

Health and Safety Executive Board			HSE/25/A04
Meeting date	28-May-25	FOI Status	Open
CM Ref	2025/88662		
AGENDA HSE Board Meeting 28 May 2025 Redgrave Court and online			
PRIVATE SESSION			
08:30-09:15	Board Forward Look	HSE/25/FL	
GOVERNANCE			
09:45	1 Welcome and apologies Declarations of interest Draft Minutes of meeting 25 March 2025 Matters arising & Action Log Chair's update - inc BSR Committee meeting update	HSE/25/M03 HSE/25/AL Verbal	Presenter Chair
GOVERNANCE/ASSURANCE			
10:05	2 Committee meeting updates and Committee Annual Assurance Reports Finance and Performance Committee & meeting 16 April 2025 Science Quality Assurance Group & meeting 9/10 April (inc amended terms of Reference - awaiting confirmation) Audit and Risk Assurance Committee & meeting 8 May 2025 (inc Terms of Reference - reviewed May 2025)	HSE/25/14 HSE/25/15 HSE/25/16	Debbie Gillatt Cath Noakes (10:20) Martin Esom
10:45	3 Outcome of 2024-2025 Board Effectiveness Review	HSE/25/17	
11:05	4 Chief Executive's Report - May 2025	HSE/25/18 and verbal update	Sarah Albon and ExCo members
11:25	BREAK		
11:40	5 Business Performance - Q4 2025/26 and April 2025	HSE/25/19	David Murray
12:10	6 Annual progress update on stakeholder engagement	HSE/25/20	David Henry/
12:40	LUNCH		
DISCUSSION			
13:25	7 Building Safety Division update	HSE/25/21	Philip White
14:10	8 Ionising Radiation: Options for Future Management of Radon Under the Ionising Radiations Regulations 2017 (IRR17)	HSE/25/22	
14:40	9 Any other business		
14:45	Meeting ends		

Health and Safety Executive Board			HSE/25/M04
Meeting Date:	25 June 2025	FoI Status	Open
CM Reference:	2025/126556		
Minutes of HSE Board Meeting – 28 May 2025			
Redgrave Court, Bootle and online			

<u>Attending</u>	Sarah Newton (chair)	Chyrel Brown (online)	David Coats (online)
Martin Esom (online)	Debbie Gillatt	Christopher Johnson (online)	Cathie Mackay (online)
Ged Nichols (online)	Gina Radford (online)	Ken Rivers	Claire Sullivan (online)

Also attending

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

CEPS colleagues Dan Ellis, and an
inspector - observers

Minutes

Closed Session	
1	Welcome & Introduction
	<p>The Chair welcomed everyone to the meeting, in particular Dan Ellis, who would take up his appointment as Director, Human Resources in June, and an Inspector in Investigations Division.</p> <p>The Board noted that this was Clare Millington-Hume's final meeting before she retired. Her contribution to HSE and significant achievements were recognised by all present and best wishes offered to her.</p> <p>Apologies were received from Angela Storey.</p> <p>The Chair declared that she was the Minister at the time of the implementation of the Ionising Radiation Regulations 2017 (agenda item 9).</p> <p>Draft Minutes of 25 March (HSE/25/M03), matters arising and action (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, in particular the information regarding the increased engagement and extended reach for social media content that included incident video content which had led to increased awareness of HSE's key messages. c) There were no matters arising. <p>Chair's update</p>

	The Chair updated the Board on matters discussed at the last Building Safety Regulator Committee meeting.
Decision	Minutes of previous meeting cleared.
2	Committee meeting updates and Annual Assurance Reports
2.1	<p>Finance and Performance Committee (FPC) (HSE/25/14)</p> <p>Debbie Gillatt updated the Board on matters discussed at the FPC meeting on 17 April, which included: the introduction of a six monthly review of financial planning; an update from the Performance Hub; and consideration of the People Survey results and next steps. An effectiveness evaluation was being undertaken, the outcome of which would be reported to the Board in due course.</p> <p>The Board welcomed the Assurance Report which highlighted the Committee's key areas of activity to gain assurances for the Board.</p> <p>Audit and Risk Assurance Committee (ARAC) (HSE/25/16)</p> <p>Martin Esom updated the Board on matters discussed at the ARAC meeting on 8 May, which included: a review of the Strategic Risk Register (noting the addition of a new risk around cyber security and mitigating actions being taken); scrutiny of the delivery of the new case management system; GIAA's annual report and overall Moderate assessment; deep dives into HSE's Whistleblowing and Complaints handling policies and impact of HSE's change portfolio; HSE's Fraud strategy; and NAO's audit completion plan. The ARAC had also agreed a number of areas for deep dives during 2025/26 which would be discussed with the other Committee Chairs to ensure balance and avoid duplication of effort.</p> <p>The Board welcomed the Assurance Report which highlighted the Committee's key areas of activity to gain assurances for the Accounting Officer and the Board.</p> <p>The Board sought and received assurance that:</p> <ol style="list-style-type: none"> 1. That a timetable would be provided to the Board of the milestones for the implementation of the new case management system, with a review of barriers for delivery of IT projects to be considered for inclusion on the ARAC agenda in July. 2. That actions/recommendations arising from deep dives were being tracked. <p>Science Quality Assurance Group (SQAG) (HSE/25/15)</p> <p>Cath Noakes updated the Board on SQAG activities. The terms of reference had been reviewed and minor amendments made. They would be shared with the Board. She articulated the findings of the deep dives into Building Safety Division where overall assurance was provided, with several factors, such as culture, and quality of science, demonstrating positive impact. Vulnerability around succession planning was acknowledged and was being managed, with shortage of expertise being addressed through more strategic knowledge sharing, changes in recruitment practice to target specific expertise and pivoting existing resources to improve efficiency. Governance inconsistencies were being addressed.</p> <p>The commissioning process continued to evolve and SQAG would be reviewing this during future deep dives to gain a better understanding and seek assurances.</p> <p>The Board sought and received assurance that:</p> <ol style="list-style-type: none"> 1. The deep dives were a useful exercise, not just in gaining assurance but also in supporting those involved in Science, Engineering and Analysis (SEA) activities in HSE.

	<p>2. Follow-up reviews, for example of asbestos research, would be undertaken to check on progress and impact of recommendations.</p> <p>3. That further governance strengthening measures were being embedded, via a SEA Governance group, the terms of reference for which were being developed.</p> <p>The Board welcomed the report and thanked the members of SQAG for their valued contribution to science assurance.</p>
Action 1	Board to be provided with a timetable setting out the milestones for the replacement case management system.
3	Outcome of the 2024/25 Board Effectiveness Review (HSE/25/17)
	<p>A colleague from CEPS presented the outcome of the self-effectiveness review, reflecting the largely positive feedback consistent with previous years.</p> <p>Areas of focus for the Chair to consider included increased visibility of interactions between Committee Chairs on assurance activity being agreed; governance of Building Safety Regulator and assurances to the Board; and how to provide greater clarity on the Board's role.</p>
4	Chief Executive's Report (HSE/25/18)
4.1	<p>In addition to her written report, Sarah Albon updated the Board on engagement activity with the senior leadership on planning and prioritisation ahead of the Spending Review.</p> <p>Michael Jennings informed the Board of an adverse costs judgement in the case of Falcon Tower Cranes. The Crown Court had ordered HSE to pay defence costs of just over £500,000. Michael advised the Board that HSE would be seeking to judicially review this decision and would update the Board as the Judicial Review progressed.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. That staff involved in the cranes prosecution were being appropriately supported. 2. The extent of HSE's vires in relation to adventure activities (in the context of the paddleboarding prosecution). <p>The Board also learnt of the success of a recent seminar hosted by the Trades Union Congress and delivered by Unite and the GMB on the risks posed by asbestos. HSE's involvement in the seminar was welcomed.</p>
5	Performance Report (HSE/25/19)
3.1	<p>David Murray updated the Board on Performance at year end. He confirmed that all Business Plan milestones for 2024/25 had been delivered. Specific areas of positive performance included Planning Gateway 1 delivery; Biocide and Pesticide permissions; Gas Competency checks; fatal and non-fatal investigation closures; Major Hazard and CEMHD safety case report assessments and activities; prosecution cases with charging decision. Areas of focus were proactive inspections; timeliness and enforcement rate on investigations; average time for recruitment or new colleagues; and average working days lost. He also informed the Board of the financial outturn for the year which reduced the underspend to £8.7m. As previously reported, the underspend was entirely due to the uncertainty around the new BSR activities and delayed funding decisions by MHCLG.</p>

	<p>At this very early stage, delivery against Business Plan targets for April 2025 was showing similar positive areas and areas of focus with discussion and engagement at the Performance Hub and with individual Divisional leaders ongoing.</p> <p>He informed the Board of recent announcements regarding pay awards and explained the budgetary impact. He reminded the Board that the four Spending Review submissions were not taken forward by DWP and other routes for addressing the issues would be considered by ExCo.</p> <p>He also assured the Board that HSE was working closely with its DWP sponsors in preparation for the forthcoming Spending Review announcement, which for DWP would be challenging.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. The activity to verify the data collected from inspections and other sources of evidence to inform inspection priorities for the forthcoming year, particularly around health surveillance, to address risk and protect workers.
Decision	The Board congratulated the organisation for its achievements last financial year.
6	Annual Progress update on stakeholder management (HSE/25/20)
6.1	<p>David Henry and colleagues presented this item, explaining the principles adopted to deliver the agreed engagement plan which would support the delivery of Supporting People and Places. This included Corporate stakeholder activity, including with key employee representative organisations, post-inspection surveys, and activity to promote HSE's strategic objectives. They also presented an outline engagement plan for 2025/26.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. That the impact of engagement activity was being assessed using data which had been collected during the year, having established a benchmark in 2024. The post-inspection survey data was acknowledged as a good source of evidence to enable impact measurement and for potential models to be developed to support prevention initiatives. 2. That across the broad range of stakeholders, a focus had been applied to those with an interest in a specific strategic theme/topic and with the greatest opportunity to influence change, the latter tending to be trade associations and Trades Unions both representing their constituent members' interests. There was also a recognition that stakeholder engagement at all levels from senior leaders to colleagues undertaking day to day business as usual activities was a well-established tool embedded over many years to support delivery of strategic objectives and mutual information sharing arrangements, including in and with the devolved administrations.
Decision	The Board welcomed the report and acknowledged its role in acting on the recommendations of the Weeks Review undertaken in 2023.
7	Building Safety Division update (HSE/25/21)
7.1	Philip White introduced this item by providing background to the issues and challenges faced by Building Safety Division. Strong performance in delivering Planning Gateway 1 was evidence of continued confidence of investors. Issues about the varying quality of Gateway 2 applications were causing delays and collaborative engagement with key industry stakeholders and regular external

	<p>communications activity were being strengthened to deliver improvements and enable the system to work effectively and efficiently in short order. Recruitment of additional resources to support delivery was underway, acknowledging that there was a shortage of qualified and competent professionals, particularly in building control. The complex statutory regime, its newness and industry still getting to grips with the new regime along with competing priorities of other regulators were all inhibiting delivery and slowing the progress of cases but the Board was assured HSE was delivering the areas for which it had statutory responsibility.</p> <p>The Board sought and received assurance on the following:</p> <ol style="list-style-type: none"> 1. That, in support of HSE's strategic objective and government priorities, BSD was striving to get the balance right between processing volume at pace whilst maintaining standards in order to support developers to deliver their projects. 2. That there was a reputational risk which was acknowledged and being managed through engagement at senior levels. 3. That the ~100 cases at Gateway 3 were being reviewed to identify common factors causing delays to enable HSE to guide and advise developers on how to comply with the statutory requirements. Recruitment of more resources would assist with this initiative.
Decision	The Board welcomed the update and fully supported Philip and his team in their efforts to address the challenges faced. A briefing note for Board members to use when engaging with stakeholders would be welcomed.
Action 2	Provide a briefing note for Board members to use when engaging with stakeholders.
8	Ionising Radiation: Option for the future management of Radon under the Ionising Radiations Regulations 2017 (IRR17) (HSE/25/22)
8.1	<p>This item considered the management of radon exposures and application of reference levels and dose limits. Sarah Albon presented the item providing background and outlining the challenge made by MoJ to the current thresholds. She clarified that HSE did not have any evidence that supports an argument that, nationally, dutyholders have difficulty complying with the requirements of IRR17 or that the cost to dutyholders, nationally, was disproportionate to the overall benefit of securing compliance and managing control of exposure to a carcinogen (radon). It was therefore not possible to make a cogent argument that legislation should be changed at this time and a robust evidence base for any potential changes would be required. The application of the dose rates had been long established in GB regulations, predating IRR17, and HSE believed that the regulations remained appropriate, and no changes were required.</p> <p>Sarah invited the Board to consider recommending to Government that it writes to those departments most likely to be affected by any change to enable further information to be gathered on the costs associated with radon management and enable Government to undertake a balanced judgement on potential impacts of changes to dose limits.</p>
Decision	The Board considered this matter and the paucity of evidence to support changes to the current legislative framework. In light of this the Board agreed that HSE should recommend that HMG, through EDS, write to OGDs to gather information on the costs associated with the management of radon and enable Government to undertake a balanced judgement on potential impacts of changes to dose limits.

9	Any Other Business
9.1	There was no business raised.

5Health and Safety Executive Board		HSE/25/18	
Meeting Date:	28 May 2025	FOI Status:	Open
Type of Paper:	For discussion	Exemptions:	None

Chief Executive's Report May 2025

International Workers Memorial Day



International Workers' Memorial Day is an important day for HSE, trade unions, workers, and employers around the world.

This year, HSE, in partnership with HSE Trade Union colleagues, hosted ceremonies in Bootle, Buxton, Wrexham, and Nottingham on Monday 28 April. Colleagues all across the organisation observed the one minute's silence to remember those who have lost their lives due to work.

Colleagues also attended externally organised events both in Glasgow and St Helens marking the day.

Social media posts about the event created a lot of engagement and discussion online, including personal connection, where people shared stories of lost colleagues and loved ones.

[HSE Business Plan 2025/26](#): Following its approval by the HSE Board and Sir Stephen Timms, Minister for Social Security and Disability, HSE's Business Plan has been published on the website. The Plan details what we will deliver during the fourth year of our strategy, building on the learnings and progress made so far during the last three years.

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

[Risk Reduction through Design Award 2024/25](#): Two UK companies have been honoured for their innovative workplace safety designs that reduce the risk of musculoskeletal disorders (MSDs) in their operations.

Ainscough Crane Hire has won the MSD Risk Reduction through Design Award 2024/25, while UPM Raflatrac Ltd has received the Small to Medium Enterprise (SME) Recognition Award. Both

awards, sponsored by the Health and Safety Executive (HSE) and the Chartered Institute of Ergonomics and Human Factors (CIEHF), were presented at CIEHF's annual awards ceremony on 28 April 2025.

Ainscough Crane Hire developed a specialised brake and hub assembly tool set that eliminates the need for workers to manually handle heavy components weighing up to 52kg during crane maintenance. Previously, plant fitters had to adopt awkward postures in restricted spaces beneath crane wheel arches, placing significant stress on their lower backs.

Working Minds: Stress awareness month: In April, the Working Minds campaign marked Stress Awareness Month as an opportunity to further raise awareness of the legal duty of employers to prevent stress and support good mental health.



Using a multichannel communication approach employers were invited to complete the five steps of Working Minds over the course of the month: Reach out > Recognise > Respond > Reflect > Make it Routine.

In April alone, there were over 1,300 registrations for online learning, taking the total to almost 14,000 and potentially influencing workplace conditions for millions of workers. The campaign has reached priority audiences with 70% of sign-ups from SMEs, and 40% from small and micro businesses. There was also 1,700 new subscribers to the Working Minds ebulletin.

Almost half of those who completed the learning said they didn't have a risk assessment for work-related stress, or didn't know to create one. However, 93% said that they felt able to implement what they learned in their own organisation with 91% saying it had improved their knowledge and 81% took action in their business following completion.

HSE's Working Minds campaign has been shortlisted in the 2025 CIPR Excellence Awards for the Best Long-term Campaign. The Chartered Institute of Public Relations (CIPR) is a professional body for public relations practitioners in the UK. It's the world's only Royal Chartered body for PR professionals and sets ethical standards for the profession. Winner to be announced in July.

HSE at TUC: HSE presented on the topic of asbestos management at the Trade Union Congress 'Asbestos: Time to Get Rid of It!' seminar. The seminar involved TU reps from all the trades unions and had a policy and practical focus. Part of the seminar agenda was given over to the current policy landscape, including a look at where asbestos removal is being taken forward internationally, whilst the other part includes workshops aimed at supporting reps working in sectors where asbestos exposure remains a real risk. Amongst the guest speakers was Ian Lavery MP, Chair of the All-Party Parliamentary Group on Occupational Safety and Health.

HSENI Workplace Health Conference: HSE colleagues shared their expertise on health surveillance, MSDs, noise and Legionella at the HSENI Workplace Health Conference. Bryan Monson, HSENI Deputy Chief Executive subsequently said '*..a massive thanks for...members of HSE coming over and helping deliver the conference. I honestly think that the contributions will make a difference, and we will see improved standards and an increased awareness of key OH issues as a result of the contributions.*'

Health Consultants: Dutyholders are often reliant on consultants for assistance in complex occupational health exposure scenarios. Robust enforcement against consultants whose acts, errors or omissions have led to risk at dutyholder sites sends an important message about the need for consultant competence. New operational guidance has been published to provide guiding principles to inspectors when considering enforcement against health consultants. Specific annexes have been provided for consultants involved in

exposure monitoring, asbestos surveying, noise assessment, LEV thorough examination and test, and water treatment.

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

Glyphosate Renewal Dossier: Glyphosate is a high-profile herbicidal active substance with a wide range of authorised uses in Great Britain (GB). It is a particularly effective broad spectrum weed killer and there are a large number of glyphosate products available in GB for public and professional use. It is the most used pesticide in GB and is used in agriculture, the amenity sector (particularly transport and infrastructure maintenance) and in domestic gardens.

HSE has recently started a regulatory assessment to determine if glyphosate continues to meet the approval criteria for an active substance in GB and inform whether to renew the current approval of glyphosate (last renewed in 2017). To allow sufficient time for this assessment to be completed HSE has extended the current approval of glyphosate by 12 months to 15 December 2026.

Glyphosate will be the first pesticide active substance to undergo a renewal assessment in GB post EU exit.

SGARs: Second generation anticoagulant rodenticides (SGARs) are the main chemical substances used for tackling rodent infestations (authorised under the Biocidal Products Regulations, GB BPR). Their use is subject to strict restrictions to minimise the risks they pose to people and non-target animals. Professional SGAR products are subject to an industry-led Stewardship Scheme. The Scheme places restrictions on who can purchase SGAR products (for professional use), sets competency standards and undertakes a range of monitoring activities including residues monitoring. The regime is overseen by a Government Oversight Group (GOG) which is chaired by HSE. The Stewardship Scheme is being reviewed and the conclusions of the review will be discussed at the annual meeting between GOG and the Campaign for Responsible Rodenticide Use (CRRU) in late 2025. This was the subject of an e-Bulletin in April 2025: [Biocides: Changes to authorised anticoagulant rodenticide uses](#)

Building Safety Regulator: Building on the success of a recent BSR campaign, communications efforts have been focused on regularly updating resources aimed at those making an HRB Building Control Approval application.



This includes FAQs, updated with input from users; a series of insights videos into our role at the heart of Gateway 2; a London-based case study where BSR identified critical fire safety failings prior to occupation; and a monthly ebulletin to more than 21,000 subscribers.

During March, our 'Your Home, Your Safety' campaign turned its focus to catering for residents who are 'non-digital' by creating hard copies of our 'How to raise a building safety concern' poster. This was sent to targeted physical locations in areas where HRBs are dense in number, such as Citizens Advice Bureaus, DWP Job Centres and local convenience stores. We also sent the posters directly to registered Principal Accountable Persons for them to display in their building foyers. We also used the residents leaflet product as the first to trial for translation into different languages to serve those in the target audience whose first language is not English.

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

Offshore Extreme Environmental Loading Study: HSE undertook a study to address the considerable uncertainty associated with the assessment of structural failure from extreme environmental loading for fixed offshore platforms. The objectives of the work were to:

- establish a robust approach to the prediction and management of the structural integrity of fixed offshore installations exposed to the 10,000-year wave event,
- enable the reassessment and identification of offshore installations with the highest risk of structural failure from extreme environmental events;
- enable demonstration and assurance that the risks from extreme environmental loading are being controlled and that suitable action, including the implementation of mitigation measures where appropriate, is being undertaken to ensure the safety of the offshore workforce.

An extensive study was performed to develop guidance on the assessment of extreme loading on fixed offshore structures. Research identified a general increase in wave heights and the presence of breaking waves in deep water, a characteristic previously associated to shallow water. All these factors increased the predicted metocean loading experienced by offshore structures. Strengthening such structures was generally considered impractical.

The creation of the Energy Institute Metocean Network at HSE's request enabled regulators, operators and contractors to exchange information and experience on the subject and assist the further development of industry practice on the environmental loading assessment of fixed offshore structures. Through the Metocean network, Joint Industry Projects were created for various purposes including the development of software used by duty holders to complete the new metocean assessments. The offshore industry has responded very constructively to the initiative.

The study has resulted in the development of industry standards and guidance and the structural reassessment of fixed offshore structures.

All affected duty holders have now developed severe weather action plans to manage the risk presented by extreme weather and to protect the offshore workforce. The results are being incorporated into offshore installation safety cases.

Northern Gas Networks (NGN): A recent intervention with Northern Gas Networks (NGN) identified a governor (control device) that was not compliant with the Dangerous Substances and Explosive Atmospheres Regulations (DSEAR) as it did not have appropriate explosion relief. As a result, an Improvement Notice was served on NGN. NGN are carrying out a remediation program as a result of previous enforcement on all their governors and as a result are part way through replacement of a large number of their governor kiosks. NGN identified a further 28 governors that had been installed.

This intervention has not only addressed the immediate risk that was present in a public area, it has prevented NGN from continuing to install governor kiosks without the appropriate explosion relief in the future therefore minimising risk and avoiding potentially costly remediation by NGN in the future. This is also an example of supporting growth by enabling those potentially wasted funds and resources to be invested elsewhere.

Heathrow Airport - National Grid transformer fire: An HSE Specialist is providing technical assistance to London Fire Brigade (LFB) on their investigation into the loss of power at Heathrow airport due to the failure of a National Grid 'supergrid' transformer. An Electrical and Control Technical Strategy Lead (TSL) attended two meetings, via teams, providing a detailed briefing document to enable LFB to better understand the equipment involved in the incident. The TSL also provided LFB with a list of information that should be obtained from National Grid to assist with determining the source of the failure and consequential fire. This work has been undertaken at pace and with short notice to respond, this allowed LFB to move their high-profile investigation forward.

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

Website modernisation project 2024/2025 to 2026/2027

Our first year of a three-year website modernisation project has focused on improving accessibility, quality of content, ease of search and navigation plus the removal of any outdated materials. Work during this year delivered the two recommendations in the Public Bodies Review of HSE - to 'improve the look and accessibility of hse.gov.uk' and 'create a plan for a review of our entire website'.



Improvements delivered to date are having a positive impact, we:

- now rank 3rd out of 236 government/ALB websites when it comes to quality of content, code and accessibility according to an independent report*
- 22% increase in pageviews from hse.gov.uk home page links, 273k pageviews post improvements compared to 224.6k for the preceding period pre-improvements
- 260% increase in pageviews from new home page to our media centre (press.hse.gov.uk), 58k pageviews post improvements compared to 16.1k for the preceding period pre-improvements
- archived and removed over 6500 webpages and PDFs containing outdated or unused guidance
- We also improved HSE's presence on gov.uk.

*Source: Sitemorse Q1/2025 report on Government and Public bodies websites at: <https://sitemorse.com/index/report-table.html?rt=2209>

Review and Revision of HSE's [webpages on bloodborne viruses](#): HSE's bloodborne viruses (BBV) webpages provide guidance on hazards associated with viruses such as HIV. The National Aids Trust (NAT) contacted HSE with concerns about out-of-date information on the website. HSE engaged with NAT to understand their concerns and an analysis of the website content did show, in terms of style, structure and language, it required updating. An in-depth revision of the BBV website as part of the ongoing Website Improvement Project with the input of internal and external subject matter experts. In a cross-divisional collaboration, HSE colleagues from policy, specialist operational, web and design, and the support and communications teams all contributed to the update ensuring up-to-date content relevant to workplace settings and a clear, streamlined and accessible website structure for easier navigation. The revised BBV website was published at the end of April 2025 and publicised via ebulletins. The new website will help employers to identify, assess and manage BBV hazards in their workplace using simple preventative measures. The revised guidance also explains actions to take following accidental workplace exposure and now includes with more identifiable links to authoritative clinical sources, including the NHS and UK Health Security Agency. HSE will evaluate use of the new BBV website and lessons learned will be applied to other webpage revisions within the Website Improvement Project.

HSE webpages improved: Insight evidence showed that only around 5% of the estimated 500,000 LEV systems in GB workplaces have not been adequately commissioned before being put into use. HSE [webpages](#) have been improved to emphasise the need to commission LEV systems, so as to ensure adequate control of hazardous substances from initial installation.

Commercial support for Health and Safety Authority, Ireland: HSE specialists and scientists have been working to develop and deliver commercial training on machinery safety to the Health and Safety Authority (HSA) in the Republic of Ireland. This training will support Ireland's safety regulator in understanding the

latest standards and regulatory benchmarks which HSE use. In addition to upskilling HSA's inspectors, this training will: provide greater consistency across safety regulation in machinery markets across the UK and the Republic of Ireland; further strengthen relations between HSE and HSA creating the potential for future support and collaboration; and provide further opportunity for development of HSE staff.

Securing compliance with the law

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

HSE working with the police – Benwell house explosion: HSE assisted the Police following a suspected gas explosion and the death of a boy aged 7 and an adult male. Colleagues from HSE Investigation Division and Science Division worked alongside Northumbria Police to establish the immediate cause of the explosion which occurred in a terraced row of residential flats in the Benwell area of Newcastle Upon Tyne. The incident on the 16th October 2024 destroyed 2 properties, see picture below.



HSE were quickly able to establish the incident was not caused by a release of natural gas and an investigation under the [work related death protocol](#) was ruled out. However, a Principal Gas Engineer from Science Division had the expertise to provide the police with evidence the explosion was caused by the release of pressurised liquid butane used in the large scale production of cannabis resin products. Northumbria Police were able to prosecute for manslaughter as reported by [BBC News](#).

[Paddleboard Deaths:](#) A paddleboard business owner was jailed for 10 years and six months for gross negligence manslaughter following the deaths of four people in 2021.

Nerys Lloyd, 39, from Aberavon, who was the owner and sole director of Salty Dog Co Ltd, was charged with the gross negligence manslaughter of Paul O'Dwyer, 42, Andrea Powell, 41, Morgan Rogers, 24, and Nicola Wheatley, 40, following their tragic deaths following the incident in Haverfordwest Town Weir on 30 October 2021.

A joint investigation by Dyfed-Powys Police and HSE found that Lloyd was not correctly qualified to lead a stand-up paddle board river tour. HSE's Media colleagues worked closely with the Crown Prosecution Service and the police to prepare a joint press release on behalf of the investigative bodies. The case attracted significant media attention across the country.



[QinetiQ Limited:](#) On April 3, a defence technology company was fined £800,000 after an employee was shot during testing of ammunition at a Ministry of Defence (MoD) range in South Wales.

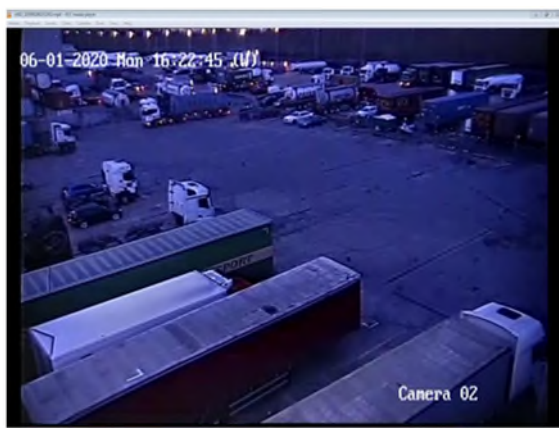
The father-of-two was left paralysed below the shoulders after being shot by a 5.56mm bullet fired from a gun, 570 metres away. The incident happened on 25 March 2021 during a NATO ammunition quality assurance trial at the MoD Ranges in Pendine.

The now 42-year-old's role had been to check the impact of bullets on a metal target and was in front of the target when the bullet was fired.



HSE's investigation found the company had failed to adequately assess the risks for the trial activity. As a result they did not have adequate precautions in place to ensure that no one was near the target when the rounds were fired.

Industrial Chemicals Limited (ICL): A joint HSE and Environment Agency (EA) investigation, led to Industrial Chemicals Limited (ICL) being fined £2.5 million on 28 March 2025 following two separate loss of containment events in 2020 due to poor plant maintenance. £2.4 million of the fine related to Health and Safety at Work offences and £100K to Environmental Permitting Regulations offences. In the first incident, that lasted 24 hours, a significant loss of hydrochloric acid, created a large toxic cloud of hydrogen chloride gas, that spread to nearby towns and caused the closure of schools and businesses in West Thurrock and Chafford.



Immediately before (left) and during (right) the uncontrolled release of hydrochloric acid

In the second incident a large release of sulphuric acid, a highly corrosive chemical, posed health risks to employees and contractors on-site, due to the significant chemical fumes emitted. The investigations identified that both incidents were caused by failures in the installation, maintenance and inspection of plant pipework. The investigation teams involved HSE and EA inspectors – regulatory and specialist – and SD scientists, supported by LSD and divisional support colleagues. An Improvement Notice was served on ICL early in the investigations requiring the suitable inspection of plastic pipework susceptible to deterioration. The sentencing judge noted ICL's poor health and safety record, including previous incidents

attributable to poor maintenance of pipework; this was treated as an aggravating factor and increased the fine.

Prosecution for serious safety failings on guided busway: On 16 April 2025 Cambridgeshire County Council (CCC) was fined £6 million after pleading guilty to serious safety failings on its Guided Busway that led to three deaths and multiple injuries over a ten-year period. A guided busway is purpose-built track exclusively for buses to bypass traffic congestion. The prosecution followed a long and complex HSE investigation, where incidents continued to happen notwithstanding regular enforcement action. Despite the first fatality in 2015, the council did not conduct its first risk assessment until August 2016, five years after the Guided Busway first opened. The investigation established that basic safety measures were missing across the busway including lighting of some crossing points, appropriate speed limits for buses, sufficient measures to separate pedestrians and other users including cyclists from passing buses, and adequate signage warning of dangers. The council's failure to properly assess and manage the risks on the Guided Busway from the outset, was causative of these deaths. Even after the first fatality, CCC failed to take adequate action to protect the public. Instead, it chose to appeal an Improvement Notice, rather than acting on HSE's concerns and incidents continued to happen. Simple measures could have saved lives and life changing injuries.

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

External scrutiny of HSE's Recruitment Policies and Procedures: A recent audit conducted by the Civil Service Commission (CSC) has rated HSE's recruitment policies and procedures as **Good**, which is the highest rating available. The Commission also advised that following their assessment and assurance of the robust approach and practices we have in place, there will be no audit this year. This positive outcome reflects the strong collaborative working between colleagues in the recruitment team and hiring managers across the organisation, in particular at a time of significantly increased recruitment activity.

We acknowledge we can be even better and will be acting on the three key recommendations in the CSC's report to do so to ensure continued improvement in our recruitment activity but this audit has shown how in just over three years HSE has moved from requiring improvement to attaining the top rating from the CSC.

Published fatalities update¹

Since the last update to the Board, **15** fatalities which occurred in 2024/25 have subsequently been published on the HSE website. Please see table below for details.

Date of incident	Name	Age	Description of incident	Local Authority	General Industry Sector	Employment status
18/05/2024	Dorothy Foley	93	The deceased died while under residential nursing care	Cardiff UA	Services	Member of the public
04/09/2024	Paul Oakley	62	The deceased died following a fall	Bristol UA	Construction	Self employed
19/10/2024	Paul Swales	88	The deceased died following an explosion	Bedford UA	Construction	Member of the public
19/10/2024	Julia Harris	84	The deceased died following an explosion	Bedford UA	Construction	Member of the public
21/10/2024	Pamela Barnwell	88	The deceased came into contact with cattle	New Forest	Agriculture	Member of the public
28/10/2024	Stanley Bird	88	The deceased came into contact with machinery	West Northamptonshire	Agriculture	Self employed
08/11/2024	Peter Sheffield	66	The deceased fell from height	Cheshire West & Chester UA	Services	Employee
16/11/2024	Robert McLeod	43	The deceased came into contact with machinery	Aberdeenshire UA	Agriculture	Employee
09/12/2024	Elvis Zekaj	40	The deceased fell from height	Southwark	Construction	Self employed
14/12/2024	Jeffrey Eatwell	72	The deceased died following a fall	West Berkshire UA	Construction	Employee
06/01/2025	Adrian Jones	61	The deceased was trapped by something collapsing or overturning	Powys UA	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](#).

03/02/2025	Adam Duroemayo	38	The deceased was struck by an object	Huntingdon	Services	Employee
06/02/2025	Royston Brown	52	The deceased was trapped by something collapsing or overturning	Edinburgh UA	Construction	Employee
07/02/2025	Dorin Llie	58	The deceased was struck by an object	Medway Towns UA	Water/Waste Management	Employee
04/03/2025	Alfie Robert Taylor	21	The deceased fell from height	Blackpool UA	Construction	Self employed