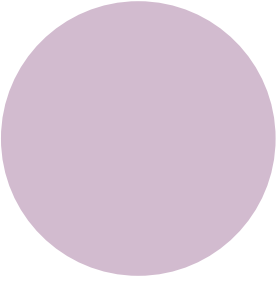
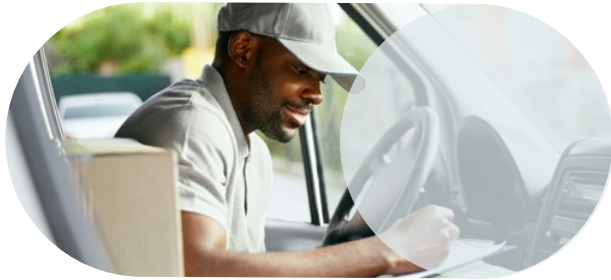
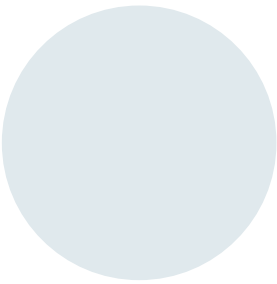




An tÚdarás Sláinte agus Sábháilteachta  
Health and Safety Authority

# Programme of Work 2024



# Our Vision:

Healthy, safe and  
productive lives and  
enterprises



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# 01

## Foreword

This programme represents the third and final year of the implementation of our Strategy Statement 2022-2024, and the third year of the implementation of the Strategy for Accreditation 2022-2026.

The work programme presented here will contribute to the delivery of the Authority's vision of healthy, safe and productive lives and enterprises. The development of the programme takes account of emerging issues in our workplaces and society. It has also been informed by a mid-term review of the implementation of our current Strategy Statement. At this point, delivery is broadly on target, but a number of important items will be prioritised and completed in 2024 to ensure delivery of strategic priorities.

We will focus on particular work activities and workplaces through a range of proactive inspections and targeted campaigns, including in the high-risk sectors of agriculture, construction, transport and logistics, health and social care, chemical production and storage and utilities.

As we continue our commitment to collaboration, consultation and communication with all stakeholders, we will continue to create awareness of the safety representative role. This role is of strategic importance to the Authority in the delivery of its occupational safety and health mandate.

We have an eye to the future as we take account of changing work, workers and workplaces in Ireland. We will develop supports and resources to address the evolving nature of work including impacts related to digitisation, sustainability, and changing workforce demographics.

We will continue to develop our Occupational Health division and have prioritised activity in relation to psychosocial hazards and risks in key sectors for 2024. We will begin working with the newly established Health and Social Care Advisory Committee of the Board, and we look forward to the sectoral expertise that this Committee can provide to our Board and to establishing strong networks through the group.

In our third year of implementing the Strategy for Accreditation, we will be focusing on engaging with Government and national stakeholders to promote the use of accreditation in provision of public service and the development of national policies.

Our chemicals and market surveillance programmes will focus on influencing developments at EU level. We will be very involved in activities to implement the ambitions of the EU Chemicals Strategy for Sustainability. Planned new EU Regulations will fundamentally change the way chemicals are regulated and our most significant activity in 2024 will be involvement in the review of the REACH Regulation. Our market surveillance programme will monitor products placed on the Irish market to ensure that they are compliant with chemicals and industrial products legislation. In particular, we will monitor imports from the United Kingdom where evidence of greater divergence from EU requirements is starting to emerge. Due to economic and climate change factors, we are seeing increasing demand for land use planning advice and inspections of chemical production and storage sites; we aim to regulate and support activity in this area.

A key task for our Board in 2024 will be the development of the Strategy Statement for the period 2025 to 2027. The Board will steer this process. We will engage in wide and meaningful consultation with stakeholders, staff and the public. Our aim is to take account of changing economic and societal factors and to develop a set of strategic priorities and goals that will drive a high level performance in relation to all of our mandates.

We will continue to recruit and develop staff so that we can grow our organisation and ensure we have the staff and skills we need to deliver on all our legislative mandates. We will introduce our new core IT platform to improve how we plan, record and report on all our regulatory programmes. We will monitor the implementation of our People, Data and Communication strategies. These transformations in the way we work will support us in delivering this programme and prepare us for high-level performance in the longer term.



**Conor O'Brien**  
*Chief Executive Officer*



# Vision, Mission, Mandate and Values

## Vision

**Healthy, safe and productive lives and enterprises.**

## Mission

**We regulate and promote work-related safety, health and welfare and the safe use of chemicals and products. We provide the national accreditation service.**

## Mandate

- **To regulate the safety, health, and welfare of people at work and those affected by work activities.**
- **To promote improvement in the safety, health, and welfare of people at work and those affected by work activities.**
- **To regulate and promote the safe manufacture, use, placing on the market, trade, supply, storage, and transport of chemicals.**
- **To act as a surveillance authority in relation to relevant single European market legislation.**
- **To act as the national accreditation body for Ireland.**



In the longer term we want to realise a safe and healthy working life for people in Ireland and to foster an environment where businesses can grow and prosper

## Values

### Our **CORE** Values:

- **Collaboration**

We listen, consult, and collaborate with employees, stakeholders, and partners.

- **Openness**

We embrace diverse perspectives while striving to be inclusive in all that we do. We encourage open and honest communication.

- **Responsiveness**

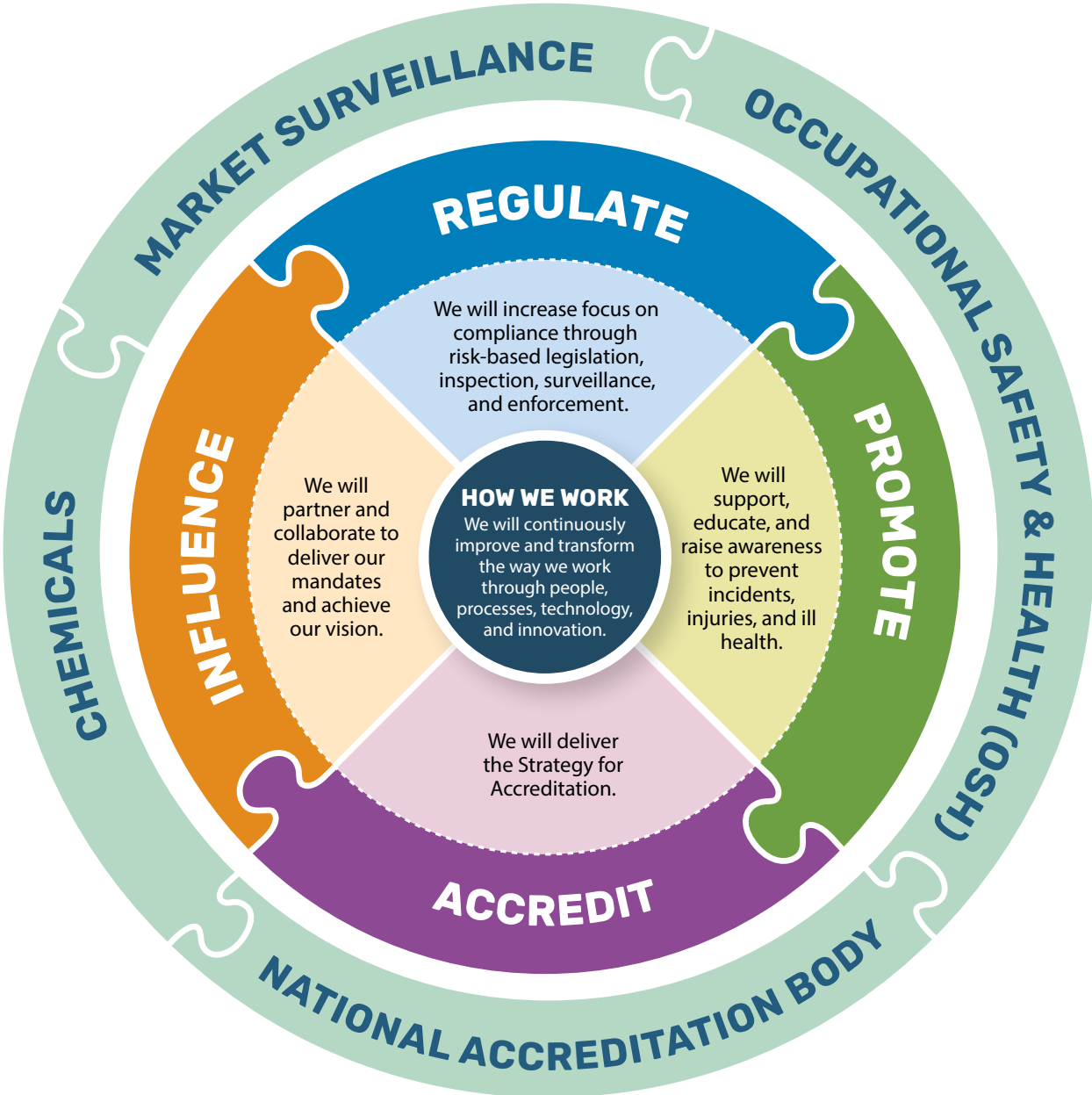
We adapt to changing circumstances and drive continuous improvement through innovation. We use data to inform what we do, and we evaluate and share learnings.

- **Ethics**

We uphold the highest professional, governance and ethical standards. We will earn trust by being accountable and delivering our services in a fair, independent and transparent manner.

# 03

# Strategic Priorities



# 04

# Delivering our Strategy

## Programme of Work 2024

**The Programme of Work for 2024 will be aligned to our existing strategic priorities and will cover each of our extensive mandates.**

### Regulate

We will increase focus on compliance through risk-based legislation, inspection, surveillance and enforcement.

#### Inspection and Investigation

We will complete a comprehensive programme of proactive inspections across occupational safety and health (OSH), chemicals, and market surveillance. We will prioritise investigation activity to hold to account duty holders who expose their employees and others to significant levels of risk while breaking the law. All work-related fatalities will be investigated.

We will continue to place a particular focus on health and safety risks in the high-risk sectors of agriculture, construction, transport and logistics, health and social care and chemical production and storage. In addition, we will undertake a targeted and risk-based approach to inspections in the sectors of Utilities, Waste and Engineering.

An increased focus will be placed on psychosocial hazards and risks with targeted campaigns in key sectors. Our inspection programme will also include risk-based health and hygiene inspections focusing on specific health hazards and risks.

#### Competent and Designated National Authority Functions

Chemicals will remain a key focus in 2024 as the Authority continues its participation in the activities to implement the ambitions of the EU Chemicals Strategy for Sustainability; in particular the review of the REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) Regulation and the development of a new cross cutting EU Regulation for more efficient assessment of chemical substances under the planned new "One Substance, One Assessment" EU Regulation. It is envisaged that the new EU Regulations will fundamentally change the way chemicals are regulated and risk managed.

The Authority will continue to fulfil its competent authority role for current legislation on REACH, COMAH, CLP, Detergents, Export-Import, Market Surveillance, Dangerous Substances and the transport of dangerous goods by road (ADR). Specifically, the Authority will continue to actively participate in UN discussions on ADR as required, commence the evaluation of one chemical substance on behalf of Ireland under the substance evaluation process of REACH and prepare and submit to ECHA another IE dossier to harmonise the classification of a chemical substance. We will continue to provide support to stakeholders and promote the safe and sustainable use of chemicals through our national Chemicals Helpdesk and stakeholder awareness activities.



While the most significant activity will be the review of the REACH Regulation in 2024, we will continue to actively participate in European Commission and European Chemicals Agency (ECHA) committees and working groups. Our members on ECHA's committees will continue to undertake rapporteurships to develop scientific opinions. We will also continue to participate in relevant EU expert groups.

At a national level, as a result of economic and climate change factors, we will provide COMAH related technical land use planning advice when requested and will prioritise inspections on chemical production and storage sites to reflect the continued growth in those areas as well as on new COMAH establishments.

## Market Surveillance

We will continue to promote and raise awareness amongst consumers and workers of the importance of purchasing and using products safely. Given the level of change in the wider EU landscape, engagement with the EU Commission, EU Agencies and other Competent Authorities will be prioritised alongside the provision of technical advice, authorisations and market surveillance assessments.

We will assess the compliance of products within our remit through proactive and reactive surveillance inspections of products imported, sold online and distributed on the Irish market. As part of our engagement in harmonised EU enforcement projects, we will continue to participate in the EU campaigns in relation to circular saws, scissors lifts and asbestos in brake pads in 2024.

We will continue to support and advise businesses importing products as they work to meet EU regulatory requirements and product standards, in particular those importing from the United Kingdom where evidence of greater divergence from EU requirements is starting to emerge.

## Support the Minister and DETE

We will support the Minister and the Department with the transposition and implementation of the amendment to the Carcinogens Directive. We will also contribute to legislative and policy updates with regard to the asbestos limits and update the Code of Practice (for the Safety Health and Welfare at Work (Chemical Agents) Regulations 2001 – 2021) to reflect changing occupational exposure limits for certain chemicals.

We will continue to represent the Irish Government on the Commission's Working Parties to update EU Directives on Workplaces and Display Screen Equipment to reflect more up to date work environments and work practices.

Given the level of legislative change at an EU level for the EU Chemicals Strategy in 2024, it will be a priority to support the Minister and DETE in the European negotiations for new legislation and the review of existing EU chemical Regulations [CLP, REACH, Detergents, and Rotterdam (chemical exports/imports)].

## Promote

We will support, educate and raise awareness to prevent incidents, injuries and ill health.

## Enterprise and Employee Support

We will continue to educate, raise awareness and provide support and advice to employers and workers through our Contact Centre, website, publications and e-tools (hsaLearning, BeSMART, FarmSafely and WorkPositive<sup>cl</sup>) to enable them to meet their occupational safety and health obligations.

Our resources will take account of the specific needs of those at greatest risk, such as vulnerable and migrant workers and those in the GIG economy, ensuring that guidance, advice and support to them and their representative bodies is clear and accessible.

We will develop online awareness courses and risk assessments with clear and accessible information on workplace safety, health and welfare.

Through our inspection and engagement programmes, we will continue to promote the role of Safety Representatives to ensure that employers and employees understand the value of this role.

We will increase our focus on occupational health guidance and in particular on health surveillance, sensitive risk groups, first aid, return to work following long term illness along with intoxicants at work. We will develop specific psychosocial supports and resources for SMEs, vulnerable workers and those involved in the gig economy. We will develop human and organisational factors resources to promote a greater understanding of workplace hazards and risks. We will continue to promote existing resources on working with sensitive content and WorkPositive<sup>cl</sup>.

## Future Workers and Work

We will provide information and guidance on occupational health and safety which takes account of changing work, workers and workplaces in Ireland. We will develop supports and resources on the changing nature of work including digitalisation and digital work and its impact on worker mental health.

In aligning with EU-OSHA priorities, we will focus on the impact of environment sustainability, changing workforce and workplace demographics, and the increasing adoption of digitalisation and AI at work. This will become more important as people increasingly work alongside robots and smart machines.

## Influence

We will partner and collaborate to deliver our mandates and achieve our vision.

### Stakeholder Engagement

We will continue our work to implement the Farm Safety Partnership Action Plan and the Construction Safety Partnership Action Plan through our support of the Board Advisory Committees. We look forward to engaging with key stakeholders involved in the newly established Health and Social Care Advisory Committee that will support the Board of the Authority in promoting best practice in occupational health and safety in this sector.

The development of improved stakeholder relationships will continue in specific areas such as quarry safety, retail, logistics and ports. The growth in the area of green energy will also require the development of new stakeholder relationships and this will be progressed in 2024.

### Strategic Engagement

A key project in 2024 will be the preparation of the Strategy Statement for the period 2025 to 2027. The Board of the Authority will steer a process that will involve in-depth analysis and wide consultation with staff and key stakeholders. The aim will be to develop a refreshed set of strategic goals and priorities for delivery of the Authority's mandate into the future. The draft Strategy will be submitted to the Minister by 31 October 2024.

### EU Policy Input

We will endeavour that the Authority makes an effective contribution to EU committees and working groups that are developing policies and guidance relating to OSH, chemicals, market surveillance and accreditation. We will, where appropriate, assume lead roles on specific committees and working groups in line with our national and strategic interests.

The Authority will support the Minister and the Department in the development of policy and legislative proposals relating to OSH, chemicals and market surveillance of products nationally and at an EU and international level.

## Accredit

We will deliver the strategy for accreditation.

Our initial focus for 2024 will be on maintaining the existing programme of accreditation for existing and applicant clients. We will proactively promote general awareness of the benefits of accreditation. Furthermore, we will continue to engage with Government and national stakeholders to promote the use of accreditation in provision of public service and the development of national policies.

Internally, a focus will be on ensuring, efficient processes and the necessary blend of resources for INAB to underpin and effectively deliver its existing programme of accreditation while also seeking to grow uptake into the future as part of the accreditation strategy.

## How We Work

We will continuously improve and transform the way we work through people, processes, technology and innovation.

### Ongoing Transformation

Our transformation journey continues, and we continue to grow our teams and expertise and further embed integrated ways of working; advancing technology solutions; building our data analytics capability; and working collaboratively both within the Authority and with our many external stakeholders to deliver on our diverse mandate.

The Authority has recently developed a People Strategy, a Communications Strategy, and a Data Strategy. We will focus on implementing these inter-related strategies effectively, through assignment of appropriate resources and senior executive sponsorship to ensure the ambition of the full extent of our transformation agenda is realised.

We will further strengthen and build capability through targeted recruitment campaigns and continuous professional development opportunities. To best steer our ongoing programme of organisational development, specific internal initiatives will focus on culture and leadership; career development and fulfilment; involvement and recognition; and wellness and inclusivity.

Building on the recent development of a new end-to-end case management platform we will support the deployment of this solution across all functional areas and commence planning to leverage additional functionality such as automation, scheduling, mapping, and risk-profiling.

In the achievement of our strategy, and the execution of our mandates, we will ensure an appropriate focus on risk management and the maintenance of a robust corporate governance framework.



**We will further strengthen and build capability through targeted recruitment campaigns and continuous professional development opportunities**

## 05

# Occupational Safety and Health

Regulate

Promote

Influence

## We will:

- investigate all fatal accidents reported to the Authority,
- assess and respond, using a risk-based approach, to serious workplace accidents,
- hold wrongdoers to account, in conjunction with the office of the Director of Public Prosecutions,
- deliver 10,000 proactive inspections by way of specific campaigns and targeted inspections across all economic sectors but focusing where risks are highest. The inspection programme in 2024 will have particular focus on:
  - psychosocial hazards and risks, including workplace bullying and stress,
  - vulnerable workers and workers in the gig economy,
  - violence and aggression,
  - lone working,
  - load security, loading/unloading, storage racking, industrial trucks and lifting equipment,
  - exposure to biological agents,
  - removal and management of asbestos-containing materials,
  - exposure to chemical agents such as carcinogenic, mutagenic and reprotoxic substances,
  - hazardous medicinal products and potent compounds,
  - confined space risk assessments and training,
  - exposure to noise and vibration,
  - indoor air quality,
  - manual handling and people handling activities,
  - accident and dangerous occurrence reporting,
- carry out specific inspection campaigns in the following sectors:
  - agriculture,
  - quarries,
  - manufacturing sites,
  - construction,
  - docks and ports,
  - waste facilities,
- promote the role of the safety representative by engaging with employee and employer representatives. Host a conference on the role of safety representatives,
- prepare supports and advice in the following areas:
  - specific risks and control measures for lone workers,
  - human and organisational factors in risk assessments,
  - third party violence and aggression,
  - use of hazardous medicinal products,
  - use of health surveillance programmes, employer and employee first aid, sensitive risk groups,

- Audiometry and management of work-related noise,
- Precast concrete and guidance for the safe manufacture, design and erection of timber frame housing,
- occupational safety and health in waste facilities and offshore wind facilities,
- update BeSMART.ie to comply with new guidance for fire safety, chemical restrictions, and indoor air quality and develop new business types to support dairy and beef farming,
- provide technical support to the Department on the following legislative proposals:
  - lead/Diisocyanate Directives and amendments to the Asbestos Worker's Directive,
  - transposition of amendments to the Carcinogens Mutagens Directive,
  - code of Practice on Occupational Exposure Levels to reflect new exposure limit values,
  - quarries Regulations,
  - construction Regulations,
- complete actions assigned to the Authority in the Road Safety Strategy 2021-2024, specifically in relation to the development of a joint intervention strategy between the Authority, the Road Safety Authority and An Garda Síochána. We will support the development of a data sharing protocol to facilitate the identification of work-related road collisions,
- develop new HSAlearning.ie courses addressing topics such as psychosocial hazards in healthcare, accident/incident reporting, exposure to silica dust, human factors and occupational safety and health for different apprenticeship profiles,
- collaborate with stakeholder groups working with vulnerable workers to ensure Authority resources and supports are disseminated, and
- participate in the EU Commission's Senior Labour Inspectorate Committee (SLIC) working groups on biological agents, chemicals and diving, and in the Advisory Committee on Safety and Health working parties on the update of the Workplaces Directive and Display Screen Equipment Directive.



# 06

# Chemicals

Regulate

Promote

Influence

## We will:

- deliver 620 inspections targeting high risk chemical activities, focusing on areas with a greater potential for exposure to chemicals including chemicals processing, transportation, manufacture and use in the workplace,
- support D/ETE and Ireland to progress the EU Chemical Strategy for Sustainability in EU Council negotiations as they develop new legislative proposals for REACH, One Substance- One Assessment, Detergents and the Export/Import European Regulations,
- support the objective of the 'one substance, one assessment' approach of the delivery of safety assessments of chemicals across all relevant legislation and engage with stakeholders to promote same,
- provide information and create awareness around the new legislative changes to the EU Classification, Labelling and Packaging Regulation,
- commence evaluation of one chemical substance on behalf of Ireland under the substance evaluation process of REACH,
- prepare and submit harmonised classification and labelling (CLH) proposal(s) for chemical substances to ECHA,
- prepare four scientific opinions in our ECHA's Committee member role,
- provide expertise to ECHA's Forum on Enforcement for delivering an EU-wide enforcement project on compliance of imported substances, mixtures and articles,
- provide land-use-planning advice to planning authorities and An Bord Pleanála in respect of major accident hazard establishments (COMAH) and nearby developments,
- develop further guidance on technical land use planning and storage and transport advice in particular for the energy production sector,
- assess Safety Reports and significant modifications for COMAH sites,
- prioritise the inspection of high-risk chemical use sites,
- complete appropriate follow-up of reported serious accidents, complaints and ECHA referrals, and
- assess and process applications for authorisations, as required, under the ADR Regulations.

# 07

# Market Surveillance

Regulate

Promote

Influence

## We will:

- assess 750 chemical products and 325 industrial products, intended for industrial and consumer use, for compliance with EU requirements,
- check relevant non-compliant products on the Irish market which have been notified to the European Rapid Alert System for dangerous non-food products (Safety Gate) or the Information and Communication System for Market Surveillance (ICSMS),
- inform other Member States (through the ICSMS and Safety Gate systems) of non-compliant products found on the Irish market that may also be traded on EU markets,
- provide regulatory support and advice to businesses manufacturing, importing or distributing chemical and industrial products including those from Great Britain,
- promote and raise awareness on the safe use of chemicals and industrial products among consumers,
- advise and support those supplying chemical and industrial products on the market regarding their duties, and
- conduct the following EU and national enforcement campaigns focused on:
  - EU Joint action on scissors lifts,
  - EU Joint action on circular saws,
  - compliance of imported chemical goods,
  - ProSAFE project on asbestos in brake pads,
  - REACH Restricted substances in glues and adhesives,
  - REACH Restriction on Chromium VI in cement products, and
  - REACH Restricted substances in tattoo inks.

# 08

# Accreditation

Accredit

Promote

Influence

## We will:

- maintain the programme of accreditation for existing and applicant clients,
- process new applications for accreditation from new and existing clients,
- drive uptake of applications for new accreditation activity introduced,
- fulfil all representation at European and international accreditation committees,
- discharge all legislative responsibility as the Good Laboratory Practice monitoring authority, and
- deliver on Year 3 of the Strategy for Accreditation and in particular:
  - commission research to analyse, quantify and verify the benefits of accreditation,
  - implement the Communication Plan which was devised in 2023,
  - promote accreditation and build the INAB brand, continuing the Government and stakeholder engagement,
  - complete the strategic workforce plan to address the resource requirements to deliver the strategy for accreditation, and
  - improve efficiency within the accreditation process to improve user experience and provide effective accreditation solutions.



**We will maintain the programme of accreditation for existing and applicant clients**



# 09

# Operational Effectiveness

## How We Work

### We will:

- deliver the actions set out in our People Strategy 2023 – 2025 Empowering our Future, to ensure we continue to attract, develop and retain a highly skilled workforce remaining cognisant of the cultural impact of transformational changes now and into the future,
- implement all relevant actions set out in our Data Management Strategy 2023 – 2027,
- deliver awareness raising campaigns, events (both online and physical), publications, and media/public relations activity including supporting planned inspection campaigns as part of the delivery of our Communications Strategy 2023 – 2025,
- help to connect people and promote collaboration to positively influence colleague engagement through effective internal communication. Keeping our people informed about our day-to-day work as well as any future strategic or operational changes will ensure internal alignment with organisational goals and with external messaging,
- continue to further develop our new case management platform to optimise our core business processes, bringing benefits such as more efficient ways of working, better work planning, improved customer experiences, access to accurate, clean and complete data, and better insights,
- embed a framework for the management of serious incidents or crisis events, ensuring the Authority has a clear pathway to maintaining business continuity at all times,
- continue to prioritise our Information Security Improvement Programme, increasing the Authority’s security posture and ensuring ICT business continuity and disaster recovery plans are robust, and
- apply best practice to ensure quality (aligned with ISO 9001:2015), resulting in improved work processes and efficiency, consistency of approach, increased accountability and transparency and continuous improvement.



**We will continue to prioritise our Information Security Improvement Programme**

# 10

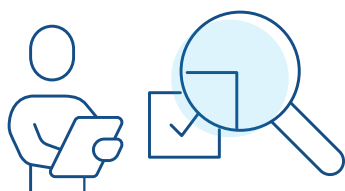
# Measuring Performance

Progress on this annual Programme of Work, which represents the final year of implementation of our Strategy Statement 2022-2024, will be monitored using a range of qualitative and quantitative measures.

In our Annual Report we will evaluate and appraise the implementation of each year of our strategy and will focus not just on measurement of activities but also look to measure the expected strategic outcomes.

We will regularly report to our Board and the Department of Enterprise, Trade and Employment on how the key performance indicators below are supporting the achievement of our strategic goals.

Key Performance Indicators	2024 Target
Proactive inspections (Occupational Safety and Health)	10,000
Proactive inspections (Chemicals Act and Transport of Dangerous Goods by Road)	620
Reactive inspections	500
Market Surveillance assessments (Chemical Products)	750
Market Surveillance assessments (Industrial Products)	325
EU Market Surveillance enforcement campaigns participated in	4
New users of BeSMART	7,500
Scientific opinions prepared for ECHA Committees	4
New proposals to harmonise the classification and labelling of substances	1
Accreditation decisions (new)	15
Accreditation decisions (renewed)	400



**INSPECTIONS 2024:**

**11,120**

**Which includes:**

**10,000** proactive inspections (OSH),  
**500** reactive inspections, and  
**620** chemicals inspections.



# Our Vision: Healthy, safe and productive lives and enterprises



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