Henry updated on recommendation 2 in relation to external stakeholder engagement. A stakeholder engagement and management group had been set up and consisted of colleagues from throughout the organisation with a strategy having been developed from feedback. Another element of the recommendation was to ensure information was disseminated throughout the organisation. Further work regarding the identification of stakeholders is underway and this work will be presented to HSE’s ExCo in the near future. Given that the Board also had a role in working with stakeholders, the roles of HSE Board and individual Board members would be included in this work and any suggestions from the HSE Board on this matter can be fed into this.</p>

	<p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> <li>1. The starting point for this framework was discussed with assurances given that colleagues from throughout HSE had been consulted on how stakeholders are engaged with. ExCo have asked for work on the mapping with tiered structure developed as a result, to be presented so this can be fully understood.</li> <li>2. A clear understanding existed that by managing stakeholder engagement, the impact and success of HSE’s strategy will result. Furthermore, the distinction between stakeholders and customers should be recognised.</li> </ol> <p><b>Website development</b></p> <p>██████████ gave an update on the continuing website improvements associated with recommendation 4. The Board was shown a short video to explain the improvements.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> <li>1. The updating of some major hazard documentation and broken links are now in scope of this project and improvements would be made during the coming financial year when formalised plans were finalised. The material remained in existence, with the appropriate place on the website being identified.</li> <li>2. An app development cycle that could flow from the development of information on HSE’s website cannot currently be supported. HSE would not be acquiring these skills within the foreseeable future.</li> <li>3. For managing consistency of content on the site, a Content Management System (CMS) was a future ambition but an improved template was already in place in preparation for HSE moving to this.</li> <li>4. How a content design process assisted with content management. This was achieved by ensuring the management and assessment of the work was properly recorded.</li> </ol>
<b>Decision</b>	The Board noted the progress against the recommendations and the Chair thanked the Communications team for their work.
<b>Action 1</b>	Rick Brunt to feed back if there is a written agreement between HSE and the Joint Unit on ways of working.
<b>5</b>	<b>HSE Science Report 2023/2024 (HSE/24/20)</b>
	<p>Andrew Curran presented the Science Report and highlighted the following:</p> <ol style="list-style-type: none"> <li>a) The infrastructure needed for HSE’s work to stand up to scrutiny.</li> <li>b) How the commissioning process was subject to regular review and the questions being asked from a priority perspective.</li> <li>c) The robust ethics process.</li> <li>d) Both commissioning and ethics processes were independently assessed by the Science Quality Assurance Group (SQAG). There was a focus on considering the connectedness of research activities, the sharing and transfer of knowledge, and monitoring impact.</li> </ol> <p>The Board sought and received assurances on the following:</p> <ol style="list-style-type: none"> <li>1. Although the report covered a broad range of areas, the content may need to be reviewed so that the format complements the issues that required HSE Board assurance in sufficient context and detail. The report</li> </ol>

	<p>alone did not do this and therefore was not sufficient to give the Board the assurance it required. The report was interesting and detailed in some aspects but an accompanying Board paper that pulled together the different assurance processes was required. The Board acknowledged that the report was not written for assurance but as an informed publication highlighting the valuable work that Science Division undertakes. Assurance was obtained from SQAG and other routes.</p> <p>2. All SQAG recommendations arising from its assurance activity were being captured in a living document and these can be tracked. This would ensure that lessons learnt were followed up and addressed in a systematic way. Once this was in a correct format it would be shared.</p>
<b>Action 2</b>	A HSE Board paper setting out the sources of assurance and the timings of these over the next year to be commissioned. This will need to reflect the respective roles of both SQAG and the Ethics committee to demonstrate there is no assurance gap.
<b>6</b>	<p><b>Proposed Changes to Approved Code of Practice and Guidance for the Workplace (Health, Safety and Welfare) Regulations 1992 (HSE/24/21)</b></p> <p>Rick Brunt introduced this paper, explaining that the revisions currently suggested are to ensure the regulations remain relevant.</p> <p>██████████ drew out the key points and explained the move from a published product to an online accessible source material.</p> <p>The Board sought and received assurances on the following:</p> <ol style="list-style-type: none"> <li>1. Whilst the move to online web resource was supported, assurance was sought that the publication would remain available. Printed information could be provided by HSE if required.</li> <li>2. Workplace temperature parameters were fully considered when considering the changes. Although there were complexities around this and some loopholes remain, these proposals aimed to address the fact that a single temperature is not the sole indicator to reduce risk as a number of other factors can affect this. The online information would signpost other areas of general thermal comfort.</li> <li>3. For all topics covered by the regulations there would be practical and pragmatic online guidance that would enable individuals to make an informed decision within their areas of work.</li> <li>4. Communication of these messages was key to assisting people to understand the complexities within this area and the requirement to consult with employees.</li> <li>5. The male dignity issue was proportionately addressed regarding the provision of waste disposal bins in a designated cubical.</li> </ol>
<b>Decision</b>	The Board agreed to the proposed guidance amendments.
<b>7</b>	<p><b>BSR: Regulation of Building Control Profession (RBCP) (HSE/24/22)</b></p> <p>Philip White introduced this paper noting that this new area of regulation for HSE would come into force from 6<sup>th</sup> April. The Board's attention was being drawn to this for information.</p> <p>The Board sought and received assurances on the following:</p> <ol style="list-style-type: none"> <li>1. Governance responsibilities within the enforcement area. All aspects to fall within HSE's responsibility from investigation, through to imposition of</li> </ol>

	<p>any sanction and appeal routes. Different colleagues were considering the differing areas to maintain independence.</p> <ol style="list-style-type: none"> <li>2. The disciplinary sanctions procedure was currently being created and was expected to be an in-house system. Assurance was sought around the need for a degree of independence, it was acknowledged that the involvement of an independent member should be considered.</li> <li>3. In relation to the level of financial sanctions, Treasury clearance was awaited and expected to be in place in sufficient time for any future enforcement case to run its course.</li> <li>4. There were other sanctions that could be imposed. These include, but would not be not limited to, enforcement options, requirements to retrain or the placing of conditions on the registration. A consistent, clear and proportionate response would be adopted.</li> </ol> <p><i>DN – on 9 May HMT confirmed it is content with the proposed approach to sanctions and arrangements for both an annual review and payments of receipts.</i></p>
<p><b>Other Business/Meeting Review</b></p>	<p>The Board were informed that, on 21<sup>st</sup> May a BSR conference is taking place in Birmingham. If any Board member wished to attend, further details could be provided.</p> <p>Martin Turner gave feedback as an observer of the meeting.</p>

<b>Health and Safety Executive Board</b>		<b>HSE/24/17</b>	
<b>Meeting Date:</b>	26 March 2024	<b>FOI Status:</b>	Open
<b>Type of Paper:</b>	For discussion	<b>Exemptions:</b>	None

## Chief Executive's Report March 2024

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

**HSE's Occupational Hygienists:** Good occupational hygiene professionals can prevent large work populations from being exposed to long latency and life-changing diseases, as well as immediate harm. They ensure that workplaces can meet legal requirements in accessing competent advice on controlling exposure to everything from carcinogens through to reprotoxins. HSE's Occupational Hygienists have been instrumental in securing recognition of Occupational Hygiene as the first profession from the Occupational Health spectrum to have formal regulatory recognition by the [Professional Standards Authority for Health and Social Care](#). This means that employers and employees will have free access to a definitive [directory](#), hosted by the British Occupational Hygiene Society, of those trained and accredited to make professional judgements about health risks and their control in the workplace, giving them assurance on the competence of those providing advice.

**Asbestos:** HSE's Your Duty campaign has continued to perform well. Since launch on 15<sup>th</sup> January, it has generated 11.9 million impressions across digital channels, including 132k social media video views. This has led to 35k views of the new duty to manage web pages, resulting in 5.5k downloads of the new example and template versions of an asbestos register and an asbestos management plan.

**Work-related Stress and Mental Health:** the Working Minds online learning tool continues to perform strongly. We now have had more than 6,000 registrations, and 1,600 downloads of our risk assessment template. April will be stress awareness month – a key moment in our campaign calendar with the launch of a mini-quiz and a series new videos.

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

#### **BUILDING SAFETY REGULATOR**

The following key milestones and content have been delivered:

- Published guidance for residents on keeping their homes safe: [Residents and owners of residential units: actions to keep your building safe - GOV.UK \(www.gov.uk\)](#)
- Published [Registered Building Control Approver \(RBCA\) assessment criteria - GOV.UK \(www.gov.uk\)](#)
- Published the inspection selection criteria: [Inspection of building control bodies - GOV.UK \(www.gov.uk\)](#).
- Residents Management Companies webinar uploaded to YouTube and added to the resources page on the campaign site: [www.youtube.com/watch?v=CEg739xwYsA](https://www.youtube.com/watch?v=CEg739xwYsA)

- Document published on the resources page of the campaign site on “How to Engage with Residents”: [How to engage with residents – Principles for engaging with residents](#)
- The ‘Your home, your safety’ residents campaign launched [Your home, your safety - Making Buildings Safer \(buildingsafety.campaign.gov.uk\)](#) alongside a newsletter sign-up, with a [press release](#) distributed to targeted media accompanied by social activity on HSE owned channels.

**Building Safety Regulator:** HSE, in its role as the Building Safety Regulator, has listened to the growing concerns raised by the building control profession about the potential impact on industry if there are not enough inspectors registered to practice by the legal deadline of 06 April 2024. A competence assessment extension period of 13 weeks, from 6 April to 6 July 2024, to enable those who meet specific criteria to continue to operate whilst their assessment continues has been agreed.

This was announced on 14 March 2024, via press and directly to stakeholders with relevant guidance and services updated: [Letter to industry: Registration of the Building Control Profession – transitional arrangements | HSE Media Centre](#). Industry bodies responded positively with balanced coverage in trade and social media.

As of 14 March 3,261 professionals have started their applications to register.

### **Agriculture Campaign - Your Farm Your Future**

HSE’s relaunched agriculture campaign, **Your Farm Your Future**, has had a strong performance in its first month with significant amounts of media coverage 4.6 million impressions across digital channels, driving 20k web views, and resulting in 2,700 downloads of HSE materials.

**REACH UK Work Programme 2023/24 Published:** UK Registration, Evaluation, Authorisation and Restriction of Chemicals Regulation (UK REACH) is the Regulation that applies to the majority of chemicals that are manufactured in or imported into Great Britain. UK REACH provides a framework for the chemicals industry to register their chemicals and, where appropriate, for the regulator to apply the appropriate controls on the use of hazardous chemicals.

The 2023 – 2024 annual UK REACH work programme has been published. The annual work programme sets out the activity that HSE, supported by the Environment Agency, and other relevant Agencies, will carry out to operate UK REACH, and reflects the priorities agreed with Defra, Scotland and Wales for UK REACH in this work year. Work is currently underway on the 2024-25 work programme and this is expected to be published in the coming months.

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

**Funding for liquid hydrogen research:** A cross-HSE effort has resulted in the successful securing of £2,000,000 of investment for HSE’s Science Division to procure equipment and infrastructure that supports its work with liquid hydrogen. Liquid Hydrogen has been identified by a number of sectors as a key route to decarbonisation, but the need to store it at temperatures below minus 250 degrees Centigrade means that it presents safety challenges that are currently not well understood. Science Division’s research is unique in the UK for working at scale with liquid hydrogen to understand the practical implications of widespread uptake of this new fuel; this investment not only endorses the position of HSE as the leading source of knowledge and capability on this subject, but will provide equipment and facilities that match the deep expertise of our scientists.

The funding is being provided by the Department of Science, Innovation & Technology (DSIT) through a competitive scheme open to research organisations including Public Sector Research Establishments, such as the Buxton site, however the constraints of the scheme included very demanding deadlines for making the purchases. A closely co-ordinated response was therefore required involving several teams across HSE and the end users for the equipment, including negotiation with DSIT to find appropriate but innovative ways to align the necessary procurement processes with the requirements of the grant funding, especially given the high value of some of the individual purchases.

The equipment, including highly unusual items such as a heavy lifting vehicle that can operate in potentially explosive atmospheres, will be delivered in the first half of next financial year and will represent a step change in the ability of Science Division to carry out research using liquid hydrogen and to meet the rapidly growing demand for knowledge of its safety implications.

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

**Poliovirus containment assurance audits:** HSE's Microbiology and Biotechnology Unit (MBU) is supporting the World Health Organisation's (WHO) polio-eradication initiative by auditing laboratories that want to become certified as Polio-essential facilities to conduct research and development activities with poliovirus. These laboratories need to comply with the WHO's stringent 'Global Action Plan for Poliovirus Containment' (GAPIV).

A team of three specialist microbiology inspectors embarked on the first ever UK GAPIV audit in the UK in February 2024. Over five days, we audited the first facility against the WHO's GAPIV standard to identify any areas of non-compliance.

Our work provides assurance that any work with poliovirus is conducted under extremely highly controlled conditions to prevent release from the laboratory, supporting the aim of achieving and sustaining a poliovirus-free world.

**HSE Supporting the WHO:** HSE's Microbiology and Biotechnology Unit (MBU) is supporting the World Health Organisation's (WHO) polio-eradication initiative by auditing laboratories that want to become certified as Polio-essential facilities to conduct research and development activities with poliovirus. These laboratories need to comply with the WHO's stringent 'Global Action Plan for Poliovirus Containment' (GAPIV). A team of three specialist microbiology inspectors embarked on the first ever UK GAPIV audit in the UK in February 2024. Our work provides assurance that any work with poliovirus is conducted under extremely highly controlled conditions to prevent release from the laboratory, supporting the aim of achieving and sustaining a poliovirus-free world. This is a cost recoverable activity for HSE.

## **Securing compliance with the law**

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

**Scotland healthcare provider prosecution:** HSE, as a regulator of the health and social care sector in Scotland, brought a successful prosecution under S3 Health and Safety at Work etc Act 1974 of care home provider, HC-One, after the death of a 95 year old vulnerable resident who was allowed to wander unsupervised into an internal courtyard. She sustained fatal head injuries after falling in the dark. HC-One pled guilty and the company was fined £600,000, discounted to £400,000 for its early guilty plea, with a £30,000 victim surcharge. The relatives of the deceased were satisfied with the level of fine and issued their thanks and gratitude to everyone involved in

bringing the prosecution for all their hard work - "I just can't thank you enough for getting justice for my mother and ensuring it won't happen to anyone else".

**Specialist assistance to co-regulators:** HSE's specialist inspectors regularly provide technical assistance to the Crown Prosecution Service and other Health and Safety regulators such as local authorities. HSE provided mechanical engineering assistance to an investigation (which has concluded) by Local Authority [Cyngor Gwynedd](#), following an incident where an employee using an unguarded table saw suffered serious injuries. District Judge, Gwyn Jones, sitting at Llandudno Magistrates Court on the 19th of February 2024, heard that the company directors of Sunny Sands Caravan park at Talybont near Barmouth, Christopher Mead and Jeremy Mead were negligent by allowing the use of unsafe equipment. Both pleaded guilty to breaching section 2 of the Health and Safety at Work etc Act 1974. They were fined £75,000 each and both were ordered to pay £5,338.85 costs and £190 surcharge.

**North West Company prosecuted:** A company involved in fruit and vegetable production has been fined £320,000 after a man was killed at a site in Burscough, West Lancashire. The man suffered severe head injuries when he fell from a skip at a farm operated by M.A.Forshaw Limited on 3 January 2020. The company pleaded guilty to breaching Section 2(1) of the Health & Safety at Work etc. Act 1974. They were also ordered to pay £4,574 costs at a hearing at Wirral Magistrates' Court on 1 February 2024.

**Farm prosecution over Public Right of Way:** Following a 57-year-old woman being trampled after she and her friend had had to climb a tree to escape an attack by more than a dozen cows on a public right of way in North Yorkshire, an investigation by the Health and Safety Executive (HSE) found that livestock were being kept in a field with a public right of way across it and insufficient measures were taken to protect members of the public from cattle and calves. A sign warning the public of the cattle had been destroyed and not replaced. The prosecution involved Martin Falshaw of Falshaw Partners, Shaws Farm, Swinton, Ripon, North Yorkshire who pleaded guilty to breaching Section 3 (2) of the Health & Safety at Work etc Act 1974. A fine of £770.50 and costs of £4,539 were ordered.

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

**A Collaborative HSE:** On 8th February HSE's Birmingham office received a call from the police notifying us of their presence at a fatal incident and seeking assistance and support with their initial enquiries. An illegal migrant had been fatally crushed between panes of glass weighing approximately 1.5 tonne each during an unloading process. Colleagues across two operational divisions worked collaboratively to identify the most appropriate available senior resource to assess the incident. The opportunity was taken to deploy a supercoach inspector and second year trainee, who had been identified as ready to lead a fatal investigation, to aid their development. This would give them exposure to working with both internal and external stakeholders. After having been briefed before the inspectors left the office, the trainee was able to influence police enquiries and agree joint working in accordance with the Work-Related Death Protocol.

Since the incident the trainee has worked with police to gather evidence and take statements whilst also involving HSE's Sector and Vulnerable workers team as the police have indicated this incident could lead to wider criminal investigation.

This is a positive example of collaborative working within offices and across Divisions to ensure HSE responded at pace to significant matters whilst also ensuring we build the skills and knowledge of the next generation of inspectors.

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

Since the last update to the Board, **8** which occurred in 2023/24 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>
04/07/2023	Ian Sparrowhawk	65	The deceased was struck by a moving vehicle	Swansea UA	Services	Employee
06/07/2023	Hugh MacPhail	76	The deceased fell from height	Argyll & Bute UA	Agriculture	Self employed
07/10/2023	Ian Williams	73	The deceased fell from height	Cheshire West & Chester UA	Construction	Self employed
18/10/2023	Stephen Nicholson	61	The deceased was struck by a moving vehicle	Newark & Sherwood	Construction	Employee
19/10/2023	Martin Coates	28	The deceased was trapped by something collapsing	York	Services	Employee
20/10/2023	Henry Court	64	The deceased was trapped by something collapsing	South Gloucs UA	Services	Employee
24/10/2023	Stuart Wainwright	60	The deceased was struck by an object	Cheshire East UA	Agriculture	Self employed
01/01/2024	David Anderson	76	The deceased died following a fall	Borders UA	Services	Member of the public
18/01/2024	Russell Gittins	54	The deceased was struck by a moving vehicle	Shropshire UA	Services	Employee

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<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](#).