

Health and Safety Executive Board			HSE/26/A01
Meeting date	27-Jan-26	FOI Status	Open
CM Ref	2026/8521		
AGENDA HSE Board Meeting 27 January 2026 Redgrave Court			
PRIVATE SESSION			
08:30-09:15	Board Forward Look	HSE/26/FL	
GOVERNANCE			
09:45	1 Welcome and apologies Declarations of interest Draft Minutes of meeting 25 November 2025 Matters arising & Action Log Chair's update: Quarterly Committee Chair's meeting update Committee meeting updates: Science Quality Assurance Group - 14 January 2026 plus SQAG Deep Dive on Artificial Intelligence (AI) Remuneration and People Committee - 20 January 2026 Finance and Performance Committee - 22 January 2026	HSE/25/M07 HSE/26/AL Verbal HSE/26/01	Presenter Chair Cath Noakes Claire Sullivan Debbie Gillatt
GOVERNANCE/ASSURANCE			
10:15	2 Chief Executive's Report - January 2026 (to include updates on People Survey and CORE)	HSE/26/02 and verbal update	Sarah Albon, Dan Ellis, Angela Storey and ExCo members
11:00	3 BSR Update		Sarah Albon
11:30	BREAK		
11:45	4 Business Performance - Q3 2025/6	HSE/26/03	David Murray
12:05	5 HSE 2026/27 First Draft Business Plan	HSE/26/04	David Murray
DECISION/DISCUSSION			
12:35	6 Health and Safety Executive Hourly Rates for 2026/27	HSE/26/05	David Murray
12:55	LUNCH		
13:40	7 Annual Health and Safety Statistics	Presentation	
14:10	8 Analysis of LAE1 2024/25 data from Local Authorities and LA/HSE co-regulatory partnership	HSE/26/07	
14:40	9 Any other business		
14:45	Meeting ends		

Health and Safety Executive Board			HSE/26/M01
Meeting Date:	24 February 2026	FoI Status	Open
CM Reference:	2026/36961		
DRAFT Minutes of HSE Board Meeting – 27 January 2026			
Redgrave Court, Bootle			

Attending

	Sarah Newton (chair)	Chyrel Brown	Graham Farrant
Martin Esom (online)	Debbie Gillatt (online)	Christopher Johnson	Cathie Mackay
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	Dan Ellis Director, Human Resources
Ranuka Jagpal, Director, Technology	Michael Jennings Director, Legal Services	David Murray Director, Finance and Corporate Services	Jane Lassey Director, Regulation (online)
Angela Storey Director, Operational Services			

Colleagues from - CEPS	Cath Noakes – item 1 (online)	HSE Chief Statistician – item 7	Colleagues from EPD – item 8
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Minutes Dawn Hepworth

Apologies David Coats

Closed Session	
1	Welcome & Introduction
	<p>The Chair welcomed everyone to the meeting.</p> <p>Apologies were received from David Coats.</p> <p>There were no declarations of interest.</p> <p>Draft Minutes of 25 November 2025 (HSE/25/M07), matters arising and action log (HSE/25/AL)</p> <ul style="list-style-type: none"> a) The draft minutes were cleared with no amendment. b) The Board noted the updates to the Action Log. c) There were no matters arising. <p>Chair’s update</p> <p>The Chair described the extent of engagement which had been undertaken since the last Board meeting to set out handover arrangements for the Building Safety Regulator. She informed the Board that she had exercised her delegated authority to sign an Agency Agreement (AA) with the Building Safety Regulator (BSR) which set out the terms under which HSE would temporarily perform the functions of the BSR. She had also written to the Chair of BSR providing a situation report at point of transfer and would share this with the Board. She confirmed that a meeting with BSR’s Chair of Audit and Risk Assurance Committee (once appointed) would be taking place to discuss BSR-specific risks.</p>

The Board was informed that GIAA would be reviewing the handover process to gain assurances on HSE's governance and delivery of the transfer.

The Chair also updated the Board on proceedings at the Committee Chairs meeting in December.

Committee updates

Science Quality Assurance Group – Deep Dive on Artificial Intelligence (AI) (HSE/26/01)

Cath Noakes presented SQAG's report on the Deep Dive on AI, explaining the scope of the deep dive review. She described the findings of the review, drawing the Board's attention to particularly positive elements such as the commitment and expertise of the scientists, good processes focussed on quality and impact and the AI Common Interest Group to connect activities in this field across HSE. She explained SQAG's recommendations which were aimed at building on the sound footing already in place and confirmed that the review gave SQAG assurance on HSE's science work in this area.

In discussion, the Board received assurance on:

1. How AI was already being used for some business processes but that a business case was being prepared to fund investment into a piece of work to identify opportunities for its use for other process-driven work. A Chief Data Officer was being recruited to explore data collection and exploitation opportunities.
2. In response to feedback from colleagues, after consultation which included Trades Unions, guidance on the use of a key AI tool, Co-Pilot, was being launched.
3. That the Remuneration and People Committee would be considering the impact on organisational culture of the use of AI in business processes.
4. That, while inspectors were alert to the use of AI by duty-holders, the legislative framework requires duty-holders to identify and manage the risks in their workplaces, including those posed by the use of AI. HSE's regulatory model (Policy, Science and Regulation) enables inspectors to be competent in assessing how risks are being managed, including where AI use is present.

The Chair thanked Cath and SQAG members for the assurances provided by their deep dive report.

Remuneration and People Committee meeting 20 January 2026

Claire Sullivan provided an update on proceedings at the introductory meeting of the Committee under its new terms of reference. Focus of the next meeting would be on the People Survey action plan.

Finance and Performance Committee meeting 22 January 2026

Debbie Gillatt provided an update on proceedings at the meeting. She confirmed that the Committee was assured on the mid-year performance and budget review, and on the medium-term financial plan, recognising the need to use assumptions on funding and expenditure streams for the latter. The Committee would review the plan in October. The Committee was also encouraged by the positive impact of work in the operational teams to continuously improve ways of working through process changes/professional practice changes. The Committee also considered the findings of the review of the efficiency with which the revised Incident Selection Criteria were working, and the resulting action plan. The

	Committee would also review the assessment of the effectiveness of the new ISC criteria once the system had been fully embedded and appraised.
Decision	Minutes of previous meeting cleared.
Action 1	Chair's letter to BSR Chair to be shared with the Board.
2	Chief Executive's Report (HSE/26/02)
2.1	<p>Sarah Albon and Rick Brunt updated the Board on recent cross-government engagement on matters related to supporting growth and reducing burdens on business.</p> <p>Sarah also provided the Board with an update on HSE activity and cross Government discussions on GB's chemical regulation regime.</p> <p>The Board was informed that the transfer of staff to the new BSR had been deferred until 1 June at the latest.</p> <p>Dan Ellis provided an update on performance issues related to the Civil Service Pension Scheme and provided assurance that action was being taken by HSE to prioritise cases and develop proposals, in line with Cabinet Office guidance, for circumstances where hardship arises as a result of the delays.</p> <p>Angela Storey provided an update on the programme to replace HSE's case management system and processes. She explained that, in addition to building on the existing digital solution (CORe), a fundamental review of processes was being undertaken to optimise delivery and performance supported by technology. The Portfolio Board would be considering the plans, supported by impact assessments, at its February meeting.</p> <p>Dan Ellis provided the Board with headline scores and trends from the People Survey 2025, areas of focus to emerge, and next steps to develop an action plan. The Board was encouraged by the engagement score. The Board also learnt of changes to the Civil service-wide staff engagement process starting in 2026.</p> <p>The Board was informed of changes in senior leadership following Samantha Peace's retirement announcement. The Board expressed its best wishes to Sam and thanked her for her significant contribution to HSE.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. In relation to CORe; <ul style="list-style-type: none"> • The programme approach would improve visibility and accountability for delivery. It would draw together several different work strands to deliver standard and streamlined processes that would be supported by the digital solution. • Engagement with users was a regular feature and was aimed at increasing understanding of the expected outcome for the programme. • Cyber and system stability risks associated with COIN (legacy system) would still need to be mitigated. The CORe Review that is underway will enable ExCo to take a view on how we proceed with the wider replacement programme. • That lessons learnt on this work would be applied to future projects to replace other legacy systems.

	<ul style="list-style-type: none"> That the Business Plan 2026/27 would take factor in the impact of the delay to the delivery of the case management system.
3	Business Performance (HSE/26/03)
3.1	<p>David Murray introduced the performance report, highlighting areas of strong performance against business plan targets and milestones, areas of focus and action being taken. He also confirmed that an interim set of accounts was being prepared to record the separation of BSR from HSE.</p> <p>He shared draft Key Performance Indicators that would, once cleared, be published on the Regulator Dash Board. The Board offered feedback in presentation to ensure the KPIs' descriptors made clear what was being measured and to simplify the data being reported.</p> <p>The Board noted the performance report and acknowledged the strong position against a challenging workload to deliver BSR separation.</p>
4	HSE 2026/27 First Draft Business Plan (HSE/26/04)
4.1	<p>David Murray presented the first draft of the business plan, describing the process gone through to articulate deliverables and milestones in line with HSE's strategic objectives set out in Protecting People and Places.</p> <p>Whilst acknowledging the high quality of the first draft, the Board suggested various amendments to reflect how external factors would impact HSE such as Local Government Re-organisation, on-going BSR delivery and other government policy matters.</p>
Decision	The Board would consider the next iteration of the plan at its February planning meeting.
5	Health and Safety Executive Hourly Rates for 2026/27
5.1	<p>David Murray presented this item, inviting the Board to approve the proposed hourly rates for HSE's main charging regimes and to the submission of the proposals to the Minister for Social Security and Disability for clearance. He explained the methodology applied in calculating the new rates and measures being taken to address shortfalls particularly in COMAH regulatory activities.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> The reasons for the different rates, clarifying what was included in each activity, for example "common good" activity such as stakeholder engagement, in addition to other inflationary factors. That work continued with Department of Environment, Food and Rural Affairs (Defra) on the chemicals regulation fees regimes to develop a new charging structure that would deliver full cost recovery. Current shortfalls were being met by Defra.
Decision	The Board welcomed the approach to full cost recovery and gave its approval to the proposals and to proceed to submit them to the Minister.
6	Health and Safety Statistics (presentation)
6.1	HSE's Chief Statistician, presented the headlines emerging from the statistics that were released in November in accordance with the Code of Practice for Statistics 3.0. In particular, he noted the increase in ill-health levels since 2020 (Covid pandemic) which had been driven by mental ill-health (stress, anxiety,

	<p>depression) and were largely in the public sector. Workplace injury rates had remained static. He flagged changes relating to data collection through changes to the Labour Force Survey and how this could affect HSE's ability to collect data in the short term. He also described other developments which would enhance HSE's statistics collection and analysis capability, including international comparisons (country to country).</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The collaboration between HSE's statisticians, Chief Medical Officer and policy and specialist colleagues to identify trends and develop interventions, an example of which was as a result of increased levels of silicosis in man-made engineered stone that had been reported.
Decision	<p>The Board welcomed the Chief Statistician's analysis, thanking his colleagues for their vital work which would help inform business planning and priorities. It recognised the challenges in relation to identifying causation of mental ill-health.</p>
7	<p>Analysis of LAE1 2024/25 data from local Authorities and LA/HSE co-regulatory partnership (HSE/26/07)</p>
7.1	<p>A colleague from EPD presented this item, drawing out key findings from the analysis of 324 LAE1 returns for 2024/25 (>95% return rate). Whilst Local Authorities continued to make a significant contribution to HSE strategic priorities (with steady numbers of inspections and increased enforcement activity), there continued to be challenges in delivery of health and safety activity, largely due to a number of factors: resource issues (recruitment, retention, competence), LA spending priorities and EHO diverse regulatory workload which created a competing priorities, particularly with Food Standard Agency inspections. HSE continued to support to LAs in the form of technical guidance, training and specialist support.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. In relation to para 7 of the report, the team clarified that the annual report for 2024/25 had been published and the Minister had been updated by the chair. Work has continued on the resourcing model, discussions with FSA, and the LGA regarding the capacity of Local Authorities to discharge their duties under Health and Safety at Work Act. 2. Board members suggested that those Local Authorities that were currently under section 114 notices be prioritised in terms of assuring their ability to discharge their duties under the Act. Of those it would be sensible to start with those authorities that have historically had the most activity in terms of enforcement activity. 3. That due to proposals for local government re-organisation, HSE would need to engage with LAs to ensure that health and safety duties under HSWA were a focus for Chief Executives. The Chair and Board members could support this. The discussion also considered whether there were adequate sanctions to address non-respondents to the LAE1 due to a lack of assurance that they were fulfilling their obligations. 4. That, despite LAs' differing working practices, their focus for health and safety activity was on the strategic objectives of Protecting People and Places and HSE provides guidance to support LAs on this. 5. That, in relation to LA prosecutions, HSE would be discussing the findings and recommendations of HM Crown Prosecution Service Inspector's report with the Society of Local Authority Chief Executives and Senior Managers and LA Legal Services to ensure consistency in HSWA prosecutions.

	6. That consideration would be given to reviewing HSE's relationship with LAs and the scope of the split of enforcement responsibilities, including the pros and cons of primary authorities. Relevant trades unions would need to be consulted as part of this work.
Decision	Subject to the comments above, the Board noted the LAE1 report and analysis and were content that the report could be published. It was concluded that any forthcoming local government re-organisation would potentially have a significant impact on HSE and LAs' fulfilment of HSWA duties.
14	Any Other Business
14.1	There was no other business raised.

Health and Safety Executive Board		HSE/26/02	
Meeting Date:	24 January 2026	FOI Status:	Open
Type of Paper:	For discussion	Exemptions:	None

Chief Executive's Report January 2026

[Annual Health and Safety Statistics 2024/25](#)

On 20 November 2025, the Health and Safety Executive (HSE) published its annual statistics on work-related ill health and workplace injuries for 2024/25. The figures show that an estimated 1.9 million workers suffered from work-related ill health during 2024/25, with mental health conditions being the primary driver. Fatal and non-fatal workplace injuries in 2024/25 totalled 124 worker fatalities and an estimated 680,000 self-reported non-fatal injuries.

HSE Chief Executive Sarah Albon said: "Great Britain maintains its position as one of the safest places to work globally, built on more than 50 years of health and safety regulation. However, these statistics demonstrate that workplace health challenges persist, particularly around mental health.

"We remain firmly committed to protecting people and places, supporting businesses to create healthier working environments, and ensuring continuous improvement in workplace safety standards across Britain."

[HSE's Annual Report and Accounts 2024/25](#)

Published on 20 November 2025, the annual report and accounts provides a summary about what HSE does, our purpose, the key risks to the achievement of our objectives and how we have performed during the financial year 2024/25.

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

Health-focused inspection campaign: Inspection Division Colleagues planned and delivered a two day campaign of health focused inspections across Hull on 4th and 5th November 2025 in accordance with HSE strategic objective to reduce work related ill health. The campaign created an inclusive environment, building relationships within the team and consolidating trainee and inspector skills across a wide variety of industries by targeting key health topics.

43 site inspections were undertaken at 26 fixed premises and 17 construction sites. A number of these sites were new to HSE or had not been inspected for several years. 65% of these inspections were undertaken by trainee inspectors.

19 duty holders (44%) were found to be not complying with the law. A total of 2 Prohibition Notices and 23 Improvement Notices were served and 1 prosecution is currently under consideration.

Asbestos prosecution: HSE guidance and reminder of legal requirements were promoted as part of the multi-channel communication of the [prosecution of Elstree Film Studios](#) in Hertfordshire. An investigation by HSE found poor management of minor building works led to the disturbance of asbestos – putting employees at risk of exposure to asbestos fibres. The story was also promoted alongside activity for HSE's asbestos campaigns.

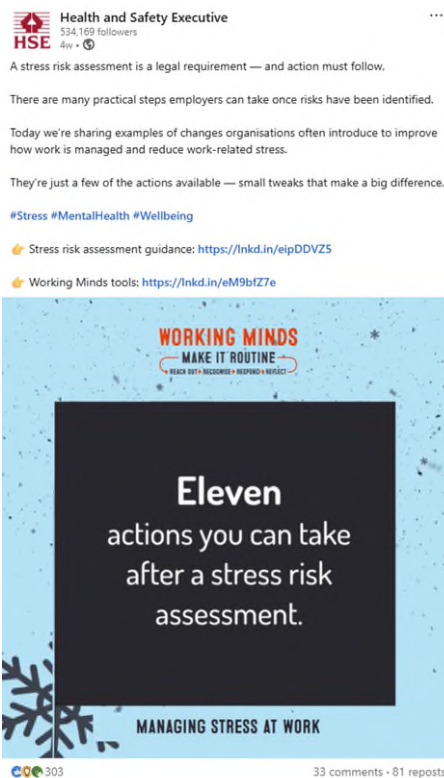
Working Minds advent campaign: In the 12 days leading up to Christmas, HSE delivered the 12 Days of Working Minds social media campaign, encouraging employers and managers to take practical action to prevent work-related stress. The campaign helped to keep mental health and good management firmly on the agenda during a period that can be particularly demanding for organisations and individuals.

Each day, the campaign featured a short GIF animation, opening a door to reveal a simple step employers could take to support the management of work-related stress. These daily messages signposted employers to free tools, guidance and resources from the Working Minds programme.

Content focused on everyday management practices, including regular check-ins, meaningful conversations, the use of practical resources such as posters and templates, and forward planning for the year ahead. Throughout, the emphasis was on making good management routine and supporting employers to meet their legal duties in a practical and accessible way.

The campaign achieved strong engagement and visibility, particularly on LinkedIn, delivering over 160,000 impressions, nearly 38,000 views and more than 52,000 video views. The best-performing post — a video highlighting that stress risk assessments are a legal requirement — reached over 40,700 impressions.

By delivering clear, bite-sized messages across the festive period, the campaign reinforced that managing work-related stress is an ongoing responsibility, not a one-off activity. It also provided a timely prompt for organisations to reflect on their current approach and plan for 2026, helping to ensure that support for mental health remains embedded in everyday working life.



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

HSE Approves New Pesticide Active Substance: Aqueous Sweet Lupin: In a time when food security and sustainable agriculture is of vital importance, HSE is supporting UK farmers by ensuring they have access to the newest chemicals to protect their crops from pests, weeds and diseases.

Aqueous Sweet Lupin is a fungicide used to control diseases like grey mould and powdery mildew on crops like strawberries and tomatoes.

It is the 6th New Active Substance to be approved under GB's independent regime for the regulation of pesticides. The regulatory assessments for four of these 6 new active substances were completed ahead of the EU. In several cases HSE has also been able to bring plant protection products containing these substances to market quicker than in the EU.

British farmers now have access to 28 new pesticides for the protection of major crops (including wheat, winter wheat, oats, rye and barley) that are not available in Europe. It also helps to

encourage agritech companies to seek GB approval for their new pesticide active substances given the earlier return on their development investment.

HSE to Give Oral Evidence to the Environmental Audit Committee Inquiry into Perfluoroalkyl Substances (PFAS): The Environmental Audit Committee is currently [conducting an inquiry](#) into the risks from PFAS, a very large group of synthetic chemicals used in a range of industrial and household products, which are used across a range of sectors. They are slow to degrade and remain detectable in the environment for many decades, resulting in them being dubbed 'forever chemicals'.

PFAS fall within scope of the UK REACH Regulation, as the Agency responsible for delivering UK REACH HSE will give evidence to the Committee alongside the Environment Agency and the Department for Environment, Food and Rural Affairs (Defra) who lead on the strategic policy for UK REACH

CRD - 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.

Building Safety Regulator: Your Home, Your Safety residents' campaign: BSR has launched its latest 'Your Home, Your Safety' residents' campaign targeted in and around cities with a high density of high-rise buildings across England.

The digital and out of home campaign aims to explain their rights and responsibilities under the Building Safety Act to residents and show how the regulator is working with industry and stakeholders to keep residents and their homes safe.

YouTube views exceeded the organic video views record for HSE's YouTube channel (545k) with one video reaching 1 million views and a second at two million in the first few weeks of the campaign launch.

More: [Your Home, Your Safety - Making Buildings Safer](#)



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

Making hydrogen-powered flight safer: HSE is a co-recipient of the 'Shaping the Future' award from the Aerospace Technology Institute for the Zero Emissions Sustainable Transport (ZEST) project, a collaborative project researching the safe use of liquid hydrogen fuel in aerospace applications and represents a significant step forward in enabling sustainable aviation. Led by Airbus and delivered in partnership with leading universities and industry specialists (Trelleborg, Senior Aerospace, Cranfield University, Warwick Manufacturing Group, Manchester Metropolitan University, Bath University,

Strathclyde University and London South Bank University) the 3-year programme saw HSE contribute £2.75 million worth of cutting-edge research from our facilities at Buxton.

The project in hydrogen safety research, addresses the complex challenges of using liquid hydrogen in aerospace applications. Our teams conducted state-of-the-art experimental investigations across seven work packages, from studying accidental releases and tank overpressure scenarios to developing explosion-proofness standards for the hydrogen transition.

Particularly innovative was our work on vacuum-insulated liquid hydrogen cryogenic tanks. Science Division colleagues designed and built bespoke experimental facilities to test what happens when the critical vacuum insulation fails – work that will directly inform the next generation of safety standards for liquid hydrogen infrastructure in aircraft and beyond.

The award demonstrates our organisation's leading role in enabling the safe transition to zero-emission transport technologies.

Ammonium nitrate storage intervention: In early November, HSE inspectors undertook an intervention at the Glasson's Grain Limited (Glasson's) fertiliser storage and blending facility in Montrose. The intervention was to follow-up on potential matters of concern identified by CEMHD¹ colleagues as a consequence of a Regulatory Compliance Officer visit to the area looking at potential domino establishments within the consultation zone of the nearby Glaxo SmithKline site.

During the intervention, Glasson Grain agreed that the 4 locations they were operating out of comprised a single establishment and they have now submitted a Control of Major Accident Hazards Regulations 2015 (COMAH) notification due to the presence of ammonium nitrate (AN) exceeding the COMAH threshold. AN is not classified as an explosive but its explosive properties can be aggravated if it becomes contaminated or the physical structure of the material degrades.

The inspectors identified several matters where the standards of storage of the AN did not meet the HSE's expectations nor industry guidance and set out what remedial action needed to be taken. This included addressing issues involving approximately 200 tonnes of heavily caked bulk AN. Caking of AN can result in its being more susceptible to detonation by shock and therefore Glasson's was told to manage this in line with industry guidance. Given the potentially increased risks of explosion from this caked material a deferred prohibition notice was served to ensure that the measures were implemented within a reasonable timescale. Subsequently the use of the bulk storage areas was prohibited until the underlying causes of the caking had been addressed.

At the inspectors' instruction, Glasson's informed the local authority, the local authority's planning team (due to potential hazardous substances consent issues) and the fire and rescue service of the presence and nature of the establishment. This is required to facilitate local emergency planning preparations and to ensure the safety of the wider community.

Offshore process safety webinar: In major hazard environments, safe isolation of plant is a critical operation for preventing a major accident. Failures in this area can have catastrophic consequences and were a contributor to the Piper Alpha disaster. During inspections and investigations Energy Division (ED) colleagues have found serious problems, including declining competence, in carrying out safe isolation across the breadth of operators in the UK Continental Shelf (UKCS). This has led to rising levels of formal enforcement with multiple Improvement Notices served in recent years. To support the industry in recognising the risk and taking the right action to get their risk management back on track, Process Engineering specialists tried a different approach for the first time, speaking directly to those in industry on a collective basis to share their insights from regulatory activity, powerful content rooted in their direct experience on installations. They reached out using a webinar in December 2025, setting out clearly what required improvement and our expectations on the level of performance to be achieved. The webinar was a mix of a pre prepared presentation and then live engagement to answer questions, too many to answer in the time on the day. Over 550 people took part and 320 have watched it post-event so far. The material is now being shared more widely after gaining traction via press releases and social media. The webinar reflected excellent collaboration across HSE, including Energy Division, Science Division, and Engagement and Policy Division external communications / media team.

¹ Chemicals, Explosives and Major Hazards Division

Offshore Isolation Failures: A Preventable Major Accident Hazard

HSE inspections reveal that isolation failures remain one of the leading causes of hydrocarbon releases on UK Continental Shelf installations - incidents with the potential to cause serious injury, fatalities or major accidents.

The issue isn't the procedures on paper. It's that people aren't following them.

Key findings from HSE inspections:

- Company standards falling short of HSG 253 requirements
- Poor hazard identification in risk assessments
- Complex isolations proceeding when they should wait for shutdowns
- Inaccurate P&IDs leading to incorrect isolation design
- Missing or inadequate method statements

Read more here: https://press.hse.gov.uk/_/offshore-process...

Register to watch the webinar on this subject here: <https://wlmwebinars.com/offshore-ukcs-process.../live...>

#OffshoreSafety #HSE #ProcessSafety #RiskManagement #OilAndGas #SafetyLeadership #MajorAccidentHazards



Team collaboration: Our Construction Engineering Unit has been supporting our national Wind & Marine Energy Unit, undertaking site visits to a major onshore pre-assembly yard associated with a significant offshore wind project. Key issues for employee and third-party health and safety on construction temporary works design/management were highlighted. A series of constructive stakeholder meetings were held with the senior managers of the international duty holders. This successful joint approach has now been adopted on several projects and supports our energy functions to focus on both occupational health and safety management systems and construction engineering aspects, allowing development of construction engineering capability to understand the challenges the offshore wind industry presents and how HSE can enable improvements.

Anaerobic digestion: The Process Safety Specialist Inspectors, in collaboration with the Engagement and Policy Division (EPD) and the Institute of Chemical Engineers (IChemE), have published key lessons from an anaerobic digester explosion in Nottingham in 2017 (Pages 31 – 34 [ljb306online.pdf](#)). The incident caused life-changing injuries to two individuals. (video of the explosion <https://youtu.be/nICTMb2ABmU>). The company was prosecuted in November 2024 following a joint investigation with the Environment Agency.

Anaerobic digestion is increasingly used to support the UK's transition to net zero. These systems process organic waste—such as food waste or manure—using microorganisms to produce methane and hydrogen. These flammable gases are either burned to generate electricity or injected into the energy grid. Over the past decade, the number of anaerobic digesters has grown significantly, with 13% of farms in England using this technology by 2025 (source: [Anaerobic digestion - GOV.UK](#)).

However, many operators lack awareness of the hazards associated with these gases and the controls required to manage them safely. Publishing these findings aims to raise industry awareness and prevent similar incidents, reinforcing the importance of robust process safety in anaerobic digestion operations.

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

Safe use of water-fed window cleaning poles: HSE's Mechanical Engineering specialists and colleagues in Engagement and Policy Division collaborated to provide technically accurate briefing, which reflected current HSE position, to support the Minister for Social Security and Disability's response to a parliamentary adjournment debate on water fed poles for window cleaning and their safety around overhead powerlines. There have been two fatalities and one serious injury in recent years when water fed poles have contacted overhead power lines. HSE has worked with the Energy Networks Association and the Federation of Window Cleaners to develop guidance on the safe use of such products. Following the debate, the British Standards Institute has offered to include 'window cleaning with water fed poles' into a standards group for

similar products which are used for cleaning windows and doors. Once the standard is amended this will create a code of practice for the safe use of water fed poles. Whilst it is unlikely that this amendment would sanction the use of such poles near overhead powerlines, it is hoped that this step will ensure that users are clear on how such products can be used safely.

Seasonal guidance to prevent harm to rough sleepers seeking refuge in waste bins: HSE [developed and promoted guidance](#) in partnership with the Waste Industry Safety and Health (WISH) Forum to remind businesses and waste collection services of practical advice and action to take, especially during colder months. The tragic death of a man who climbed into a recycling bin and subsequently died from severe head and neck injuries in 2024 when the bin was collected and tipped into a waste lorry was a powerful reminder of why vigilance is so important. A video from the Environmental Services Association was also shared to provide an overview of how to check if someone may be sleeping inside or around a waste container and what to do if you do find someone.

Farming industry guidance: Two recent prosecutions have been widely used to provide farmers with important information on managing two very different risks to ensure that the public are protected when on their farms; a zoonotic disease called [Cryptosporidium](#) and [cattle and public rights of way](#). A farm owner was prosecuted after an outbreak resulted in 264 people were infected with Cryptosporidium during an animal bottle feeding activity on the Isle of Wight. A joint investigation by HSE and the UK Health Security Agency (UKHSA) traced the infections back to the farm.

A farmer was fined for failing to take action after walkers were attacked by cattle with calves on a public footpath on more than one occasion, despite safer alternatives being available. HSE guidance was shared to set out the range of controls which should be considered, sparking much debate. Our social post on Facebook alone generated more than 324k views, 28k engagements and received 1.1k comments.



Securing compliance with the law

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

Fine for companies following failures at high-containment facility: Two clinical diagnostics companies that operated a high-containment facility in Axminster have been fined after repeated failures to adequately control their work with high-hazard infectious agents.

Both companies carried out work with high hazard infectious organisms such as Salmonella typhi – which can cause typhoid fever - without providing legally required advanced notification to HSE. Typhoid fever is known to cause potentially severe disease and can spread to the community. In addition to the notifications, other failures identified included key safety equipment not being maintained or tested to ensure proper function and that the laboratory was not safe to allow effective disinfection. These failures substantially increased the risk of exposure to not only those working in the lab, but to the wider public. This was particularly significant as the laboratory was situated on an industrial estate with a gym and bakery close by.

Both companies pleaded guilty to breaching Regulation 7(10) Schedule 3 as well as Regulations 9(1) and 9(2) of COSHH 2002 (as amended) at Exeter Magistrates Court. Lab 21 Healthcare Ltd was fined £52,000 and ordered to pay £26,000 in costs in September 2025. The Devon site's previous operator Omega Diagnostics Ltd fined £35,000 and ordered to pay £26,887 in costs in May 2025. Three Directors have also been charged with offences, but having plead not guilty, they await trial in September 2026.

Major hydrocarbon release: Shell UK Limited was fined £560,000 following a hydrocarbon release of 200kg of Gas and 1550kg of Oil into a concrete leg of the Brent Charlie offshore installation. The incident was particularly significant not just because of the large quantity of hydrocarbons released but because of the breadth of failures by the dutyholder. A team of specialist colleagues and scientists found that Shell had

installed a temporary short piece of pipework (spool) into the leg seven years before the incident. The pipe spool should have been removed immediately after use because it was made of carbon steel, a material likely to corrode and fail with continued use but remained in place until it failed 7 years later. The pipe inspection regime during those 7 years was not sufficient to identify the presence of the unsuitable spool nor the corrosion that led to its failure. Once the gas release occurred, fans required to ventilate the leg in the event of a release did not start due to a lack of suitable maintenance, which allowed for a further accumulation of hydrocarbon to continue for around 12 hours. There was national media attention following the incident and Mercedes Villalba MSP asked a question related to the incident in Scottish First Minister's questions during which the First Minister supported HSE's work in regulating North Sea Oil and Gas.

Hexavalent chromium exposure: Inspection Division Colleagues inspected a logistics company, following a concern raised by employee, about the company's failure to control operatives' exposure to hexavalent chrome when handling used car engine parts. In August 2022, the logistics company were exclusively contracted to a well-known car manufacturer to receive, process and distribute used car engine parts. Hexavalent chromium is carcinogenic and a respiratory and dermal sensitiser, and the handling of these engine parts could give rise to a potential exposure risk. The car manufacturer had made all of their global suppliers aware of this issue via their online supplier portal. Suppliers were instructed to access this portal every 30 days but this was not highlighted to this logistics company when they took on the contract. The logistics company did not become aware of the potential exposure risk until February 2024, when a representative from the car manufacturer attended the site and raised concerns about the handling process potentially exposing operatives to hexavalent chrome. No action was taken until July 2025, when the logistics company decided to stop the activity.

Following the inspection in September 2025, the Inspector identified that both the logistics company and the car manufacturer had failed to take the necessary action required to adequately control any exposure risk and were found to be in material breach of health and safety legislation

Both companies received written correspondence from HSE regarding the remedial action that needed to be taken before the activity could be reinstated to ensure the health of the operatives involved was protected. The enforcement action demonstrated that HSE will not allow duty holders to avoid their legal duties, despite not being in control of a work activity.

Metal working fluids: [Tracel Limited](#) was fined £27,200 after poor management of health and safety put employees at risk of ill-health including dermatitis, asthma and other respiratory conditions.

They were sentenced at Luton magistrates' court for failing to:

- comply with an Improvement Notice (IN) by not testing and monitoring bacterial growth in Water Mixed Metal Working Fluid(s);
- make a suitable and sufficient risk assessment for Water Mixed Metal Working Fluid(s); and
- comply with an IN by not making a suitable and sufficient risk assessment for Water Mixed Metal Working Fluid(s).

When aerosolised, water mix metal working fluids (MWF) are a significant cause of occupational asthma and the control standards have existed for a number of years. What is noteworthy in this prosecution is that this is the first time that HSE has prosecuted on the matter of failing to test and monitor the quality of MWF fluid.

Maintenance of fluid quality is an important control measure and this prosecution also sends a strong message regarding the fact that non-compliance with enforcement notices is taken seriously both by HSE and the courts.

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

Cross-divisional Mechanical Engineering Conference 2025: In December mechanical engineers across HSE came together at our Science and Research Centre in Buxton to attend the Cross-divisional Mechanical Engineering Conference 2025. This is the first time that this group of engineers have gathered at a dedicated conference to discuss common issues and identify improved ways of working across boundaries. The conference was organised as a collaborative effort, with presenters working together to

produce joint presentations. Colleagues from the Office for Nuclear Regulation also attended to give their perspective on regulatory work and to learn about best practice within HSE. The conference concluded with a panel discussion led by Professor Andrew Curran and the mechanical engineering heads of unit from divisions across HSE.

Buncefield 20th Anniversary: To mark the 20th anniversary of the Buncefield explosion in December 2005, Process Safety Specialist Inspectors delivered a series of online and in-person presentations across all HSE divisions. These sessions explored the root causes of the incident, combining clear technical explanations, historical video footage, and interactive discussions with inspectors. The focus was on how Buncefield shaped HSE's role as a regulator and how its lessons remain relevant to our work today.

Although HSE published its findings in the years following the incident ([COMAH - Buncefield: Why did it happen?](#)) these presentations provided a valuable opportunity to revisit those learnings in a practical context. For example, they highlighted how insights from Buncefield could inform a current prosecution in Legal Services Division (LSD) or influence policy development within Engagement and Policy Division (EPD).

More than 200 colleagues attended the 30-minute sessions, which were designed to strengthen understanding of this significant event and its ongoing implications. Feedback indicated that participants not only deepened their technical knowledge but also valued the chance to reflect on HSE's continuing responsibility to protect people and places.

International Process Safety Week – Buncefield the Technical Learnings



[Remembering Buncefield 20 Years On](#)

International Process Safety Week 2025



Published fatalities update²

Since the last update to the Board, 30 fatalities which occurred in 2025/25 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
21/07/2025	Viorel Salavastru	48	The deceased was struck by an object	Cambridge	Construction	Employee
06/08/2025	Paul Hopkirk	51	The deceased was struck by an object	Shropshire UA	Manufacturing	Employee
06/08/2025	Dean Rogers	70	The deceased was trapped by something collapsing or overturning	Monmouthshire UA	Construction	Self employed
07/08/2025	Yadvinder Singh	34	The deceased was struck by a moving vehicle	Ealing	Water/Waste Management	Employee
20/08/2025	Richard Gibbons	85	The deceased came into contact with machinery	Bassetlaw	Services	Self employed
23/08/2025	Corrie Lee Stavers	28	The deceased was struck by an object	North Tyneside	Services	Employee
25/08/2025	Harry Hinton	28	The deceased came into contact with machinery	North East Derbyshire	Manufacturing	Employee
25/08/2025	John Revell	75	The deceased fell from height	Malvern Hills	Services	Self employed
01/09/2025	Daphne Stallard	89	The deceased was struck by a moving vehicle	Conwy UA	Water/Waste Management	Member of the public
08/09/2025	Daniel Burns	42	The deceased fell from height	Liverpool	Manufacturing	Employee
09/09/2025	Kallum Parsons	25	The deceased was trapped by something collapsing or overturning	Stratford-on-Avon	Construction	Employee
10/09/2025	Robert Simmons	60	The deceased was trapped by something collapsing or overturning	Wiltshire UA	Agriculture	Self employed
12/09/2025	Ryan Roberts	34	The deceased was struck by a moving vehicle	Pembrokeshire UA	Agriculture	Employee
14/09/2025	Gordon Grimmond	95	The deceased died following a fall	Perth & Kinross UA	Services	Member of the public
15/09/2025	Andrew Dale	41	The deceased was trapped by something collapsing or overturning	Blackpool UA	Services	Member of the public
17/09/2025	Robert Wright	32	The deceased was struck by a moving vehicle	Somerset	Agriculture	Self employed
17/09/2025	Ricardas Makulis	42	The deceased was trapped by something collapsing or overturning	Trafford	Water/Waste Management	Employee
18/09/2025	Kennith James	80	The deceased died following a fall	Swansea UA	Services	Member of the public

² 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](#).

19/09/2025	Faizann Najeeb	24	The deceased was struck by a moving vehicle	North Northamptonshire	Services	Employee
30/09/2025	Andrew Blundell	56	The deceased was struck by an object	Liverpool	Services	Employee
07/10/2025	David Holmes	57	The deceased came into contact with machinery	North Lanarkshire UA	Services	Employee
08/10/2025	Susan McKeown	63	The deceased died following a fall	Wirral	Manufacturing	Employee
13/10/2025	Joginder Singh	87	The deceased was struck by a moving vehicle	Leicester UA	Services	Member of the public
20/10/2025	Daniel Wenn	35	The deceased came into contact with machinery	Breckland	Water/Waste Management	Employee
27/10/2025	Ian McCarthy	36	The deceased fell from height	Calderdale	Construction	Employee
28/10/2025	Nuha Ceesay Saidy	40	The deceased came into contact with machinery	Bradford	Manufacturing	Employee
07/11/2025	Paul Squirrel	34	The deceased fell from height	Cheshire West & Chester UA	Construction	Employee
11/11/2025	Robin Francis	67	The deceased was struck by an object	Cornwall UA	Agriculture	Self employed
17/11/2025	Zavinta Petrosuite	19	The deceased was struck by a moving vehicle	Fenland	Extractive/Utilities	Employee
27/11/2025	Mircea Loghin	26	The deceased came into contact with machinery	NW Leicestershire	Manufacturing	Employee