

Health and Safety Executive Board			HSE/25/A01
Meeting date	28-Jan-25	FOI Status	Open
CM9 Ref	2025/2993		
AGENDA HSE Board Meeting 28 January 2025 Redgrave Court			
PRIVATE SESSION			
08:30-09:15	Board Forward Look	HSE/25/FL	
GOVERNANCE			
09:45	1 Welcome and apologies Declarations of interest Minutes of meeting 26 November 2024	HSE/24/M07	Presenter Chair
	Matters arising & Action Log	HSE/25/AL	
	Chair's update	Verbal	
ASSURANCE			
10:00	2 Chief Executive's Report - January 2025	HSE/25/01	Sarah Albon and ExCo members
10:20	3 Performance Report and Risk Register - quarter 3 2024/25	HSE/25/02	David Murray
GOVERNANCE/ASSURANCE			
10:40	4 Annual Health and Safety Statistics - analysis	Presentation	
11:00	5 <u>Committee updates</u> 1) BSR Advisory Committee meeting - 16 January meeting 2) Report from Science Quality Assurance Group - Science review and deep dive activities 3) Finance and Performance Committee - 16 January meeting 4) Audit and Risk Assurance Committee - 24 October meeting	Draft minutes HSE/25/03 Draft minutes Draft minutes (for information)	Chair Cath Noakes Debbie Gillatt
11:30	BREAK		
11:45	6 HSE 2025/26 First Draft Business Plan	HSE/25/04	David Murray/Rick Brunt
12:15	LUNCH		
13:00	7 Developing our Incident Selection Criteria progress with rollout and implementation – situation report update	Presentation	Sarah Jardine/ Jo Horton
DISCUSSION/DECISION			
13:30	8 Proposals for Buxton centre of excellence for hydrogen	HSE/25/05	Andrew Curran/ Charles Oakley
13:50	9 Proposed changes to Approved Code of Practice and guidance for the Workplace (Health, Safety and Welfare) Regulations 1992	HSE/25/06	/
14:30	10 Policy proposal to revoke Article 95(5) of the Great Britain Biocidal Products Regulation 528/2012 (GB BPR) - data protection	HSE/25/07	
15:00	11 HSE Hourly Rates 2025/26	HSE/25/08	David Murray
15:20	12 AOB/Meeting Review		
15:25	Meeting ends		

Health and Safety Executive Board		HSE/25/01	
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Type of Paper:	For discussion	Exemptions:	None

Chief Executive's Report January 2025

HSE is 50

To mark HSE's 50th anniversary, a [special new year's message](#) was produced and shared with the media and on our social media channels. A [stakeholder pack](#) was also produced and published online, with stakeholders encouraged to share materials marking the occasion.

The 'HSE at 50' webpage features on the homepage of the website and currently ranks as the 46th most viewed page across the HSE website this (financial) year out of 7,000 pages. The press release also ranked as the 8th most popular news story this year.

Social media content included a message from our Minister, [Sir Stephen Timms](#), and HSE's Chair [Sarah Newton](#).

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

Reducing risks of work-related respiratory disease: Working safely with stone: HSE is engaging with key stakeholders in the stone industry supply chain, including manufacturers of stone products and selected suppliers/fabricators, to ensure key standards are being met for controlling exposure to silica dust, especially in relation to engineered stone. As part of this engagement HSE worked with industry and published [guidance](#) on 7 January 2025 aimed at installers, their managers and supervisors, to remind them of the steps they must take to control the exposure risk. HSE's guidance covers: Competent staff & effective processes, Pre-Installation, On-site Installation, and Post-installation.

This guidance sits alongside HSE's existing range of free resources and guidance online for employers, setting out how workers can be protected from exposure to dust containing respirable crystalline silica (RCS) when processing stone by cutting, chiselling and polishing. Over time, breathing in these silica

particles can cause irreversible, life-changing and often fatal respiratory conditions such as silicosis, chronic obstructive pulmonary disease and lung cancer. The engagement with stakeholders is also influencing the development of future interventions aimed at securing control of exposure to RCS based on the risk of silicosis being preventable, where dutyholders and workers are aware of the need for suitable procedures and have adequate control measures in place.

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

UK COVID-19 Public Inquiry: In December 2024 HSE provided its initial response to a further substantive evidence request from the UK COVID-19 Public Inquiry. As well as the identification of relevant retained documentary evidence, additional information was also gathered from key colleagues across HSE. The matters being addressed related to Module 5 of the Inquiry regarding the procurement and distribution to end-users across the four nations of the United Kingdom of key healthcare related equipment and supplies, including PPE, ventilators and oxygen.

HSE does expect to receive further evidence requests in 2025 and is continuing in its work to be prepared to respond to all such requests.

External recognition: HSE's Insight and Service Design team recently won a prestigious [Market Research Society \(MRS\) award](#). The team beat off some tough competition including Google, Formula E, Marks and Spencer to take home the 'In-house team of the year' award which is given to the team that has developed and delivered outstanding work which has genuinely affected an organisation's strategy, orientation, and ways of working.

The award was based around the team's programme of research and insight to support the development of the new Building Safety Regulator, a key part of the government's response to the Grenfell fire.

The work has directly led to improvement across a range of products and services, contributing to safer buildings and communities. Everyone in the team has been involved, from agency procurement to research delivery and activation, to influencing business decisions and making an impact.

MRS judges stated: "If you want to see proof of how research changes lives, look no further. This entry showed how the team had influenced all areas of the business with its new Building Safety Regulator. More communities are now safer as a result."

Working with others:

- HSE recently contributed to the Department of Health and Social Care's review of the Williams Memorandum of Understanding (MoU). This MoU replaced the 2006 protocol on how healthcare organisations, regulatory bodies, investigatory bodies and prosecutorial bodies in England will work together in cases where there is suspected criminal activity on the part of an individual in relation to the provision of clinical care or care decision making. This MoU is unlikely to have significant implications for HSE as the main focus relates to clinical decision making. HSE would only be involved in extreme circumstances, e.g. a serious incident occurs that results in significant harm or death to a patient or service user, in a healthcare facility not registered with the Care Quality Commission. The MoU has now been published and is available [here](#). The accompanying Written Ministerial Statement is available [here](#).
- HSE has recently entered into a MoU which sets out the arrangements for the provision of technical support provided by HSE to the Health and Safety Executive Northern Ireland (HSENI) in connection with the regulation of some work with ionising radiation. The MoU stipulates the provision of technical support provided by HSE's Specialist Inspectors (Radiation) to HSENI Inspectors engaged in regulatory activities involving work with HSE's new [consents process](#) for high-hazard practices using ionising radiation. This new MoU is one of a number where with agreement, HSE provides support to HSENI colleagues in particular hazard topics.

HSE publishes its Final Opinion on a high profile restriction on the use of lead in ammunition: Restriction is a control measure under the UK Registration, Evaluation, Authorisation and Restriction of Chemicals Regulation (UK REACH), and is used to limit the manufacture, supply and use of chemicals that

pose the greatest risk to human and environmental health in GB. HSE, in its role as the Agency for UK REACH, has prepared a restriction opinion on the use of lead in ammunition. Working with the Environment Agency, HSE gathered and considered scientific evidence on lead in ammunition to assess if further controls, in the form of restrictions under UK REACH, should be proposed to manage risks which are not adequately controlled. The proposed restrictions intend to protect wildlife, particularly wildfowl and birds of prey, from lead poisoning, by preventing thousands of tonnes of lead from entering the environment each year. HSE is proposing:

- Restrictions on the supply and use of lead shot in shotguns for live quarry shooting and target shooting (with provisions to allow continued use by specified athletes who are preparing for target shooting events in the Olympic and Paralympic Games).
- Alternatives to lead bullets would need to be used for live quarry shooting (including hunting) using larger sizes of bullets, with additional risk management at outdoor ranges where target shooting takes place.

The restriction opinion proposals have been carefully considered to ensure that shooting with lead can continue where impact to the environment and human health can be safely managed or limited e.g. by allowing continued use by GB Olympian and Paralympians to train and compete in shooting events, in line with international competition standards which state lead should be used.

The proposals have been developed using information from two public consultations, which were well responded to, and stakeholder meetings. The proposals have also been reviewed by a Challenge Panel made up of independent experts from the REACH Independent Scientific Expert Pool. The final restriction opinion has been [published on HSE's website](#).

It is now for the Defra Secretary of State (SoS) and Scottish and Welsh Government Ministers (as NI Ministers are not decision makers for UK REACH as NI is under EU REACH) to decide whether to introduce further restrictions on lead in ammunition (based on the HSE opinion) through secondary legislation.

A number of environmental groups have [launched campaigns](#) that support the proposed restrictions and call for Ministers to act quickly in response to the HSE opinion.

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

Fusion: HSE Specialists contributed to the drafting and review of a new International Atomic Energy Agency (IAEA) [technical document publication](#) on fusion technology entitled 'Experiences for Consideration in Fusion Power Plant Design Safety and Safety Assessment'. The publication objective was to provide insight into how safety may be addressed for prototype, demonstration or commercial fusion power plants. It captures safety approaches from a range of currently operating and planned experimental fusion facilities, as well as those approaches under development for future plants.

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

Securing compliance with the law

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

[Dodwell Farm Ltd:](#) Dodwell Farm Ltd pled guilty to breaching Section 3(1) of the Health and Safety at Work etc Act 1974 after an individual sustained serious life changing injuries after falling 10 metres through fragile materials whilst assisting in post fire damage roofing repairs. The company was fined £133,000 and ordered to pay £8,816.50 costs. The investigation found that safety measures such as barriers, netting or access equipment were not in place. Dodwell Farm Limited had failed to take appropriate precautions to ensure the safety of workers, and others affected by the work, when replacing the barn roof.

In his sentencing remarks the District Judge reflected the high culpability of those arranging the work who had a wholesale lack of awareness of dangers and had no control measures in place, thereby exposing workers to unnecessary risk. The work continued in the same manner immediately after the incident with those in control being initially dismissive and uninterested in cooperating with those attending the incident scene.

Working at height remains one of the biggest causes of workplace fatalities and major injuries. Common cases include falls from ladders and through fragile surfaces. [HSE guidance is available](#).

[Warmsworth Stone Limited:](#) Whilst conducting several inspections, HSE's inspectors found that Warmsworth Stone Limited, which produces carved stone masonry products using limestone, sandstone, granite and marble repeatedly failed to protect workers from exposure to Respirable Crystalline Silica (RCS). Inadequate management of legionella exposure risks and the provision of welfare facilities for workers were also identified. Five of seven improvement notices served were not acted on which led to the company and its director being prosecuted, with fines of £18000 and £1062 and costs of £4064 and £3782 respectively being imposed.

[Rotherham Metropolitan Borough Council – HAVS exposure:](#) A local authority was fined £60K at Sheffield Magistrates Court after a worker was diagnosed with Hand-Arm Vibration Syndrome (HAVS). The Injured Person worked with vibrating tools during over 20 years of pothole repairs. Despite having been diagnosed with HAVS in 2005, he was allowed to continue working with vibrating tools for another 14 years. The HSE investigation found that the local authority failed to act on health surveillance recommendations and advice to limit exposure, and continued to expose road maintenance workers to harmful levels of vibration. The problems were exacerbated by inadequate monitoring, incorrect calculations of vibration exposure and the fact that workers were incentivized by overtime and bonuses to work up to, and often beyond exposure limits.

[Amey Community Ltd – Legionnaires' disease death at HMP Lincoln:](#) After contracting Legionnaires disease, Graham Butterworth died on 5th December 2017 whilst serving a long-term prison sentence at HMP Lincoln. Water samples from Mr Butterworth's cell and nearby shower blocks tested positive for legionella days after the 71-year-old died. Amey Community Ltd provided facilities management services at the prison. It failed to act on the findings of a risk assessment, failed to put in place a written scheme of control, failed to ensure that appropriate water temperatures were maintained and failed to monitor water temperatures in the water system in October and November 2017. HSE guidance states any risks of exposure to legionella needs to be identified and managed. Further guidance can be found at: [Legionella and Legionnaires' disease – HSE](#). At sentencing Amey Community Ltd was fined £600K with £15K costs, sending a strong message to the facilities management sector.

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

Individual recognition: Adrienne Campbell, a Regulatory Scientist in Chemicals Regulation Division, recently been recognised in the Black in Government awards. She won both the Inspire Award and Rising Leader Award. Since joining HSE in 2023, she has been appointed the Outreach and Development Lead for the Cross-government Black Women's Working Group and has supported the development of a mentoring programme aimed at empowering Group members to source the right mentors to support their development and take ownership of their career trajectory. She is currently working HSE's Equity, Diversity and Inclusion team to develop a similar programme for our organisation.

Published fatalities update¹

Since the last update to the Board, **37** which occurred in 2024/25 have subsequently been published on the HSE website. Please see table below for details.

Date of incident	Name	Age	Description of incident	Local Authority	General Industry Sector	Employment status
08/04/2024	Ryan Jeffries	42	The deceased was struck by a moving vehicle	Fife UA	Services	Employee
12/04/2024	David Fieldwick	60	The deceased was struck by an object	Wealden	Agriculture	Self employed
21/04/2024	John Gray	62	The deceased died while under residential care	Borders UA	Services	Member of the public
29/04/2024	Kevin Williams	50	The deceased was struck by an object	Borders UA	Agriculture	Self employed
03/05/2024	Luke Haines	41	The deceased was trapped by something collapsing or overturning	Dacorum	Construction	Employee
29/05/2024	William Watkin	39	The deceased was trapped by something collapsing or overturning	Powys UA	Agriculture	Self employed
03/06/2024	Fraser Johnstone	83	The deceased came into contact with cattle	Highland UA	Agriculture	Self employed
19/06/2024	Christopher Lamont	63	The deceased was struck by a moving vehicle	Gwynedd UA	Services	Member of the public
24/06/2024	David Heath	60	The deceased came into contact with electricity	Havant	Construction	Self employed
08/07/2024	Kyle Colcomb	27	The deceased came into contact with machinery	Cardiff UA	Manufacturing	Employee
08/07/2024	Christopher Eagling	70	The deceased was struck by an object	East Cambridgeshire	Construction	Employee

¹ In some cases, the publication of a fatality on the HSE website may be some months after the date of the initial incident. This is due to the verification checks that are carried out to ensure that the fatality is within HSE's enforcement remit and if so, the correct information is subsequently published. The complex nature of some fatality investigations may mean that it can take some time to verify this information.

The full list of the names of the deceased plus additional details may be viewed [here](#).

08/07/2024	Rosemary King	81	The deceased was struck by a moving vehicle	Epping Forest	Agriculture	Self employed
16/07/2024	Eric Morrison	88	The deceased died following a fall	Edinburgh UA	Services	Member of the public
23/07/2024	John Hamilton	60	The deceased came into contact with something fixed or stationary	Dumfries and Galloway UA	Services	Employee
03/08/2024	James Murdoch	66	The deceased was struck by a moving vehicle	South Ayrshire UA	Agriculture	Self employed
05/08/2024	Dimitri Dacenko	47	The deceased was trapped by something collapsing or overturning	Havering	Services	Employee
07/08/2024	Charlotte Catherine Lawrence	33	The deceased was trapped by something collapsing or overturning	Perth & Kinross UA	Agriculture	Employee
15/08/2024	Jiri Kulovany	44	The deceased was struck by an object	Fylde	Construction	Employee
27/08/2024	Nigel Brooks	45	The deceased came into contact with machinery	Durham County UA	Manufacturing	Employee
02/09/2024	Richard Luck	65	The deceased came into contact with machinery	Swale	Agriculture	Member of the public
05/09/2024	Stephen White	61	The deceased was trapped by something collapsing or overturning	South Lanarkshire UA	Manufacturing	Employee
06/09/2024	Jonty Parkinson	18	The deceased was trapped by something collapsing or overturning	Vale of White Horse	Agriculture	Employee
11/09/2024	Robert Adams	57	The deceased came into contact with machinery	Hull City UA	Manufacturing	Employee
12/09/2024	Graham Smith	61	The deceased fell from height	Dacorum	Construction	Self employed
17/09/2024	Norman MacKenzie	68	The deceased died following a fall	Moray UA	Agriculture	Employee
18/09/2024	Brian Smith	64	The deceased was struck by an object	New Forest	Services	Employee

25/09/2024	James Steel	65	The deceased came into contact with machinery	North Ayrshire UA	Agriculture	Self employed
30/09/2024	Lee Hinchcliffe	42	The deceased was trapped by something collapsing or overturning	North Lincolnshire	Manufacturing	Employee
02/10/2024	Graham Fenney	58	The deceased fell from height	Stockton-on-Tees	Construction	Member of the public
06/10/2024	Susan Stephens	58	The deceased died while under residential nursing care	Cardiff UA	Services	Member of the public
10/10/2024	Peter Kemp	89	The deceased died following a fall	Borders UA	Services	Member of the public
17/10/2024	Jack McGuigan	29	The deceased came into contact with machinery	Fife UA	Construction	Employee
18/10/2024	John Llewellyn	82	The deceased came into contact with electricity	Carmarthenshire UA	Agriculture	Self employed
21/10/2024	Colin Thwaites	61	The deceased came into contact with machinery	Argyll & Bute UA	Extractive/Utilities	Employee
30/10/2024	Alexander Wright	67	The deceased was struck by a moving vehicle	Fife UA	Water/Waste Management	Employee
11/11/2024	Craig Troop	38	The deceased was struck by a moving vehicle	East Lindsey	Extractive/Utilities	Employee
14/11/2024	Andrew Claridge	34	The deceased came into contact with electricity	Vale of White Horse	Construction	Employee

Health and Safety Executive Board			HSE/25/M01
Meeting Date:	25 March 2025	FoI Status	Open
CM Reference:	2025/35890		
DRAFT Minutes of HSE Board Meeting – 28 January 2025 and Extraordinary meeting 25 February 2025 Redgrave Court, Bootle			

Attending

Sarah Newton (chair)	Chyrel Brown	David Coats
Martin Esom (apols for 25/2)	Debbie Gillatt	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	Michael Jennings Director, Legal Services
Jane Lassey Director, Regulation	Clare Millington-Hume Director, Human Resources (apols for 25/2)	David Murray Director, Finance and Corporate Services	Angela Storey Director, Operational Services

██████████ – item 4	Cath Noakes – item 5	Jo Horton/ Sarah Jardine – item 7	Charles Oakley – item 8
██████████ - CEPS	██████████ – item 9	██████████ – item 10	

Minutes ██████████

Closed Session	
1	Welcome & Introduction
	<p>The Chair welcomed everyone to the meeting. Apologies were received from Christopher Johnson and Philip White. There were no declarations of interest.</p> <p>Draft Minutes of 26 November 2024 (HSE/24/M07), matters arising and action (HSE/25/AL)</p> <ul style="list-style-type: none"> a) The draft minutes were cleared with a minor amendment relating to the update from the Finance and Performance Committee. b) The Board noted the updates to the Action Log. c) There were no matters arising.
Decision	Minutes of previous meeting cleared.
2	Chief Executive’s Report (HSE/25/01)
2.1	<p>Sarah Albon updated the Board on recent activities, including:</p> <ul style="list-style-type: none"> • HSE’s response to HM Treasury’s letter to regulators regarding contributing to economic growth

	<ul style="list-style-type: none"> • The Work and Pensions Committee’s examination of HSE’s work to keep watch over Britain’s workplace safety and HSE work on Asbestos. • HSE’s work to respond to the Government’s Spending Review, including engagement with partner government departments. • Building Safety Regulator matters, including contributing to the Government’s response to the Grenfell Tower Inquiry – Phase 2 report. <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. That HSE was, with a piece of research, considering ways in which to deliver the asbestos register to inform future removal planning, taking account of the risks and challenges posed, such as a shortage both of available skills and disposal facilities.
3	Business performance and Risk Register (HSE/25/02)
3.1	<p>David Murray presented the report which showed consistently strong performance across key indicators. Focus on numbers of proactive inspections had led to a forecast outturn at or close to target at year end. ExCo would continue to monitor delivery, with measures in place to maintain performance. Average working days lost (a rolling 12 month figure) was another area of ExCo focus with an expectation of missing the target at the year end. The forecast financial outturn, with mitigating actions being taken, were also explained to the Board.</p> <p>The Board was informed that, as a result of a GIAA review and independent health check subsequently undertaken, a strategic risk in relation to cyber security had been added to the Risk Register and mitigations put in place to manage the risk.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. That change programmes, such as delivery of the new Case Management Systems and reform of the Regulatory Training Programme for new inspectors, would have a positive impact on efficiency and financial performance. ExCo continued to oversee delivery and, in relation to the case management system and operational time recording for cost recoverable work, set expectations through communications activity and new guidance. 2. That the Audit and Risk Assurance Committee (ARAC) had an on-going interest in the cyber/IT security matters and had identified this as an area requiring strengthening in terms of ARAC effectiveness. This would be discussed at the next ARAC meeting with consideration of possible options to address this gap in skills on the Committee.
Decision	The Board acknowledged the overall strong performance and was assured that measures were in place to address areas requiring attention.
4	Annual Health and Safety statistics (presentation)
4.1	<p>██████████ presented the main findings from the analysis of the annual statistics, explaining that identification of trends had been hampered by the impact of the covid-19 pandemic. A recent fall in response rates to the Labour Force Survey (LFS), the main source of statistics for HSE, had not notably affected data collection in respect of HSE’s question set. He drew the Board’s attention to the lowering of the number of mesothelioma deaths and the increase in work-related stress.</p>

	<p>The Board learnt of engagement activity with the LFS with the aim of using the survey to obtain more information to provide a richer picture of GB's health and safety performance. It was also updated on the work being done to automate the collection of data and how trusted research and relevant data was being used as evidence to inform operational decisions, such as risk-based inspection targeting.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The emphasis on quality of source research and data being used, ensuring it is empirical and objective. 2. The challenges of drawing international comparisons, acknowledging the quality of GB's statistics. 3. Compliance with the UK Statistics Authority Code of Practice.
Decision	The Board welcomed the presentation and the assurances it received on HSE's evidence base for decision-making.
5	Board Committee updates
5.1	<p>1) Report for Science Quality Assurance Group (SQAG) – Science review and deep dive activities (HSE/25/03)</p> <p>Professor Cath Noakes presented this report, inviting the Board to note the assurances obtained and recommendations made by SQAG relating to deep dives undertaken on science ethics, science commissioning and the Workplace Health Expert Committee (WHEC); and the ongoing progress in developing and assuring SQAG. She explained the methodology adopted for the deep dives and remarked on the high levels of professionalism, openness and transparency of HSE's scientists taking part in the deep dives, giving a high degree of confidence in the process and outcomes. She confirmed that SQAG recognised the limitations of organisational priorities in terms of implementing recommendations and that a recommendations log had been developed which would be reviewed at the next meeting. A five year plan of deep dives was also being considered.</p> <p>In response, Andrew Curran welcomed SQAG's advice and confirmed that recommendations were being built into planning and commissioning processes. The scientists involved found the deep dives and feedback valuable, in turn providing them with assurances on their work.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The value of personal development opportunities provided to colleagues who participate in ethics panels and undertake reviews. 2. The positive impact of recommendations in terms of delivering HSE's science, engineering and analysis (SEA) work and wider across the organisation. 3. That the Audit and Risk Assurance Committee and Finance and Performance Committee Chairs will work together to minimise duplication and avoid gaps in seeking assurances for the Board. 4. That further assurances on HSE's SEA work would be provided by Andrew Curran in his Annual Science Report to the Board. <p>2) Building Safety Regulator Advisory Committee meeting – verbal update</p> <p>Sarah Newton updated the Board on matters discussed by the Committee on 16 January 2025, including the position relating to the MHCLG response to the</p>

	<p>Grenfell Tower Inquiry – phase 2 report. There was also a discussion on performance of the Regulator.</p> <p>3) Finance and Performance Committee (FPC) meeting – verbal update</p> <p>Debbie Gillatt informed the Board of matters discussed at the meeting on 16 January 2025. The Committee was assured on measures in place to mitigate the impact of those areas where performance was off track. The draft Business Plan was also discussed. The next meeting would discuss the people survey action plan.</p>
Decision	The Board welcomed the assurances provided by the SQAG and the update provided by the FPC.
6	HSE 2025/26 First Draft Business Plan (HSE/25/04)
6.1	<p>David Murray introduced the draft Business Plan, explaining the process of internal engagement to develop the deliverables and discussions planned with key external government stakeholders. He gave assurance that the final draft, taking into account comments made at this meeting, would be taken into account and discussed at the Board's planning event.</p> <p>Assurance sought and feedback given included the following:</p> <ol style="list-style-type: none"> 1. The role of the Performance Hub in monitoring performance and checking on progress of deliverables. 2. Consider more specific articulation of the health deliverable 3. How contingencies would be built in to mitigate unforeseen events and how the Board would be engaged in prioritisation. 4. How the impact of outputs would be measured. 5. How the Business Plan informs the hierarchy of plans across the Directorates. 6. Reinforcing the value of collaborative stakeholder partnerships and how using examples such as the impact of Chemicals Regulation all help to strengthen public trust in what we do.
Decision	Subject to the comments made the Board cleared the draft Business Plan and would have the opportunity to discuss the next iteration before final approval at the February meeting.
7	Developing our Incident Selection Criteria – progress with rollout and implementation (presentation)
7.1	<p>Sarah Jardine and Jo Horton presented this progress report on the project to develop a new methodology for determining what statutory (RIDDOR2) reports should, using a Risk-Based Decision Model, be escalated for investigation to ensure that HSE's regulatory resource is used most effectively to hold duty holders to account for non-fatal incidents. The Board learnt of the stages of development and testing, the outcomes of a pilot, the phased rollout, data collected so far, emerging findings and next steps.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. RIDDOR reports are triaged, using the Risk-Based Decision Model, and there was senior regulatory oversight to provide challenge and exercise discretion.

² Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013

	<ol style="list-style-type: none"> 2. That ongoing review of the process was checking for consistency within the process and the application of the criteria. 3. The benefits of the new system in delivering efficiencies; identifying material breaches so that workers can be protected from unsafe working practices; and gathering intelligence on specific dutyholders and sectors to inform inspection targeting. 4. That the Board would receive ongoing updates on the impact of the new process via the quarterly performance report and a formal update would be provided in two years, to enable sufficient data to be collected and analysed to enable conclusions to be reached.
Decision	The Board acknowledged the achievements of the team involved in delivering the project, recognising the benefits identified and ongoing work to review and evaluate the system to ensure its effectiveness.
Action 1	Schedule an update for early 2027.
8	HSE Buxton Net Zero Centre of Excellence (HSE/25/05)
8.1	<p>Andrew Curran and Charles Oakley presented this item which provided an update on the current position, particularly in relation to funding the proposal and the development phases to deliver the hydrogen storage and research facility.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. That the facility would be managed and operated in accordance with COMAH3 regulations and that a designated team would have regulatory responsibility for and oversight of the facility's activities. 2. That the level of cross-government interest and emerging government policies gave confidence that the opportunity posed by the facilities in gathering research and evidence in the impact on Net Zero of hydrogen fuel would lead to investment and commercial income from interested sectors.
Decision	The Board welcomed the update, noting the challenges in securing funding and the degree of confidence of delivery of the facility.
9	Proposed changes to the Approved Code of Practice (ACOP) and guidance for the workplace (Health, Safety and Welfare) Regulations 1992 (HSE/25/06)
9.1	<p>Rick Brunt, [REDACTED] and [REDACTED] presented this item, providing background to the proposals for managing risks associated with workplace temperatures raised in the paper and inviting the Board to consider the options in advance of seeking the Minister's views on the preferred one. It was noted that the evidence base for workplace temperature remained unchanged but there were proposals to change the guidance to focus on assessing and managing the risks posed by extreme temperatures and heat stress. Having previously agreed to proposals in relation to other changes to the ACOP, the Board noted the updated costs to introduce disposal facilities in men's toilets.</p> <p>The Board sought and received assurances on the following:</p> <ol style="list-style-type: none"> 1. That, subject to the Minister's approval of the option related to workplace temperature, HSE would be engaging with worker representatives early in the process and would keep employee representatives on the Board

	<p>abreast of the discussions. This would provide assurances that their concerns and the Government's commitment were being addressed in a proportionate and pragmatic way.</p> <p>2. The preferred option would be enforceable and that this would need to be made clear in the engagement with worker representatives prior to formal consultation.</p>
Decision	The Board agreed that the preferred option on workplace temperature (with other options referenced in the Annex) and previously agreed proposals in relation to disposal facilities in men's toilets, and ventilation could be submitted to the Minister for his consideration.
10	Policy proposals to revoke Article 95(5) of the Great Britain Biocidal products regulation 528/2012 (GB BPR) – data protection (HSE/25/07)
10.1	<p>Rick Brunt and ██████████ presented this item, explaining the background to the issue and the reasoning behind seeking the Minister's approval undertake informal targeted consultation on a proposal to revoke Article 95(5) of GB BPR. The Board was alerted to the deadline of 31 December 2025 which was a consequence of the end of EU transitional arrangements and, if not revoked, how the Article would remove data protection rights for manufacturers of active substances in Great Britain.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. After expressing concern about the timeline to deliver the legislative changes, the Board was assured that the team would review its timetable for the process with the aim of bringing the final legislative package, if one was required, by June. 2. The Board recognised the risks and opportunities posed in delivering this change. 3. The Board noted the reasons for the delay in bringing this matter to it for consideration.
Decision	The Board approved the next steps and confirmed that it would formally consider and approve the draft revocation legislative package, if one was required, at its June meeting but would, if necessary, do so via an extraordinary meeting.
Action 2	Schedule the legislative package for June meeting.
11	HSE Hourly Rates 2025/26 (HSE/25/08)
11.1	David Murray presented this item explaining the way in which the Health and Safety and Nuclear (Fees) Regulations operated to enable certain fees and charges to be set administratively. He described the factors that had informed the level of increase and the forecast financial impact on delivery of the regimes.
Decision	The Board supported the proposed 5% increase to the hourly rates cited in the paper.
12	Any Other Business
12.1	The Board discussed the approach adopted for some recent social media posts, where footage of incidents was being used alongside prosecution outcome details. It noted that such footage was in the public domain, having been used as evidence in court. Assurance was given, however, that HSE's communications team carefully considered the messaging in social media activity, with its aim

	<p>being to alert others of the consequences of health and safety failures and preventing a repeat elsewhere, and worked closely with those affected by the incidents and their relatives. The Board felt it would be useful to have evidence of the reach of these posts to get a sense of their impact.</p> <p>The Board also requested an update on HSE's IT investment strategy to be scheduled for late 2025, once the new IT Technical Director had been recruited and onboarded.</p>
Action 3	Provide data on the reach of HSE's social media posts, particularly those where incident footage was used.
Action 4	Schedule an update on the IT Technical investment strategy for late 2025.
HSE BOARD MEETING 25 February 2025	
Introduction	<p>Sarah Newton welcomed everyone to the meeting, in particular Victoria Hogan from DWP's Arm's Length Body Team.</p> <p>Apologies were received from Martin Esom and Clare Millington-Hume.</p> <p>Chief Executive's update</p> <p>Sarah Albon updated the Board on a recent meeting with the new senior leadership at Defra at which risks and opportunities associated with full cost recovery and legislative change for the Chemical Regulation regimes were discussed.</p> <p>She also updated on recent engagement with Cabinet Office, HM Treasury and No 10 officials regarding the Growth Duty.</p>
1	2025/26 Business Plan and Budget (HSE/25/09)
	<p>David Murray presented the final draft 2025/26 Business Plan, thanking the Board for its very helpful and insightful engagement in the process. He described the other engagement undertaken, including with DWP, who had made suggestions for inclusion. He also explained the detailed income and expenditure plans articulated in the draft budget which supports the delivery of the Business Plan. These were subject to assumptions made in relation to funding from other government departments (e.g. MHCLG and Defra) and the Spending Review. He described the next steps for Ministerial approval.</p> <p>There were final suggestions on presentation and assurances given on next steps, including staff engagement to ensure individual performance plans linked back to the Business Plan and Strategy.</p> <p>The Board acknowledged that external factors may require a review of priorities in year and that risk-based scenario planning was underway. The Board was assured that, should such a review be necessary, it would be engaged at an early stage.</p> <p>Sarah Newton thanked the Board and its Finance and Performance Committee for supporting the process.</p>
Decision	The Board welcomed and unanimously approved the draft Business Plan, acknowledging the work of the team to bring it together and recognising that an in year review may be necessary.