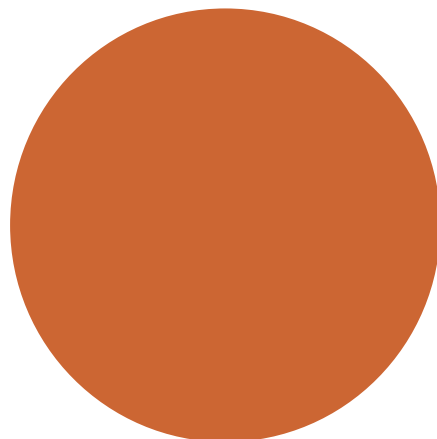


Annual Report 2021





Healthy, safe and
productive lives
and enterprises

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Report of the Chief Executive Officer and the Chairperson of the Board to Damien English, Minister of State for Business, Employment and Retail

Minister,

This is our third and final annual report under our *Strategy Statement 2019–2021*. This three-year strategic cycle commenced with a period of initial strong economic growth in 2019, followed by major change during 2020–21, as Ireland's economy and society grappled with the unprecedented impact of the global COVID-19 pandemic. Further uncertainty reigned throughout 2021 as the economy and society responded to the climate crisis, the changes to trading partnerships arising from the UK exit of the European Union, and international cybersecurity threats.

Our published *Programme of Work 2021* set out a wide range of objectives and actions to be delivered under our priorities and legal mandates in the final year of our strategic cycle. Leveraging our learning from 2020, we ensured that our approach for 2021 would allow us to continually assess and re-prioritise delivery of our programme of work in light of the ongoing COVID-19 pandemic, and in order to align to and support the overall Government approach and implementation of revised public health measures. This annual report sets out the achievements and objectives delivered in the context of the Authority's published programme of work, as well as the actions delivered by the Authority as part of the cross-Government response to the pandemic.

The year 2021, saw a welcome reduction in work-related fatalities, with a total of 38 reported. While this represents the lowest recorded figure since the Authority was established in 1989, we recognise that families, colleagues and communities have been left devastated as a result of these 38 lives lost in work-related incidents.

A sustained focus was kept on the high-risk sectors of construction, agriculture and healthcare originally identified under the *Strategy Statement 2019–2021*. A total of 7,477 inspections were completed across all sectors, with a further 1,109 investigations completed on foot of incident reports and complaints received. Eighteen prosecutions were concluded, with 16 prosecuted on indictment and two prosecuted summarily, resulting in fines totalling €692,750.

Farming remains one of the most dangerous sectors in which to work, but a 50% decline on the 2020 level of fatalities is encouraging and the Authority hopes that this is a sign that the safety message is getting through. The Farm Safety Partnership Advisory Committee (FSPAC), an advisory committee to the Board of the Health and Safety Authority (HSA), published its *Action Plan for 2021–2024*, which aims to reduce the level of fatalities, serious injuries and ill health in the agriculture sector. Our high levels of interaction continued also with the Construction Safety Partnership Advisory Committee (CSPAC) who undertook development work during the year for a new action plan for the period 2022–2024.

Throughout the year, we maintained an active role in the cross-government response to the COVID-19 pandemic through the Labour Employer Economic Forum (LEEF) implementation group. We contributed to the regular updates to the Work Safely Protocol and provided updated guidance, templates and checklists as Government and public health advice evolved.

Our role in relation to the Work Safely Protocol resulted in 7,437 COVID-19 inspections across a wide range of workplaces and industry sectors. Through our Contact Centre, we provided a helpdesk service for workers, members of the public and employers who were seeking specific information in relation to COVID-19 or who wished to make a complaint.

Specifically, in the health and social care sector our inspections focused on the protection of employees against the risk of occupational exposure to COVID-19. Inspections and investigations were undertaken in a range of health and social care workplaces, including acute hospitals, nursing homes, residential care, and community services. We also concluded a Regulatory Impact Assessment (RIA) following a request by the Board to examine the options for reporting cases of COVID-19 attributable to a work activity to the Authority.



Dr Sharon McGuinness
Chief Executive Officer



Tom Coughlan
Chairperson

In July 2021, the Authority was made a designated body under the Indoor Dining Regulations. From then until the end of the year, we completed 2,402 compliance checks, with a specific focus on operators having a system in place to only allow entry to permitted persons who had a valid EU Digital COVID Certificate.

Working together with the Workplace Relations Commission we jointly prepared the *Code of Practice for Employers and Employees on the Prevention and Resolution of Bullying at Work* which came into operation on 20 December 2020 with notice of its publication published in *Iris Oifigiúil* on 26 January 2021. We also published the 2021 *Code of Practice for the Safety, Health and Welfare at Work (Chemical Agents) Regulations (2001-2021)* and the *Safety, Health and Welfare at Work (Carcinogens) Regulations (2001-2019)*. This Code of Practice supported the transposition of EU Directive (EU) 2019/1831 which introduced new limit values for 10 specific substances.

The requirement for market surveillance of industrial products and chemicals coming into the Irish market is increasingly important since the UK left the EU. A total of 970 chemical products and 150 industrial products on the Irish market were assessed for compliance with technical requirements.

The Irish National Accreditation Board (INAB) met seven times in 2021 and awarded 18 accreditations with a further 342 decisions on accreditation made by the INAB Manager. Twenty-three new applications for accreditation were received in 2021, with 166 applications for extension to scope received from existing accredited clients. In consultation with our many stakeholders, a future-focused strategy for accreditation has been developed for the five-year period from 2022-2026. This is the first such strategic policy for accreditation in Ireland and has been developed to recognise the role accreditation will play in supporting Government, enterprise, regulators and consumers. This strategy provides a structured approach as to how accreditation will contribute to the Irish economy and society in future.

In 2021, the final year of our current strategic cycle, we also undertook a strategy development process to frame our next chapter. As part of this process, an extensive programme of external stakeholder feedback and public consultation was undertaken. We would like to express thanks to all who responded to the public consultation on our draft strategy. The overall stakeholder engagement process involved interviews, surveys and invitation of submissions from a wide range of internal and external stakeholder groups. The consultation process suggested a positive overall assessment of implementation of the current strategy as well as the extent of inherent collaboration. As part of the strategy development process, a review of outputs and outcomes from the *Strategy Statement 2019-2021* was undertaken which analysed the key performance indicators set for the programmes of work in 2019, 2020 and 2021. This review showed strong evidence of achievement of overall goals under each of the main strategic priorities set in the *Strategy Statement 2019-2021*.

As the Authority prepares for its next chapter, its new strategy will be delivered in a different context, in an Ireland which is in the process of recovering from the COVID-19 pandemic and its unprecedented impact on society, workplaces and employment. There are also changes in work practices, technology and innovation both in the near and longer term in addition to the continued uncertainties arising from the UK's exit from the European Union.

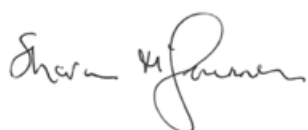
Internally, the Authority is also changing, and is scaling up quite significantly, including the addition of a new division. Extensive recruitment was undertaken across the organisation over the course of 2021, which resulted in 51 new appointments. A comprehensive onboarding programme was provided for new staff, in order to ensure that our people are trained and supported to deliver across all our mandates. We completed an organisational design and development project in order to build the Authority's operational resilience and ensure that its future operating model, ways of working, and talent pools are fit for purpose.

We continue to recognise the need to develop an evidence-based, data-driven organisation, and to target our allocation of resources based on best practice approaches to research, risk-based analysis and evaluation. A key focus for 2021 was enabling works towards the development of a new core platform which will optimise the Authority's regulatory and business processes, bringing benefits such as more efficient ways of working, end-to-end case management, better work planning, improved customer experiences, clean data and access to accurate complete data, and better insights. A thorough requirements gathering and procurement process was completed in 2021 which resulted in contracting and mobilising a new vendor for the delivery of the core platform.

As with all workplaces, the Authority's staff had to continuously adapt to the pandemic and the restrictions, adjusting how we work while taking on significant additional activities to support the national response to the COVID-19 pandemic in 2020 and 2021. Our people ensured we came through all the challenges of the past year while also progressing our strategic priorities on all fronts. Our teams showed a dedication and resilience which is part of the Authority's very core, and this allowed us to remain agile and pivot as required in order to contribute most effectively to the national effort.

We thank all members of the Board of the Authority for their work during 2021, and their commitment to its vision of realising healthy, safe and productive lives and enterprises.

Finally, we wish to thank the Minister for his support throughout 2021, and for his ongoing commitment and recognition of the importance of the work of the Authority. We look forward to working with the Minister, and his officials in the Department, in progressing the Authority's next chapter with the implementation of our *Strategy Statement 2022–2024*.



Dr Sharon McGuinness
Chief Executive Officer



Tom Coughlan
Chairperson

Summary and highlights

Enforcement indicators

Strategic Priority Regulate


7,477
inspections
completed


1,109
investigations
completed

68% 
percentage of inspections
and investigations where
enforcement was taken

970 
market surveillance
interventions of
chemical products


90%

Percentage safety
statements with
safety risk
assessment
included


18 prosecutions
on indictment
or summarily

150 
market surveillance
interventions
of industrial products

Fines imposed (€692,750)

Legislative development indicators

Strategic Priority Influence


500
responses to
Parliamentary
Questions and
information
provided to the
DETE



11
technical inputs provided
to the DETE on legislative
proposals

1 Code of
practice sent
to the DETE

**Number of EU/International Committee/
Working Group meetings/events attended**

181 servicing **55** committees (See Appendix 3)

Business support indicators

Strategic Priority Promote

19,394



inbound contacts handled
via the Authority's
Contact Centre

More than **1.5** million

HSA website visits

30

guidance and
information
sheets

56,804



online courses taken on
hsalearning.ie

27,494

students taking Choose Safety
education programmes

207 REACH information requests processed

117 CLP information requests processed

316 land use planning requests received/processed

336 asbestos notifications processed

Public awareness:



87% Agree
HSA important
in reducing
accidents and
deaths

84% Agree
health and safety
of employees is
taken seriously
in my workplace

88% Agree
effective
management of
health and safety
contributes to
business success

95% Agree
workers
very/fairly well
informed about
health and
safety

INAB indicators

Strategic Priority Accreditation

18

accreditations
awarded
by INAB Board



482

assessment
events
completed

23



new applications
for accreditation
received



342

accreditation
decisions
by INAB Manager

40

International
meetings
attended
by INAB



Corporate governance indicators

Strategic Priority How We Work

170



FOI
requests processed

6



FOI/DP/AIE
appeals processed

8



data protection
subject access
requests processed

5



AIE
requests processed

204



staff

99%



of
invoices paid
within 15 days

COVID-19 indicators

7,437



COVID-19 inspections to
check adherence with
Work Safely Protocol

3,714

requests
for information



2,484

complaints

in relation to COVID-19 via
HSA Contact Centre

2,484



complaints handled in
relation to COVID-19 and
the Work Safely Protocols

125,364



downloads of COVID-19
checklists and templates

28



Languages to support
non-English speaking
workers in specific sectors

11



competent authority
authorisations under ADR
Regulations for COVID-19 matters

Abbreviations

ACSH – Advisory Committee on Safety and Health

ADR – Carriage of Dangerous Goods by Road

AIE – Access to Information on the Environment

CA – Competent Authority

CARACAL – Competent Authority for REACH and CLP

CIF – Construction Industry Federation

CLH – Harmonised classification and labelling

CLP – Classification, Labelling and Packaging of Substances and Mixtures

COMAH – Control of Major Accident Hazards

CoP – Code of Practice

CSPAC – Construction Safety Partnership Advisory Committee

DAFM – Department of Agriculture, Food and the Marine

DETE – Department of Enterprise, Trade and Employment

DNA – Designated National Authority

EA – European Co-operation for Accreditation

ECHA – European Chemicals Agency

EPA – Environmental Protection Agency

ePIC – Prior Informed Consent IT System

ETSC – European Transport Safety Council

EU – European Union

EU-OSHA – European Agency for Safety and Health at Work

FOI – Freedom of Information

FSPAC – Farm Safety Partnership Advisory Committee

GLP – Good Laboratory Practice

HSE – Health Service Executive

ICSMS – Information and Communication System for Market Surveillance

ICT – Information and Communications Technology

IE – Ireland

INAB – Irish National Accreditation Board

LEEF – Labour Employer Economic Forum

LUP – Land Use Planning

MoU – Memorandum of Understanding

NPIC – National Poisons Information Centre

OECD – Organisation for Economic Co-operation and Development

OELV – Occupational Exposure Limit Value

OGCIO – Office of the Government Chief Information Officer

OPCW – Organisation for the Prohibition of Chemical Weapons

OSH – Occupational Health and Safety

PIC – Prior Informed Consent

PPE – Personal Protective Equipment

RAC – Committee for Risk Assessment

RAPEX – EU rapid alert system for unsafe consumer products and consumer protection

REACH – Registration, Evaluation, Authorisation and Restriction of Chemicals

REF – REACH Enforcement Forum

RIA – Regulatory Impact Analysis

RiME+ – Risk Management and Evaluation Platform

SACURIMA – Safety Culture and Risk Management in Agriculture

SDS – Safety Data Sheet

SEAC – Committee for Socio-economic Analysis

SLIC – Senior Labour Inspectors Committee

TAMS – Targeted Agriculture Modernisation Schemes

THOR – The Health and Occupation Research Network

TPED – Directive 2010/35/EU – transportable pressure equipment

UK – United Kingdom

Role of the Health and Safety Authority

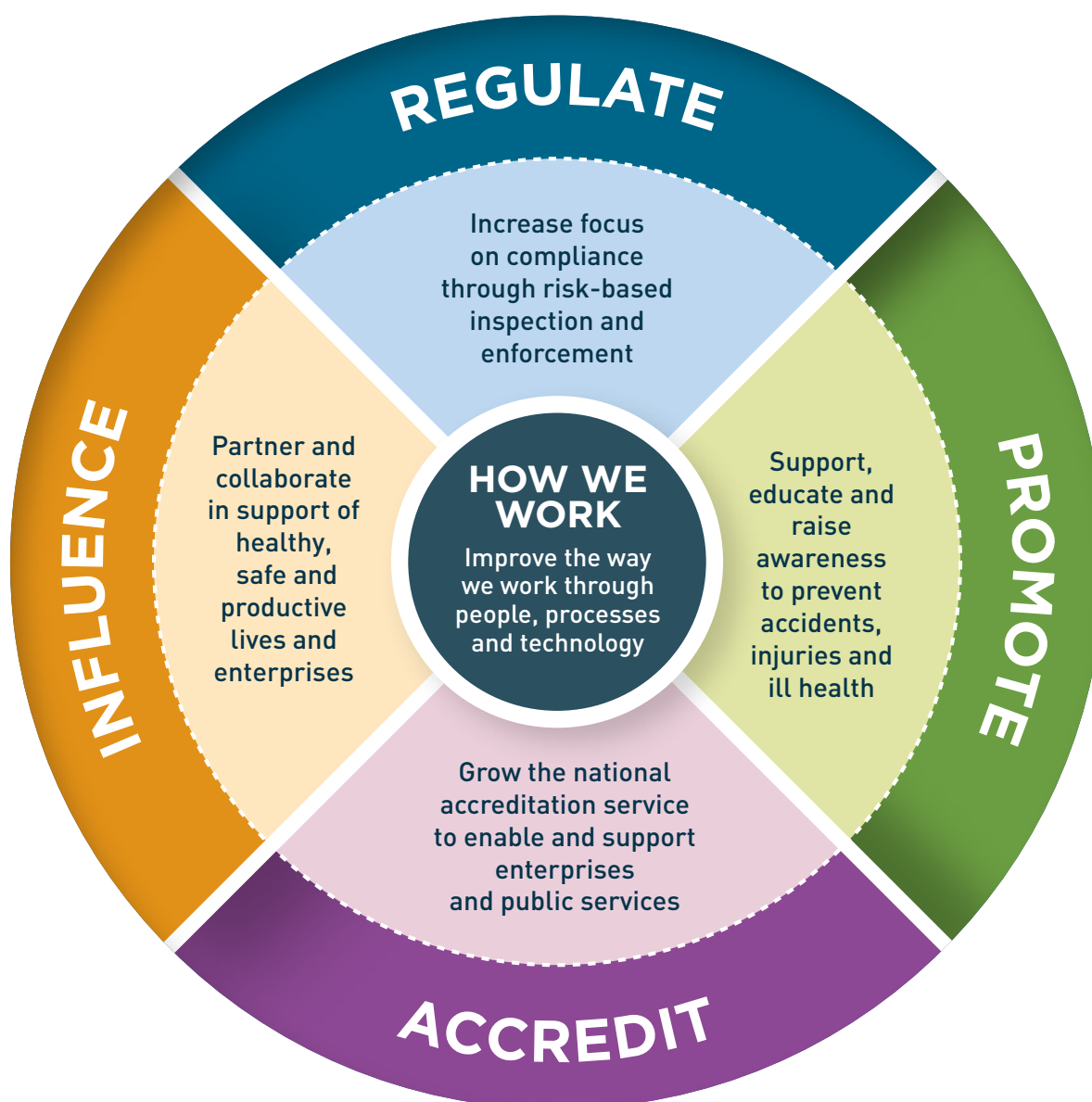
The Authority's mandate includes the following roles:

- 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.



Strategy of the Health and Safety Authority 2019-2021

The Authority's strategy for the period 2019 to 2021 sets out five strategic priorities as outlined below:



Board and Executive of the Health and Safety Authority

The Board determines the Authority's operational policy. It comprises 12 members: a chairperson and 11 members appointed by the Minister for Enterprise, Trade and Employment. The Minister appoints members nominated by organisations that are representative of the interests associated with occupational safety and health and chemicals regulation, including employees, employers and other bodies. Appointments are for a term of three years in a part-time capacity. Members may be invited to serve two terms.

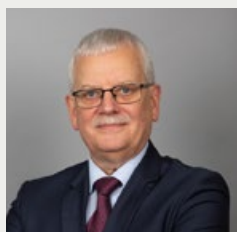
Board member	Position	Board meetings attended in 2021
Chairperson		
Tom Coughlan	Former Chief Executive, Clare County Council (2009–2016)	9 of 9
Employer nominees		
Andrew Bowers	Director Operational Excellence, Enterprise Management System at Baxter Healthcare Corporation	7 of 9
Frank Kelly	Construction Director, Walls Construction Ltd.	9 of 9
Paul Kelly	Director, Food Drink Ireland (FDI)	9 of 9
Employee nominees		
Deirdre MacDonald	Past President of Association of Secondary School Teachers of Ireland	9 of 9
David Hughes	Deputy General Secretary, The Irish Nurses and Midwives Organisation (INMO)	9 of 9
Michelle Quinn	Sector Organiser, Wholesale, Retail, Distribution and Related Sector, SIPTU	9 of 9
Ministerial nominees		
Deirdre Cullivan	HR Consultant	9 of 9
Stephen Curran	Principal Officer, Safety Health and Chemicals Policy Unit, Department of Enterprise, Trade and Employment	9 of 9
Bríd De Buitléar	IT and Business Operations leader	7 of 9
Mary Coyne	Fellow of the Association of Chartered Certified Accountants (FCCA)	9 of 9
Ciarán Roche	Risk Manager and the Company Safety Manager, FBD Insurance	9 of 9

The Chief Executive Officer, together with three assistant chief executives, manages the implementation of strategy in line with the Authority's statutory responsibilities and policies as set out by the Board.

As of 31 December 2021, the Authority employed 204 permanent staff, including inspectors, professional and technical specialists, accreditation officers, administrators and clerical staff.

Board of the Authority

Chairperson



Tom Coughlan

Employer nominees



Andrew Bowers



Frank Kelly



Paul Kelly

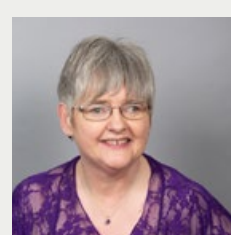
Employee nominees



Deirdre MacDonald



David Hughes



Michelle Quinn

Ministerial nominees



Deirdre Cullivan



Stephen Curran



Bríd De Buitleár



Ciarán Roche



Mary Coyne

Executive of the Authority

Chief Executive

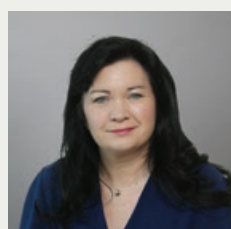


Dr Sharon
McGuinness

Assistant Chief Executives



Mark Cullen
*Operational
Compliance and
Prevention Division*



Yvonne Mullooly
*Chemicals and
Prevention Division*



Dr Kevin De Barra
*Corporate Services
Division*

Irish National Accreditation Board

The Irish National Accreditation Board (INAB) is a Health and Safety Authority committee. The Board of INAB, which makes decisions relating to the award of accreditation, has 12 members and is appointed by the Board of the Health and Safety Authority.

Board member	Position	Board meetings attended in 2021
Ita Kinahan , <i>Chairperson</i>	State Chemist, State Laboratory	7 of 7
Dr Adrienne Duff	Manager of INAB; ex-officio Board member	7 of 7
Cecilie Laake	Director General, Norwegian Accreditation	7 of 7
Raymond Ellard	Director of Consumer Protection, Food Safety Authority of Ireland	7 of 7
Jim O'Toole	Chief Executive, Bord Iascaigh Mhara	7 of 7
Paul Hetherington , <i>Vice-Chairperson</i>	Director of the National Metrology Laboratory	4 of 4 (retired June 2021)
Peter Dennehy	Barrister-at-law, Chartered Engineer FIEI	5 of 7 (retired December 2021)
Dr Caitríona Fisher	Director of Quality, Scientific Affairs and Communications, Health Products Regulatory Authority	5 of 7
Grant Henderson	Business consultant	7 of 7 (retired December 2021)
Dr Micheál Lehane	Programme Manager, Environmental Protection Agency	5 of 7
John O'Loughlin	Laboratory Manager, Rotunda Hospital	7 of 7
Dr David Graham	Chief Executive, Animal Health Ireland	7 of 7



Report under the Protected Disclosures Act 2014

Under the Protected Disclosures Act 2014, every public body is required to publish a report on the number of protected disclosures made to the public body in the preceding year and the action taken (if any) in response to the protected disclosures.

In 2021, the Chief Executive of the Authority, in the context of her role as a prescribed person under the Protected Disclosures Act 2014, received 11 protected disclosures from parties external to the Authority and relating to third parties. All disclosures were referred to Authority inspectors for investigation. Four of the disclosures have been closed out and the rest remain under investigation.

No disclosures were received internally.

1

Strategic Priority Regulate

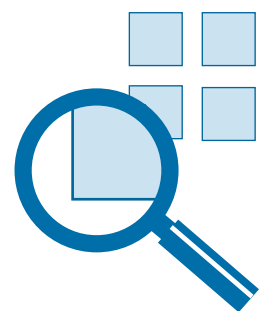
Increase focus on compliance through risk based inspection and enforcement

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
Continue to drive increased focus on work-related health and safety.	<ul style="list-style-type: none"> ▶ Notwithstanding our role with respect to COVID-19 during 2021, for each priority sector under our Strategy Statement 2019-2021, inspections continued to focus on the identified key hazards and risks. The number of inspections for all sectors is provided in Appendix 2. ▶ In agriculture, we completed three intensive campaigns, which focused on the management of risks associated with safe livestock handling, tractors and machinery, and working at height. We also completed a programme of proactive inspections. ▶ In construction, inspections focused on the management of risks associated with working at height, work-related vehicle safety and traffic management on-site, and manual handling-related issues. The Authority carried out two inspection campaigns focused on these risks. ▶ In health and social care, inspections across a range of settings (acute hospitals, nursing homes, residential care, and community services) focused on compliance, with requirements for the protection of employees against the risk of occupational exposure to COVID-19. Other hazards were also addressed, including work-related violence and aggression, patient handling, and slips, trips and falls. ▶ In the manufacturing sector, there was a continued specific focus on meat processing plants and food processing plants, with inspections carried out in meat processing plants registered with the Department of Agriculture, Food and the Marine, to check compliance with occupational safety and health (OSH) and COVID-19 Work Safely Protocol requirements. ▶ In the transportation and storage sector, inspections focused on management of risk associated with common transport operations, pedestrian and vehicle interactions, and workplace traffic management. In addition to proactive inspections, a two-week intensive inspection campaign was carried out, which specifically targeted each of these hazards.

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Continue to drive increased focus on work-related health and safety.</p> <p><i>Continued</i></p>	<ul style="list-style-type: none"> ▶ The Authority also completed a targeted campaign focused on transport operations and vehicle risks across a range of sectors (transport and storage, retail and warehousing, manufacturing, waste and recycling, and docks and ports). Docks inspections were completed, with a focus on safety management structures, key transport operations, and traffic and pedestrian management. There was evidence of improvements in workplace layouts, pedestrian/vehicle segregation, and safety induction measures, following the 2020 inspection campaign. Key campaign findings were communicated to key stakeholders. ▶ Two construction inspection campaigns were carried out; these focused on working at height and the risks arising from manual handling. The inspection campaign that focused on manual handling issues in construction followed a webinar on ergonomic risk management, which was held in support of the European Agency for Safety and Health at Work (EU-OSHA) 'Light the Load' campaign. ▶ We implemented two quarry safety campaigns, with the first run in conjunction with the Irish Concrete Federation ('Spring Safety' campaign) and focused on vehicle and pedestrian safety. The second campaign focused on following up on the pre-stressed concrete manufacturing inspection campaign run in 2016. The main finding of this campaign was that the improved standards achieved in 2016 were largely maintained. In a small number of sites there had been some slippage, particularly in relation to the protection of operatives during stressing operations.

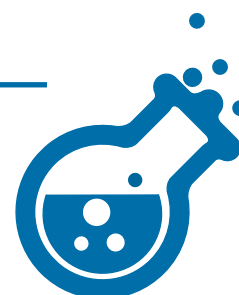
The Authority carried out a total of **7,477** proactive inspections which addressed OSH issues.

Of these inspections, 7,437 checked compliance with the Work Safely Protocol.



STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Increase and broaden the inspection programme, and focus on higher risks, less compliant companies and vulnerable workers.</p>	<ul style="list-style-type: none"> ▶ The Authority carried out a total of 7,477 proactive inspections which addressed OSH issues. Of these inspections, 7,437 complied with the Work Safely Protocol. ▶ Eighty-three percent of workplaces had prepared a safety statement. Ninety percent of these safety statements had the necessary safety and health risk assessments included. In 34% of cases, the inspector required the duty holder to make further improvements to the statement. ▶ Eighty-eight percent of inspections were considered routine, in that they were preselected from the Authority database as they were in high-risk sectors. Some were targeted as part of intensive inspection campaigns in construction, agriculture, and transportation and storage. Twelve percent of inspections were planned and were following up on previous enforcements taken. ▶ Of the 7,477 proactive inspections, 1,383 inspections were completed in relation to chemicals. ▶ The control of chemical agents and asbestos was addressed in inspections. Control of welding fume was addressed in relevant workplaces and the new guidance on welding fume was promoted. ▶ The Authority processed 336 asbestos notifications. ▶ The inclusion of SARS-CoV-2 (causative agent of COVID-19) in the 2020 Biological Agents Code of Practice introduced reporting requirements under Regulation 12 of the Safety, Health and Welfare at Work (Biological Agents) Regulations S.I. No 572/2013, as amended for certain workplaces, e.g. healthcare or laboratories. ▶ A total of 869 COVID-19 biological agent reports were received by the Authority. During 2021, 12 biological agent notifications from laboratories for work with particular agents were also received. In addition to COVID-19 inspections, the Authority carried out inspections focused on biological agents in the workplace.

Of the **7,477** proactive inspections, **1,383** inspections were completed in relation to chemicals.



STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Act as the lead national competent authority on chemicals and market surveillance.</p>	<ul style="list-style-type: none"> ▶ Competent authority (CA) and designated national authority (DNA) roles in relation to EU chemicals and market surveillance legislation were executed across a range of policy and inspection areas. ▶ In COMAH (Control of Major Accident Hazards), 91 specific Tier I and Tier II sites were inspected and a further 74 inspections were carried out on sites storing dangerous substances below the COMAH threshold. Six safety reports were approved. A total of 316 land use planning (LUP) applications were processed. ▶ The national helpdesk for REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and CLP (classification, labelling and packaging of substances and mixtures) received and responded to 207 REACH and 117 CLP queries. ▶ Of the 265 REACH and CLP inspections completed, 11 detailed audits on information in the supply chain were completed with importers, formulators and distributors. The Authority also dealt with 21 registration enforcement referrals relating to Ireland (IE) registrants from the European Chemicals Agency (ECHA). ▶ We participated in a number of events under the new EU Chemicals Strategy for Sustainability. Events focused on the following topics: one substance, one assessment; reform of REACH authorisation and restriction; simplification and digitalisation of labelling; and developing criteria for the new hazard class of Persistent, Mobile and Toxic substances (PMT). ▶ The Authority submitted two harmonised classification and labelling (CLH) proposals to ECHA. The IE CLH proposal submitted to ECHA in 2020 was agreed by ECHA's Risk Assessment Committee (RAC). A draft decision following the substance evaluation of the 2021 IE CoRAP (the ECHA community rolling action plan) was also submitted to ECHA. ▶ The Authority reviewed ECHA draft decisions on five substances and 32 dossier evaluations. It also reviewed one draft regulatory strategy for a group of substances, which was prepared by ECHA. ▶ The IE expert on the RAC completed one opinion as rapporteur for an application for authorisation and appointed as rapporteur to a restriction proposal, and was also appointed as a member of a restriction working group, to support an appointed rapporteur on a restriction proposal. ▶ The IE Committee for Socio-economic Analysis (SEAC) expert was appointed as rapporteur to one authorisation application and to a working group in order to support a rapporteur on a restriction proposal. The Authority continued to support both IE experts to fulfil their duties in relation to membership of the RAC and SEAC. ▶ At the Article 133 REACH Committee, Authority representatives discussed and contributed to 42 applications for authorisation, four restriction proposals, and seven other measures to improve and strengthen the REACH Regulation (EC) No 1907/2006 on the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH).

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Act as the lead national competent authority on chemicals and market surveillance.</p> <p><i>(Continued).</i></p>	<ul style="list-style-type: none"> ▶ The Authority completed a Risk Management Options Analysis report and it contributed to the finalisation of the ECHA Forum REF-8 project report on enforcement of CLP, REACH and BPR duties related to substances, mixtures and articles sold online. ▶ At the EU Detergents Regulation Working Group meeting, the Authority contributed to discussions on a proposed amendment to Annex VIIa in relation to the labelling of preservation agents, a study on the simplification of labelling requirements for chemicals, and a revision of the Detergents Regulation (EC) No 648/2004. ▶ As one of the Irish designated authorities (DNAs) for the Rotterdam Regulation (EU) No 649/2012 concerning the export and import of hazardous chemicals, we processed six export-import queries and 15 export notifications. We contributed to two DNA meetings and one REACH Committee meeting under Regulation EU No 649/2012 and we returned comments to the European Commission in relation to one EU import notification. We submitted the 2021 Article 10 report summarising the aggregated trade activity in Ireland on the exports and imports of Annex I listed chemicals to the European Commission. ▶ The Authority carried out a total of 666 carriage of dangerous goods by road (ADR) inspections, including 240 premises and 426 dangerous goods vehicle inspections. In addition, we carried out 269 non-dangerous goods vehicle checks. Sixteen CA authorisations were issued, 11 of which concerned COVID-19-related matters; the remainder concerned other matters regarding the transport of dangerous goods. Following a number of ADR inspections on the transport of biomethane produced from anaerobic digestion, an information note was prepared to assist stakeholders. ▶ Forty-nine Fixed Payment Notices were issued under the Transport of Dangerous Goods by Road (ADR), resulting in fines of €19,700.



The Authority carried out a total of 666 carriage of dangerous goods by road (ADR) inspections, including 240 premises and 426 dangerous goods vehicle inspections.

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Enforce market surveillance requirements of products sold on the Irish market, including those sold to consumers.</p>	<ul style="list-style-type: none"> ▶ The Authority developed a registration step-by-step guide to help companies determine whether they have registration obligations for chemicals under the REACH Regulation as a result of the United Kingdom's (UK) withdrawal from the European Union (EU). The main challenges experienced concerned companies that were chemical distributors. Queries on the changed requirements were addressed by the Authority's chemicals helpdesk. The Authority also published information to support new importers of chemicals affected by the UK's withdrawal from the EU. <hr/> <p>Chemical Products</p> <ul style="list-style-type: none"> ▶ A total of 970 chemical products on the Irish market were assessed for compliance with requirements under REACH (Annex II – Safety Data Sheet [SDS], Annex XVII – Restrictions), CLP (classification, labelling and packaging of substances and mixtures) and the Detergents Regulation. These checks focused on construction-related products, motor factor products, detergents and products sold online. In addition, jewellery and metal articles, and leather articles were screened using a X-ray fluorescence (XRF) spectrometer and/or assessed in a testing laboratory for the presence of lead, nickel, cadmium or chromium VI as restricted under REACH. ▶ Ninety-nine EU RAPEX alerts related to restricted chemicals and these were assessed to determine whether they were placed on the Irish market. Following investigative checks, 78 (79%) of the products assessed under RAPEX were not found to be present on the Irish market. Of the remaining alerts, suppliers were identified and contacted to remove non-compliant products from the market. ▶ The Authority participated in an ECHA EU-wide REACH Enforcement Project (REF-9) on authorisation. Thirteen companies were inspected and 19 questionnaires were completed in relation to nine substances subject to authorisation as part of the project. The reporting phase of the project will be completed in 2022. ▶ Eighty-seven chemical product types were removed from the market and an additional 61 products were removed from sale to the general public due to non-compliances with labelling and packaging requirements under the CLP Regulation (EC) No 1272/2008 on Classification, Labelling and Packaging of substances and mixtures, and due to the presence of restricted substances or substances subject to authorisation as regulated under the REACH Regulation.

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Enforce market surveillance requirements of products sold on the Irish market, including those sold to consumers.</p>	<p>Industrial Products</p> <ul style="list-style-type: none"> ▶ Assessments were carried out on 150 industrial products (including 61 assessments for personal protective equipment (PPE)) for compliance with relevant market surveillance regulations. Non-compliant products found were removed from the marketplace. ▶ A total of 178 RAPEX alerts relating to industrial products (including 139 for PPE) were checked to determine whether the products were placed on the Irish market. Following investigative checks, 95% of the products notified under RAPEX were not found to be present. For the remaining products, suppliers were identified and contacted, and instructed to remove non-compliant products from the market. ▶ The European Information and Communication System on Market Surveillance (ICSMS) was monitored throughout the year. A total of 114 industrial products were , and follow-up action was taken in respect of 6 non-compliant products found on the Irish market. ▶ A total of 1,033 statutory reports of examination machinery, pressure equipment and lifts were reported and reviewed, as required under S.I. No. 229/2007 – Safety, Health and Welfare at Work (General Application) Regulations 2007. Fifteen percent of the reports required follow-up action with the duty holder. ▶ The Authority continued to support the DETE in relation to matters under the Directive on transportable pressure equipment EC No 2010/35/EU (TPED) by providing technical advice on a consultation document from the European Commission regarding safeguard procedures and matters related to notified bodies.
<p>Take proportionate enforcement action to encourage and ensure compliance.</p>	<ul style="list-style-type: none"> ▶ A total of 1,109 investigations were completed on foot of accidents and complaints received. ▶ Of these investigations, 46 were completed in agriculture, forestry and fishing; 380 were completed in construction; and 67 in healthcare. ▶ A total of 524 inspections and investigations (6.2% of workplaces) resulted in formal enforcement actions, including Prohibition Notices and Improvement Notices. ▶ A total of 5,284 inspections and investigations resulted in the inspector giving the duty holder a Report of Inspection, which required improvements to be made. This represented 61% of site inspections/investigations. ▶ Eighteen prosecutions were concluded, with 16 prosecuted on indictment and two prosecuted summarily, resulting in fines totalling €692,750. Four of the 16 indictment prosecutions were against individuals.

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Make regulatory and policy proposals to the Minister.</p>	<ul style="list-style-type: none"> ▶ The Authority published the 2021 Code of Practice for the Safety, Health and Welfare at Work (Chemical Agents) Regulations (2001-2021) and the Safety, Health and Welfare at Work (Carcinogens) Regulations (2001-2019). This Code of Practice supported the transposition of EU Directive (EU) 2019/1831 which introduced new limit values for 10 substances. Relevant workplaces were made aware of existing and new occupational exposure limit values (OELVs). ▶ The Authority supported the DETE in the legal settlement of All Terrain Vehicles (ATV) Regulations. S.I. No. 619 of 2021 - Safety, Health and Welfare at Work (General Application) (Amendment) (No. 2) Regulations 2021. ▶ We provided technical support to the DETE in relation to legislative development in the following areas: <ul style="list-style-type: none"> ▶ EU market surveillance and compliance of products ▶ EU Machinery Directive (i.e. Directive 2006/42/EC of the European Parliament and of the Council of 17 May 2006 on machinery, and amending European Parliament and Council Directive) ▶ Carriage of dangerous goods by road (ADR) ▶ Fourth amendment of the Carcinogens and Mutagens Directive (EU) 2019/1831 on the protection of workers from the risks related to exposure to carcinogens or mutagens at work. ▶ S.I. No. 28/2008 – Safety, Health and Welfare at Work (Quarries) Regulations 2008 ▶ In support of the Minister for Enterprise, Trade and Employment and the DETE, the Authority responded to 500 requests, including providing reference material for responses to 67 Parliamentary Questions. ▶ A complete list of legislation, codes of practice and guidance published by the Authority is included in Appendix 4.

The Authority published the 2021 Code of Practice for the Safety, Health and Welfare at Work (Chemical Agents) Regulations (2001-2021) and the Safety, Health and Welfare at Work (Carcinogens) Regulations (2001-2019).



2

Strategic Priority Promote

Support, educate and raise awareness to prevent accidents, injuries and ill health

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
Continue to increase knowledge and understanding of how to manage work-related health and welfare.	<ul style="list-style-type: none"> ▶ We implemented major awareness-raising campaigns in relation to agriculture across a range of media, including TV, radio, print and digital. ▶ In partnership with ISME, the Irish representative association for small and medium-sized enterprises, we produced a series of videos on managing stress and conflict at work, and we organised a webinar on the topic of managing stress at work for SMEs. ▶ An online course titled 'Health and Safety for Seasonal Workers in Horticulture' was developed and translated into 10 languages. ▶ We held a series of ergonomics webinars on ergonomic risk assessment and risk management, including one in support of the EU-OSHA 'Light the Load' campaign. We also held a webinar on managing ergonomic and psychosocial risk when working from home. All webinars were recorded and made available on the HSA website as a useful resource for stakeholders. ▶ The Health and Safety Authority and the Workplace Relations Commission jointly prepared the Code of Practice for Employers and Employees on the Prevention and Resolution of Bullying at Work which came into operation on 20 December 2020 with notice of its publication published in Iris Oifigiúil on 26 January 2021. This Code of Practice was promoted at a number of online stakeholder events during 2021. In addition, the Authority organised workshops with a number of County Councils on specific aspects of this Code of Practice. The Authority also worked with the education sector to organise online events to promote this Code of Practice. ▶ Biological agents guidance for laboratories was substantively developed during 2021 and will be published by the Authority in 2022. ▶ The Authority's website (www.hsa.ie) received more than 1.5 million unique visits and more than 350,000 downloads of HSA publications were recorded.

Strategic Goal	Progress and Metrics for 2021
Continue to increase knowledge and understanding of how to manage work-related health and welfare.	<ul style="list-style-type: none">▶ The annual REDC poll tracking attitudes towards workplace health and safety indicated that of the working population surveyed:<ul style="list-style-type: none">▶ 87% agree that the work of the HSA is important in helping to reduce workplace accidents and deaths.▶ 84% agree that the health and safety of employees is taken seriously in my workplace.▶ 88% agree that effective management of health and safety contributes to business success.▶ 95% of workers agree that they are very/fairly well informed about health and safety.▶ The Authority partnered with fleet TRANSPORT magazine to provide articles on a range of work-related vehicle risk management topics of relevance to freight, transport, logistics and distribution activities.▶ We implemented an awareness-raising campaign in relation to vehicles at work across digital media and the Watch Out – Vehicles at Work Podcast was published.

88% agree that effective management of health and safety contributes to business success.



STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Increase visibility and encourage uptake of the Authority's online tools and services, including BeSMART.ie, hsalearning.ie and WorkPositive^{CI}.</p>	<ul style="list-style-type: none"> ▶ BeSMART.ie was migrated to a new platform which enhances functionality and continued security for registered users. Within BeSMART.ie, we also updated and improved the Learn More documentation and graphics. There were 8,672 new registrations on BeSMART.ie, bringing the total number to 86,834. ▶ A total of 56,804 online courses were taken on hsalearning.ie, bringing the total number of courses taken to 209,218. ▶ The Work PositiveCI Tool was modified early in 2021 to address COVID-19. The Work PositiveCI tool had over 10,000 new visitors to the website (www.workpositive.ie) across nearly 12,000 sessions. Thirty-two new companies signed up to Work PositiveCI and 941 online employee psychosocial surveys completed. The WPCI tool was promoted during online events addressing work-related stress. ▶ The online farm risk assessment tool farmsafely.com had a total of 14,825 registered users. ▶ The Authority partnered with ISME to promote safety, health and welfare at work through a series of articles and advertisements in ISME publications, and on the ISME website. We also developed a series of videos on stress and we organised two webinars – one on the topic of remote working and one on managing stress and conflict at work. ▶ We provided speakers at events to promote the Authority's business and education supports, tools and resources, and we provided articles for a range of stakeholder publications. ▶ Social media awareness campaigns held in conjunction with inspection campaigns also highlighted the range of advice and supports available. The Authority's total audience figure on Twitter was 15,361 and on Facebook this figure was 46,496.

A total of **56,804** online courses were taken on hsalearning.ie, bringing the total number of courses taken to 209,218.



STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Provide information and guidance to enable duty holders to understand the benefits of proactively managing safety, health and chemicals to the highest standards.</p>	<ul style="list-style-type: none"> ▶ A total of 19,394 inbound contacts, covering a range of queries and complaints, were handled via the Authority's Contact Centre. While the number of requests for information decreased by 26% as compared to the previous year, the number of complaints increased by 16% over the same period. The fluctuation in volume between 2020 and 2021 reflects the changing requirements with regard to COVID-19 during the course of 2021, and the high level of information provided in the Work Safety Protocol checklists and templates. ▶ In conjunction with the National Disability Authority, we published the updated guidance titled Employees with Disabilities – An employer's guide to implementing inclusive health and safety practices for employees with disabilities. ▶ The Authority hosted a webinar in conjunction with the National Poisons Information Centre (NPIC) to inform duty holders on how to notify hazard information on chemical mixtures to the NPIC. ▶ We published A Review of Work-Related Deaths Involving Vehicles in Ireland 2010–2019. The report focused on the characteristics of reported work-related deaths involving vehicles. ▶ We also published A Review of Work-Related Fatalities in Agriculture in Ireland 2011–2020. The report was based on comprehensive data on all work-related incidents that resulted in a fatality in the agriculture sector over a 10-year period. ▶ A revised Safe Motor Vehicle Repair and Maintenance information sheet was published during 2021, and we also updated the Transport and Vehicle risks portal at www.vehiclesatwork.ie. ▶ Together with An Garda Síochána and the Road Safety Authority we developed a joint resource portal focusing on Safe Truck Fleet operations. The portal incorporated podcasts, presentations, links to key resources and updated statistics on truck fatalities and common infringements. We also developed guidance and advice on safe skip lorry operations. ▶ We published an information leaflet aimed at retailers selling chemical products both online and in-store, in order to raise awareness across the retail sector about the need to provide safety data sheets for professional users. ▶ We published and began the promotion of revised guidance on technical land use planning advice under the COMAH Regulations S.I. No. 209/2015 – Chemicals Act (Control

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Provide educational resources to the formal education system and for the workplace.</p>	<ul style="list-style-type: none"> ▶ The Choose Safety programme (2020/21) was delivered to 27,494 students in 564 post-primary schools and higher education institutions. This was the largest-ever number of post-primary participants. Eighty-five post-primary schools and higher education institutions registered for digital badges, and 2,987 badges were awarded to learners. Choose Safety textbooks were updated and redesigned for the new academic year. ▶ Choose Safety, hsalearning.ie, and other digital resources for schools were promoted through delivering education centre network events and through regular posts on the Choose Safety Facebook page. ▶ We provided input on how to integrate occupational safety and health requirements into the learning outcomes of the heavy goods vehicle (HGV) driver apprenticeship programme led by Freight Transport Association Ireland, in conjunction with the Institute of Technology Sligo.
<p>Increase knowledge and awareness of the dangers from applicable products and hazardous chemicals.</p>	<ul style="list-style-type: none"> ▶ We generated awareness of obligations when selling chemical products online through the creation of a new webpage aimed at retailers selling chemicals both online and in-store. ▶ A podcast offering advice to consumers on how to protect themselves when purchasing chemicals online was recorded and made available on the HSA website.



The Choose Safety programme (2020/21) was delivered to 27,494 students in 564 post-primary schools and higher education institutions.

3

Strategic Priority Accredit

Grow the national accreditation service to enable and support enterprises and public services

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
Develop and implement an accreditation strategy.	<ul style="list-style-type: none"> ▶ A Strategy for Accreditation - Providing trust and confidence in Irish enterprises, trade and public services was developed and completed in 2021. It will be launched in early 2022 and it sets out a 5-year roadmap to grow the recognition, benefits and uptake of INAB accreditation. ▶ A number of key stakeholder meetings (21) were held to discuss existing and new areas of accreditation. Stakeholders included the Environmental Protection Agency; Road Safety Authority; Department of the Environment, Communications and Climate; Department of Agriculture, Food and the Marine; Health Service Executive, An Garda Síochána, and the Department of Justice. ▶ Progress continued on the implementation of recommendations in the report on INAB positioning and structure.
Promote the value of independent accreditation in building confidence in the quality and integrity of public and private services.	<ul style="list-style-type: none"> ▶ The theme of World Accreditation Day 2021, which took place on 9 June, was 'How accreditation and accredited conformity assessment activities support the implementation of the Sustainable Development Goals (SDGs)' and it was promoted on the INAB website and through social media. ▶ Two newsletters were issued to provide information on developments in INAB and in accreditation. ▶ Six new publications highlighting and promoting the value of accreditation were issued. The Authority also gave presentations in a range of forums on the benefits and value of accreditation. ▶ We recorded and published a podcast discussing the role and benefits of accreditation. ▶ We organised two webinars on technical issues, in order to add value and provide up-to-date information to applicants, accredited clients and interested parties. ▶ We redeveloped the INAB website in order to provide accessible and clear information and content.

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Prepare and accredit clients operating in evolving areas, including cyber security, data protection and robotics.</p>	<ul style="list-style-type: none"> ▶ Two new schemes were developed and approved by the Accreditation Board. In 2022, INAB will begin offering accreditation for crime scene inspections and medical imaging, which will include performance and examinations of X-rays, and magnetic resonance imaging (MRI) scans. ▶ INAB continued to work with the Government Departments and agencies responsible for accreditation in the areas of cybersecurity and data protection. It is anticipated that these schemes will be open for applications in 2022. ▶ The Accreditation Board met seven times in 2021 and awarded 18 accreditations. A further 342 decisions on accreditation were made by the INAB Manager. ▶ Twenty-three new applications for accreditation were received in 2021, with 166 applications for extension to scope received from existing accredited clients. ▶ INAB received nine new applications from laboratories to perform SARS-CoV-2 testing. At the end of 2021, a total of 13 laboratories were accredited to provide SARS-CoV-2 testing. ▶ A total of 482 assessment events were completed. These assessments moved from being performed remotely to a blended approach using on-site and remote assessment techniques. ▶ In order to continue to meet the demand for accreditation, INAB qualified 26 new assessors. ▶ INAB introduced new procedures to review the suitability of schemes for accreditation submitted directly from scheme owners.
<p>Monitor, anticipate and respond to increasing demand arising from the UK's withdrawal from the EU and other regulatory changes.</p>	<ul style="list-style-type: none"> ▶ INAB continued to provide support to queries on any matters on accreditation or conformity assessment arising from the UK's decision to leave the EU. ▶ It supported the national notifying authority function, including supporting the DETE, as needed. ▶ INAB issued a publication <i>Accreditation with INAB</i> and launched a social media campaign focused on encouraging existing clients to extend their scope of accreditation in order to generate new business and seek opportunities in new markets.
<p>Maintain the international recognition and reputation of INAB and the Irish accreditation services.</p>	<ul style="list-style-type: none"> ▶ The scope of INAB's international recognition was extended to include the certification of persons following a successful European co-operation for Accreditation (EA) peer evaluation held in January 2021. ▶ INAB participated in 38 international committee meetings and working groups. In addition, the INAB Manager is a member of the EA Executive Board. In 2021, all meetings were held remotely. ▶ INAB provided staff to act as team members on peer evaluations of three European accreditation bodies. ▶ It continued to discharge its statutory responsibilities as the GLP monitoring authority by conducting on-site inspections and attending EU and Organisation for Economic Co-operation and Development (OECD) GLP working groups.

4

Strategic Priority Influence

Partner and collaborate in support of healthy, safe and productive lives and enterprises

STRATEGIC GOAL

Co-operate and proactively engage with stakeholders and regulatory bodies to achieve shared aims.

PROGRESS AND METRICS FOR 2021

- ▶ As part of the cross-government response to managing the COVID-19 pandemic, the Authority worked with the Department of An Taoiseach, the DETE, the Health Service Executive (HSE) and the Department of Health to revise and keep the Work Safety Protocol updated. This work was supported by employer stakeholder groups (Ibec; Construction Industry Federation (CIF)) and employee stakeholder groups (Irish Congress of Trade Unions (ICTU)) as part of the Labour Employer Economic Forum (LEEF) implementation group.
- ▶ During 2021, the Authority carried out checks on adherence to the Work Safety Protocol with other inspection bodies, including the Department of Agriculture, Food and the Marine; the Department of Education; the HSE Environmental Health Service; Tusla – Child and Family Agency, the Sea-Fisheries Protection Authority, and the Workplace Relations Commission.
- ▶ We participated in the National Standing Oversight Committee (NSOC) established to address outbreaks in specific high-risk sectors (meat/food processing, and construction) and in specific Outbreak Control Teams established by local Departments of Public Health.
- ▶ The Farm Safety Partnership Advisory Committee (FSPAC), an advisory committee to the Board of the Health and Safety Authority (HSA), published its new action plan for 2021 - 2024 which aims to reduce the level of fatalities, serious injuries and ill health in the agriculture sector.
- ▶ The Construction Safety Partnership Advisory Committee (CSPAC), an advisory committee to the Board of the Health and Safety Authority (HSA), commenced development work on a new action plan for 2022 - 2024 which aims to reduce the level of fatalities, serious injuries and ill health in the construction sector.
- ▶ We continued our participation in the SACURIMA Cooperation in Science and Technology (COST) Action Group on Agriculture (CA16123): Safety Culture and Risk Management in Agriculture, and we contributed to its final published report. The SACURIMA Cost Action Group identified the strengths and weaknesses of the current EU approach to OSH in the agriculture sector. It made significant recommendations on the revision of the Common Agricultural Policy (CAP) and it shared these with the chairperson of the EU Agricultural Committee, the Commissioner for Agriculture, and several other EU Commissioners.
- ▶ The Authority reviewed the Joint Prevention Initiative with Teagasc and confirmed its renewal. The Joint Prevention Initiative continues to have a significant and positive influence on OSH awareness and injury prevention. Together with Teagasc and the Department of Agriculture, Food, and the Marine, the Authority worked to advance online training on the Farm Safety Code of Practice (a mandatory requirement for Targeted Agriculture Modernisation Schemes (TAMS) payments), with significant numbers attending this online training during 2021.

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
Present objective research-based proposals to Government to achieve increased funding for the Authority.	<ul style="list-style-type: none"> ▶ Following additional Government funding received in 2020, this strategic goal has been met.
Collaborate and influence the need for better reporting and recording of occupational illness and ill health and develop mechanisms to ensure data is shared.	<ul style="list-style-type: none"> ▶ In conjunction with the Central Statistics Office (CSO) and the Department of Social Protection, the Authority continues to investigate ways to improve data gathering on occupational illness and ill health related to hazards such as stress, musculoskeletal disorders (MSDs) and cancers. ▶ The annual THOR report, covering the period 2005–2020, was published and promoted on social media. Research findings and feedback were provided to THOR-ROI reporters.
Engage actively and constructively in the EU agenda and discussions on occupational safety and health, chemicals, market surveillance and accreditation.	<ul style="list-style-type: none"> ▶ The Authority participated in prioritised committees and working groups under the United Nations, European Commission, European Chemicals Agency (ECHA) and the European Agency for Safety and Health at Work (EU-OSHA) in line with our OSH and chemicals mandates. The majority of EU meeting were attended virtually. See Appendix 3 for the complete list of committees and working groups. ▶ We also participated in two Senior Labour Inspectors Committee (SLIC) and two SLIC Working Group committees on General Enforcement Activities. ▶ We provided the Vice-Chair role for the ECHA Forum on exchange of information on enforcement. We also provided members to participate in the following ECHA Forum projects on exchange of information on enforcement working groups: the REF-8 project on chemical products sold online, the REF-9 project on authorisation, and the REF-10 project on integrated controls. ▶ We provided the Chair role for the ACSH Working Party on Pandemic OSH-related Issues, the Vice-Chair role for the review of the Workplace Directive 99/92/EC and acted as rapporteur to the review of the Display Screen Equipment Directive 90/270/EEC. ▶ We participated in two EU Standing Working Party for Mining and Other Extractive Industries which focused on the following issues: major incidents and fatalities in the sector; the control of noxious gases such as NOx and CO and diesel particulates in the underground environment; automation; changes to EU Directives particularly in the chemicals area; mine rescue preparedness; the impact of the COVID-19 pandemic; the preparation of statistics, and the development of a revised mandate for the standing working party. ▶ Regrettably, the annual meeting of the EU Chief Inspectors of Mines was postponed for a second year running due to the COVID-19 pandemic.

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
Partner with Government to provide support to businesses in preparing for, and dealing with, the UK's withdrawal from the EU.	<div><div>▶ We continued to provide advice and support to Government and stakeholders, as implications of the UK withdrawal from the EU arose for Irish businesses.</div><div>▶ We provided information through the Authority's Contact Centre, as well as through its Chemicals Helpdesk, website, and guidance documents.</div></div>

The Authority participated in prioritised committees and working groups under the United Nations, European Commission, European Chemicals Agency (ECHA) and the European Agency for Safety and Health at Work (EU-OSHA) throughout 2021.



5

Strategic Priority

How We Work

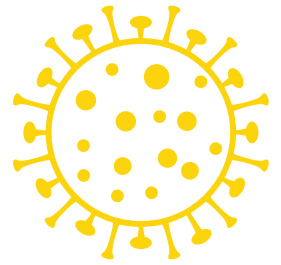
Improve the way we work through people, processes and technology

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
Value, engage and develop staff to strengthen organisational capacity and capability.	<ul style="list-style-type: none"> ▶ Extensive recruitment was undertaken across the organisation over the course of 2021, which resulted in 51 new appointments. A comprehensive onboarding programme was provided for new staff, in order to ensure that our people are specifically trained and supported to deliver on all our mandates. ▶ A specific programme for new inspector training and development was completed, together with an ongoing learning and development programme to enhance the technical competence of all staff. ▶ Under Part 5 of the Disability Act 2005, public bodies have an obligation to promote and support the employment of persons with disabilities. The results of an anonymous staff census indicate that the percentage of employees with a disability under the definition in the Disability Act 2005 was 7.6% for the calendar year 2021. ▶ Key initiatives were delivered throughout the year under a Workplace Health and Wellbeing Programme.
Adapt our structure, operating model and allocation of resources to target key areas based on evidence, research, analysis and evaluation.	<ul style="list-style-type: none"> ▶ We completed an organisational design project in order to build the Authority's operational resilience and ensure that its operating model, ways of working, and talent pools are fit for purpose. ▶ Due to the COVID-19 pandemic, we continued to assess and re-prioritise delivery of our programme of work to align to Government approach and revised measures. We adapted our internal organisational structures and related allocation of responsibilities and accountabilities, and three discrete national response teams for high-risk sectors in relation to COVID-19 operated throughout the year. ▶ Along with the Health Service Executive (HSE), the Health and Safety Authority (HSA) was identified as a relevant body under the Indoor Dining Regulations, which came into force on 26 July 2021. A team of designated Compliance Officers was warranted, trained and mobilised to undertake compliance checks in relevant sectors where a valid EU Digital COVID Certificate was required by patrons in order to enter a premises.

STRATEGIC GOAL	PROGRESS AND METRICS FOR 2021
<p>Apply the highest standards of governance to the running of the Authority.</p>	<ul style="list-style-type: none"> ▶ We maintained compliance with the Code of Practice for the Governance of State Bodies. ▶ The Board of the Authority undertook an annual self-assessment evaluation of its own performance and that of its committees. ▶ We completed five internal audit reviews, in line with the Authority's three-year internal audit strategy. ▶ We handled 170 Freedom of Information (FOI) requests. ▶ We completed three internal FOI reviews, along with two appeals to the Office of the Information Commissioner. ▶ We handled five access to information on the environment (AIE) requests and eight data protection requests. ▶ We maintained compliance with General Data Protection Regulation (GDPR) requirements. ▶ Two formal customer service complaints were received, both of which were processed in line with our Policy for the Management of Customer Service Complaints.
<p>Optimise technology and research to improve efficiencies and services.</p>	<ul style="list-style-type: none"> ▶ Work continued throughout the year on implementing the Authority's information and communications technology (ICT) strategy. A key focus was the development of a new core platform which will optimise the Authority's core business processes, bringing benefits such as more efficient ways of working, end-to-end case management, better work planning, improved customer experiences, clean data and access to accurate complete data, and better insights. A thorough requirements gathering and procurement process was completed in 2021. This resulted in contracting and mobilising a new vendor for the delivery of the core platform. ▶ To improve internal efficiencies, the Office of the Government Chief Information Officer's (OGCIO's) Build to Share platform, eDocs, was rolled out to all staff, with full migration to the new platform completed during the year. ▶ The Authority is committed to enhancing its energy efficiency. From a baseline year of 2009, it has achieved a total energy saving of 45%. This reflects the Authority's commitment to reduce its carbon footprint and will help to develop a more sustainable work environment for colleagues and the community.
<p>Challenge our mandate and strategy annually to ensure we adapt to the changing environment.</p>	<ul style="list-style-type: none"> ▶ An analysis of the goals and key performance indicators set for the 2019–2021 strategy was undertaken by an external consultant. The results of this process demonstrated strong evidence of the achievement of our overall goals under each of the main strategic priorities. ▶ Over the course of 2021, the Strategy Statement for the period 2022–2024 was developed. This process involved an extensive programme of external stakeholder feedback and public consultation. The overall stakeholder engagement process included interviews, surveys and submissions from a wide range of internal and external stakeholder groups, including employer, employee and sectoral representative bodies, Government Departments and agencies, the general public, and Authority staff. ▶ The Strategy Statement 2022–2024, launched in January 2022, clearly sets out the Authority's priorities and goals across its broad mandate, and takes account of the different challenges that have faced Ireland in recent years and will face the country over the next three years.



Specific COVID-19 deliverables



STRATEGIC GOAL

ACTIONS AND METRICS

Regulate

Increased focus on compliance through risk-based inspection and enforcement.

- ▶ The Authority completed 7,437 on-site COVID-19 inspections where adherence to the Work Safely Protocol was checked across a wide range of workplaces and industry sectors.
- ▶ In the health and social care sector, a total of 377 inspections were carried out. These focused on the protection of employees against the risk of occupational exposure to COVID-19. Inspections and investigations were undertaken in a range of health and social care workplaces, including acute hospitals, nursing homes, residential care, and community services.
- ▶ The Authority supported public health teams in their management of outbreaks of COVID-19 across a range of sectors and workplaces. We participated in the National Outbreak Control Team to address challenges in the meat processing sector and we completed follow-up on-site inspections to check that public health recommendations were being implemented.
- ▶ The Authority was made a designated body under the Indoor Dining Regulations in July 2021, and we completed 2,402 indoor dining/indoor premises operator compliance checks, with a specific focus on operators having a system in place to only allow entry to permitted persons who had a valid EU Digital COVID Certificate.

We continued to actively participate in the cross-government response to the COVID-19 pandemic through the Labour Employer Economic Forum (LEEF) implementation group.



Specific COVID-19 deliverables

STRATEGIC GOAL

Promote

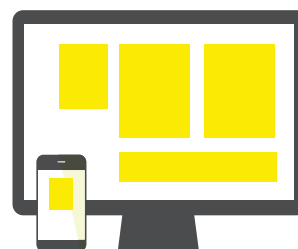
Support, educate and raise awareness to prevent accidents, injuries and ill health.

ACTIONS AND METRICS

- ▶ Our Contact Centre dealt with 3,714 requests for information and 2,484 complaints related to COVID-19 and the Work Safely Protocol.
- ▶ We developed and updated our COVID-19 webpages, which provided a range of information and guidance to support employers and employees with occupational health and safety advice throughout the pandemic.
- ▶ We developed and updated a range of checklists, templates, posters and online courses. A total of 125,364 downloads of the COVID-19 checklists and templates resources were recorded. Resources were made available in the Irish language and resources for employees were also translated into 28 languages.
- ▶ We developed guidance for employers and employees which sets out the steps involved in determining fitness for work of any worker after an absence due to COVID-19 infection or suspected infection.
- ▶ We participated in an inter-agency project in the southeast of Ireland which produced resources, translated into 13 languages, to raise awareness of how to avoid the spread of COVID-19 in food production facilities. As part of this project, we collaborated with HSE South East Community Healthcare, An Garda Síochána, the Department of Social Protection, the Citizens Information Board, five local authorities, and Meat Industry Ireland (MII).
- ▶ We concluded the Regulatory Impact Assessment (RIA) following a request by the Board to examine the options for reporting cases of COVID-19 attributable to a work activity to the Authority.

We developed and updated a range of checklists, templates, posters and online courses.

A total of 125,364 downloads of the COVID-19 checklists and templates resources were recorded.





Specific COVID-19 deliverables

STRATEGIC GOAL

ACTIONS AND METRICS

Influence

Partner and collaborate in support of healthy, safe and productive lives and enterprises.

- ▶ We continued to actively participate in the cross-government response to the COVID-19 pandemic through the Labour Employer Economic Forum (LEEF) implementation group. We contributed to the ongoing updates to the Work Safely Protocol and we updated associated guidance, templates and checklists during 2021 whenever Government and public health advice changed.
- ▶ We maintained memorandums of agreement with other regulatory bodies, including the Department of Agriculture, Food and the Marine; the Department of Education; the HSE Environmental Health Service; Tusla – Child and Family Agency, the Sea-Fisheries Protection Authority, and the Workplace Relations Commission. This enabled the cross-government approach to checking that adherence to the Work Safely Protocol was maintained consistently and effectively throughout the year.
- ▶ We regularly participated in the Regulators Forum which was established to discuss regulatory requirements in relation to the COVID-19 pandemic.
- ▶ We continued to participate in the NSOC which had been established to address COVID-19-related issues in high-risk sectors (i.e. food/meat processing and construction). We also participated in specific Outbreak Control Teams established by local Departments of Health.
- ▶ We worked closely with the HSE Environmental Health Service to ensure that the requirements under the Indoor Dining Regulations, which came into force in July 2021, were implemented.

Accredit

Grow the National Accreditation service to enable and support enterprises and public services.

- ▶ INAB received nine new applications from laboratories to perform SARS-CoV-2 testing. At the end of 2021, a total of 13 laboratories were accredited to provide SARS-CoV-2 testing.
- ▶ All planned assessments for accredited clients were completed in 2021, with full assessment teams using remote and online assessment techniques.

How We Work

Improve the way we work through people, processes and technology.

- ▶ The internal COVID-19 Response Plan was kept up to date. In addition, ongoing and specific COVID-19 induction briefings were delivered to all staff whenever public health advice changed. The performance of our COVID-19 Response Plan implementation was measured using scorecards tracking 13 key criteria. In 2021, the average scorecard compliance was over 99%.
- ▶ A series of online presentations, briefings, webinars and guidance documents was developed and delivered to support staff through the practical and psychosocial aspects of working and living with COVID-19.

Performance Metrics and Indicators – Target versus Actual

Key Performance Measures and Indicators	Target	Actual
Enforcement indicators (Strategic Priority - Regulate)		
Number of inspections completed versus target (OSH and chemicals)	8,600	7,477
Number of investigations completed versus target	930	1,109
Number of market surveillance interventions of chemical products versus target	600	970
Number of market surveillance interventions of industrial products versus target	150	150
Total number of prosecutions on indictment or summarily	N/A	18
Fines imposed	N/A	€692,750

Business support indicators (Strategic Priority - Promote)		
Number of inbound contacts received by Contact Centre (phone/email/letter/drop-in)	22,500	19,394
Number of HSA website visitors	1,750,000	1,512,053
Number of publication downloads	500,000	355,264
Number of new publications and information sheets	N/A	30
Number of BeSMART.ie users to date (cumulative total)	90,000	86,834
Number of farmsafely.com users (cumulative total)	N/A	14,825
Number of organisations/users implementing WorkPositive ^{CI}	N/A	32/941
Number of online courses taken on hslearning.ie (cumulative total)	170,000	209,218
Number students taking <i>Choose Safety</i> education programmes 2020/2021	N/A	27,494
Number REACH information requests processed	N/A	207
Number CLP information requests processed	N/A	117
Number land use planning requests processed	250	316
Public awareness: Agree HSA important in reducing accidents and deaths	85%	87%
Public awareness: Agree health and safety of employees is taken seriously in my workplace	85%	84%
Public awareness: Agree effective management of health and safety contributes to business success	85%	88%
Public awareness: Agree workers very/fairly well informed about health and safety	85%	95%

Key Performance Measures and Indicators	Target	Actual
Legislative development indicators (Strategic Priority - Influence)		
Number of legislative proposals sent to the DETE	N/A	0
Number of codes of practice sent to the DETE	N/A	1
Number of EU/international committee/working group meetings attended under OSH	N/A	67
Number of EU/international committee/working group meetings attended under chemicals	N/A	77
Number of EU/international committee/working group meetings attended under market surveillance	N/A	34

Corporate governance indicators (Strategic Priority - How We Work)		
Total number of FOI requests processed	N/A	170
Total number of AIE requests processed	N/A	5
Total number of data protection subject access requests processed	N/A	8
Total number of FOI/data protection/access to information on the environment appeals processed	N/A	3 FOI 1 AIE

INAB indicators (Strategic Priority - Accreditation)		
Accreditations awarded by INAB Board	20	18
Accreditation decisions by INAB Manager	300	342
New applications for accreditation received	N/A	23
Assessment events completed	N/A	482
International meetings attended by INAB	N/A	35

Injury data (Strategic Outcomes)		
Number of fatal accidents	N/A	38
Number non-fatal injuries, 4+ days absence (CSO data)	Data available Q1 2023	N/A
Number non-fatal illnesses, 4+ days absence (CSO data)	Data available Q1 2023	N/A

COVID-19		
Number of inspections relating to the Work Safely Protocol	N/A	7,437
Number of COVID-19 complaints or requests for information to the Authority's Contact Centre	N/A	6,198
Number of downloads of checklists and other materials	N/A	125,364
Number of Indoor Dining Regulations compliance checks	N/A	2,402

Priority Sector Highlights 2021

Construction



2,865

inspections /
investigations

Inspections included a focus on the management of risks associated with:

- Working at height
- Work-related vehicle safety and traffic management on-site
- Manual handling

Key highlight

The Construction Safety Partnership Advisory Committee (CSPAC), an advisory committee to the Board of the Health and Safety Authority (HSA), commenced development work on a new action plan for 2022 - 2024 which aims to reduce the level of fatalities, serious injuries and ill health in the construction sector.

Campaigns:

Working
at height:

133

inspections

Manual
handling:

33

inspections



Health and Social Care

446

inspections /
investigations

Inspections included a focus on the management of risks associated with:

- Occupational exposure to COVID-19
- Work-related violence and aggression
- Patient handling
- Slips, trips and falls

The total number of healthcare courses taken on hsalearning.ie and associated websites during 2021 was

18,402



Agriculture

400

inspections /
investigations



Key highlights

The Farm Safety Partnership Advisory Committee (FSPAC), an advisory committee to the Board of the Health and Safety Authority (HSA), published its *Action Plan for 2021–2024*, which aims to reduce the level of fatalities, serious injuries and ill health in the agriculture sector.

Major awareness-raising campaigns in relation to agriculture were implemented across a range of media, including TV, radio, print and digital.

Specific farm safety advice issued prior to key events such as the calving season, and silage season.

Published *A Review of Work-Related Fatalities in Agriculture in Ireland 2011–2020*.

3 intensive inspection campaigns were completed. These focused on the management of risks associated with:

- ✓ safe livestock handling
- ✓ tractors and machinery, and
- ✓ working at height

Transport and Storage (including Docks)



668

inspections /
investigations

Inspections focused on management of risk associated with:

- ▶ Common transport operations
- ▶ Pedestrian and vehicle interactions
- ▶ Workplace traffic management



- ▶ Published *A Review of Work-Related Deaths Involving Vehicles in Ireland 2010–2019*
- ▶ Implemented an inspection campaign specifically focused on the management of vehicle risks in the workplace, such as driving for work, vehicle operations, and load securing.

Chemicals



1,383

inspections /
investigations

- ▶ COMAH **165**
- ▶ Market Surveillance **265**
- ▶ Carriage of dangerous Goods by road **666**
- ▶ Chemical Agents, Asbestos **287**

970 chemical products on the Irish market were assessed for compliance with requirements under REACH (Annex II – Safety Data Sheet [SDS], Annex XVII – Restrictions), CLP (classification, labelling and packaging of substances and mixtures) and the Detergents Regulation.

99 EU RAPEX alerts related to restricted chemicals and these were assessed to determine whether they were placed on the Irish market. Following investigative checks, **79%** of the products assessed under RAPEX were not found to be placed on the Irish market.

87 chemical product types were removed from the market. An additional **61** products were removed from sale to the general public.



Business and stakeholder support and advice

BeSMART.ie

86,834
total users

8,672
new users
in 2021

**Completed
Safety
Statements
2021**



366 Agribusiness

3,463 Construction

6,357 Other Business

838 Construction Safety
& Health plan

Key Milestones 2021

► Month with highest registrations **909** (Feb 2021)

► Top 5 Business Types

General Builder	846
Project Supervisor	
Construction Stage	551
Crèche	442
Electrician (Domestic)	239
Office	203

► Number of Business Types **330**

► Number of Hazards **522**

► Hazards and Risks Assessed **197,549**



41 online courses available
hsalearning.ie 2021

56,804
Courses taken in 2021

218,654
Total courses

Top 5 courses taken

1	Get Safe - Work Safe: Health and Safety in the Workplace for Students Starting Work	6,454
2	Chemical Safety in the Workplace (Introductory)	3,535
3	Slips, Trips and Falls in the Workplace	2,512
4	An Introduction to Tractor Safety	2,366
5	Chemical Safety in the Workplace (Level 2)	2,130

NEW

- Health and Safety for Seasonal Workers in Horticulture (new course developed and translated into 10 additional languages)
- Work Safely Induction and Lead Worker Representative (updated)

CHOOSE SAFETY

27,494 students taking
Choose Safety
education
programmes



WorkPositive^{CI}

- Over 10,000 new visitors in 2021.
- Thirty-two new companies signed up
- 941 online employee psychosocial surveys completed

Appendix 1:

Extracts from the Unaudited Financial Statements of the Health and Safety Authority for the Year Ended 31 December 2021

Introduction

Statement of responsibilities of the Board

In accordance with the requirements of Section 48 of the Safety, Health and Welfare at Work Act, 2005 the Health and Safety Authority is required to produce Financial Statements each year. The Authority's financial year ends on 31 December each year. The financial statements must be in such form as may be approved by the Minister for Enterprise, Trade and Employment with the concurrence of the Minister for Finance. In preparing those financial statements, the Authority is required to:

- ▶ Select suitable accounting policies and then apply them consistently;
- ▶ Make judgements and estimates that are reasonable and prudent;
- ▶ Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Authority will continue in operation;
- ▶ State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.

The Authority is responsible for keeping proper books of account which disclose with reasonable accuracy at any time the financial position of the Authority and which enable it to ensure that the financial statements comply with Section 48(1) of the Safety, Health and Welfare at Work Act, 2005. The Authority is also responsible for safeguarding the assets of the Authority and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Draft Financial Statements for the year ended 31st December 2021 have been prepared and were considered by the Board at its meeting held on Friday 11th March 2022. The draft Financial Statements for 2021 have been prepared in accordance with the provisions of FRS102 and the Code of Practice for the Governance of State Bodies 2016. The Board reviewed the draft Financial Statements and approved them on a no material change basis.

The Authority submits the draft Financial Statements as approved by the Board to the Office of the Comptroller and Auditor General who will be conducting the external audit. The audit fieldwork is normally scheduled to take place during Q2 each year.

The information below is extracted from the draft Financial Statements and should not be considered to be reliable source of financial information regarding the financial affairs of the Authority until the external audit is completed. The audited Financial Statements will include the following documentation together with a full set of explanatory notes –

- ▶ Governance Statement and Board Members' Report
- ▶ Statement on Internal Control
- ▶ Statement of Authority Responsibilities
- ▶ Statement of Accounting Policies
- ▶ Statement of Income and Expenditure and Retained Revenue Reserves
- ▶ Statement of Comprehensive Income
- ▶ Statement of Financial Position
- ▶ Extract from Notes to Financial Statement

Once the external audit is completed and the Report of the Comptroller and Auditor General is received the Authority will make the necessary arrangements to submit the audited Financial Statements to the Minister for Enterprise, Trade and Employment to have them formally laid before the Houses of the Oireachtas.

A copy of the Authority's audited Financial Statements can be accessed on the Authority's website once the external audit has been completed.

The processing of all the Authority's financial transactions has been contracted to the external contractor (Crowleys DFK). The Authority continues to manage the finance function and has put in place all the necessary controls and safeguards to ensure the integrity of the function.

Information

Members of the Board	Mr. Tom Coughlan (Chairperson)	Reappointed on 12/04/2020
	Ms. Michelle Quinn (Deputy Chairperson)	Appointed on 20/12/2019
	Mr. Paul Kelly	Appointed on 20/12/2019
	Mr. Frank Kelly	Appointed on 20/12/2019
	Ms. Deirdre MacDonald	Appointed on 20/12/2019
	Mr. Andrew Bowers	Reappointed on 20/12/2019
	Mr. David Hughes	Appointed on 20/12/2019
	Ms. Deirdre Cullivan	Reappointed on 12/03/2020
	Mr Ciarán Roche	Appointed on 11/08/2020
	Ms. Bríd De Buítléar	Appointed on 11/08/2020
	Ms. Mary Coyne	Appointed on 11/08/2020
	Mr. Stephen Curran	Reappointed on 12/09/2020

Chief Executive

Dr Sharon McGuinness

Head Office

Health and Safety Authority
The Metropolitan Building
James Joyce Street
Dublin 1 D01 K0Y8

Auditor

Comptroller and Auditor General
3A Mayor Street Upper
Dublin 1 D01 PF72

Accountants

Crowleys DFK
Chartered Accountants
5 Lapps Quay
Cork T12 RW7D

Internal Auditors

Deloitte
Deloitte & Touche House
29 Earlsfort Terrace
Dublin 2 D02 AY28

Solicitor

Mason Hayes and Curran
South Bank House
Barrow Street
Dublin 4 D04 TR29

Bank

Bank of Ireland
Baggot Street Lower
Dublin 2 D02 Y754

Governance Statement and Board Members' Report

Governance

The Board of the Health and Safety Authority was established on 1st November 1989 under the then Safety, Health and Welfare at Work Act, 1989. This Act was replaced by the Safety, Health and Welfare at Work Act, 2005. The functions of the Board are set out in Section 16 of the 2005 Act. The Board is accountable to the Minister for Enterprise, Trade and Employment, and is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The regular day-to-day management, control and direction of the Health and Safety Authority are the responsibility of the Chief Executive Officer (CEO) and the senior management team. The CEO and the senior management team must follow the broad strategic direction set by the Board and must ensure that all Board members have a clear understanding of the key activities and decisions related to the entity, and of any significant risks likely to arise. The CEO acts as a direct liaison between the Board and management of the Health and Safety Authority.

Board Responsibilities

The work and responsibilities of the Board are set out in the Safety, Health and Welfare at Work Act 2005, the Standing Orders approved by the Board, and the Schedule of Reserved and Delegated functions of the Board, which also contain the matters specifically reserved for Board decision. Standing items considered by the Board include:

- ▶ declaration of interests;
- ▶ reports from Committees;
- ▶ financial reports/management accounts;
- ▶ performance reports; and
- ▶ reserved matters.

Section 48(1) of the Safety, Health and Welfare at Work Act, 2005 requires the Board of the Health and Safety Authority to keep, in such form as may be approved by the Minister for Enterprise, Trade and Employment with consent of the Minister for Public Expenditure and Reform, all proper and usual accounts of money received and expended by it.

In preparing these financial statements, the Board of the Health and Safety Authority is required to:

- ▶ select suitable accounting policies and apply them consistently;
- ▶ make judgements and estimates that are reasonable and prudent;
- ▶ state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ▶ prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation.

The Board is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 48(1) of the Safety, Health and Welfare at Work Act, 2005. The maintenance and integrity of the corporate and financial information on the Health and Safety Authority's website is the responsibility of the Board.

The Board is responsible for approving the annual plan and budget. An evaluation of the performance of the Health and Safety Authority by reference to the annual plan and budget is carried out regularly at Authority meetings.

The Board is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board considers that the financial statements of the Health and Safety Authority give a true and fair view of the financial performance and the financial position of the Health and Safety Authority at 31 December 2021.

Board Structure

The Board consists of a Chairperson, Deputy Chairperson and 10 ordinary members, all of whom are appointed by the Minister for Enterprise, Trade and Employment. The members of the Board were appointed for a period of three years and meet on a regular basis. The table below details the appointment period for current members:

Board Member	Role	Date Appointed
Mr. Tom Coughlan	Chairperson	Reappointed on 12/04/2020
Ms. Michelle Quinn	Deputy Chairperson	Appointed on 20/12/2019
Mr. Paul Kelly		Appointed on 20/12/2019
Mr. Frank Kelly		Appointed on 20/12/2019
Ms. Deirdre MacDonald		Appointed on 20/12/2019
Mr. Andrew Bowers		Reappointed on 20/12/2019
Mr. David Hughes		Appointed on 20/12/2019
Ms. Deirdre Cullivan		Reappointed on 12/03/2020
Mr. Ciarán Roche		Appointed on 11/08/2020
Ms. Bríd De Buitléar		Appointed on 11/08/2020
Ms. Mary Coyne		Appointed on 11/08/2020
Mr. Stephen Curran		Reappointed on 12/09/2020

The Board has established five (5) Committees, as follows:

1. **Audit, Risk and Finance Committee:** comprises four Board members. The role of the Audit, Risk and Finance Committee (ARF) is to support the Board in relation to its responsibilities for issues of financial probity, monitor and review the financial policies and strategies, risk management, control and governance and associated assurance. The ARF is independent from the financial management of the organisation. In particular, the Committee ensures that the internal control systems including audit activities are monitored actively and independently. The ARF reports to the Board after each meeting, and formally in writing annually.

The members of the Audit and Risk Committee during 2021 were: Deirdre Cullivan (Chairperson), Mary Coyne, David Hughes and Paul Kelly. There were seven (7) meetings of the ARFC in 2021. All meetings were held remotely.

2. **Strategic Steering Committee:** comprises five Board members. The role of the Strategic Steering Committee is to consider the strategic development of the Authority and to monitor the performance of the Chief Executive Officer.

The members of the Strategic Steering Committee during 2021 were: Tom Coughlan (Chairperson), Bríd de Buitléar, Stephen Curran, Paul Kelly, Michelle Quinn. There were seven (7) meetings of the Strategic Steering Committee during 2021.

3. **Legislation and Guidance Committee:** comprises five Board members. The role of the Legislation and Guidance Committee (L&G) is to monitor the implementation of the legislation and guidance aspects of the Authority's programme of work and to examine proposals for legislation, Codes of Practice and, where necessary, related Guidance, and submit appropriate conclusions and/or recommendations to the Board.

The members of the Legislation and Guidance Committee during 2021 were: Andrew Bowers (Chairperson), Ciarán Roche, Frank Kelly, Michelle Quinn and Deirdre MacDonald. There were four (4) meetings of the Legislation and Guidance Committee in 2021.

- 4. INAB Committee:** The Irish National Accreditation Board (INAB) is a Committee of the Health and Safety Authority. The Board of INAB, which makes decisions relating to the award of accreditation, has 12 members and is appointed by the Board of the Authority. There are no Board members on this Committee. The Committee met on six (6) occasions during 2021.

Schedule of Attendance, Fees and Expenses

A schedule of attendance at the Board and Committee meetings for 2021 is set out below including the fees and expenses received by each member:

	Board	Audit Risk & Finance Committee	Strategic Steering Committee	Legislation & Guidance Committee	Fees 2021 €	Expenses 2021 €
Number of meetings	9	7	7	4		
Mr. Tom Coughlan	9		7		11,970	1,655
Ms. Michelle Quinn	9		7	4	7,695	-
Mr. Paul Kelly	9	7	7		7,695	-
Mr. Frank Kelly	9			3	7,695	-
Ms. Deirdre MacDonald	9			4	7,695	-
Mr. Andrew Bowers	7			4	7,695	-
Mr. David Hughes	9	7			7,695	-
Ms. Deirdre Cullivan	9	7			7,695	-
Mr. Ciarán Roche	9			4	7,695	-
Ms. Bríd De Buitléar	7		7		7,695	-
Ms. Mary Coyne	9	7			7,695	394
Mr. Stephen Curran	9		7		-	-
					88,920	2,060

Mr. Stephen Curran did not receive Board fees under the One Person One Salary (OPOS) principle as he is a Department of Enterprise, Trade and Employment official.

Key Personnel Changes

During the year, there were no changes to the Board in 2021.

Disclosures Required by the Code of Practice for the Governance of State Bodies (2016)

The Board is responsible for ensuring that the Health and Safety Authority has complied with the requirements of the Code of Practice for the Governance of State Bodies ("the Code"), as published by the Department of Public Expenditure and Reform in August 2016.

In 2021, the Chief Executive of the Authority, in the context of her role as a prescribed person under the Protected Disclosures Act 2014, received 11 protected disclosures from parties external to the Authority and relating to third parties.

No protected disclosures were received internally from staff of the Authority.

The following disclosures are required by the Code:

Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced 'business-as-usual' functions.

	2021 €	2011 €
Legal advice	93,926	59,783
Financial/actuarial advice	61,680	83,812
IT Consultancy	799,822	938,447
External communications	39,360	53,680
Occupational health consultancy	10,253	2,670
Strategy development	274,746	41,600
Human Resources	261,135	37,065
Total consultancy costs	1,540,922	1,217,057

Consultancy costs capitalised	349,696	-
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	1,191,226	1,217,057
Total	1,540,922	1,217,057

Legal Costs and Settlements

The table below provides a breakdown of amounts recognised as expenditure in the reporting period in relation to legal costs, settlements and conciliation and arbitration proceedings relating to contracts with third parties. This does not include expenditure incurred in relation to general legal advice received by the Health and Safety Authority which is disclosed in Consultancy costs above.

	2021 €	2020 €
Legal fees - legal proceedings	7,597	47,457
Conciliation and arbitration payments	-	-
Settlements	-	-
Total	7,597	47,457

Included in these legal costs is an amount of €0 in relation to on-going matters involving other State agencies.

Travel and Subsistence Expenditure

Travel and subsistence expenditure is categorised as follows:

	2021 €	2020 €
Domestic		
Board	2,060	4,745
Employees	550,750	476,160
International		
Board	-	-
Employees	1,263	29,849
Total	554,073	510,754

Includes travel and subsistence of €2,060 paid directly to Board members in 2021 (2020: €4,745). There was no travel and subsistence expenditure paid by the Health and Safety Authority on behalf of the Board members in 2021 (2020: €Nil).

Hospitality Expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	2021 €	2020 €
Staff hospitality	570	3,748
Client/other hospitality	317	-
Total	887	3,748

Statement of Compliance

The Board has adopted the Code of Practice for the Governance of State Bodies in 2016 and has put procedures in place to ensure compliance with the Code. The Health and Safety Authority was substantially in compliance with the Code of Practice for the Governance of State Bodies for 2021.

Statement on Internal Control

Scope of responsibility

On behalf of the Board of the Health and Safety Authority, I acknowledge our responsibility for ensuring that an effective system of internal control is maintained and operated. This responsibility takes account of the requirements of the Code of Practice for the Governance of State Bodies (2016).

Purpose of the System of Internal Control

The system can only provide reasonable, and not absolute, assurance that the assets are safeguarded, transactions authorised and properly recorded, and that material errors or irregularities either are prevented or would be detected in a timely period. The system of internal control, which accords with guidance issued by the Department of Public Expenditure and Reform has been in place in the Health and Safety Authority for the year ended 31 December 2021 and up to the date of approval of the financial statements.

The Authority has taken steps to ensure an appropriate control environment by:

- ▶ clearly defining management responsibilities and powers;
- ▶ establishing formal procedures for reporting significant control failures and ensuring appropriate corrective action;
- ▶ establishing a process to safeguard the assets of the Authority; and
- ▶ developing a culture of accountability across all levels of the organisation.

Capacity to Handle Risk

The Authority has established processes to identify and evaluate business risks by:

- ▶ identifying the nature, extent and financial implications of risks facing the Authority including the extent and categories which it regards as acceptable;
- ▶ assessing the likelihood of identified risks occurring;
- ▶ assessing the Authority's ability to manage and mitigate the risks that do occur;
- ▶ assessing the costs of operating particular controls relative to the benefit obtained; and
- ▶ working closely with Government and various agencies to ensure that there is a clear understanding of the Authority's goals and support for the strategies to achieve those goals.

Impact of Covid-19 pandemic to the Control Environment

The onset of the COVID 19 pandemic in early 2020, and the resulting public health advice and safety measures, rapidly and fundamentally changed the working practices of the Authority with remote and virtual working becoming the norm for most of the Authority's staff.

The Health and Safety Authority (HSA) was identified as a relevant body under the Indoor Dining Regulations, which came into force on 26 July 2021. A team of designated Compliance Officers was warranted, trained and mobilised to undertake compliance checks in relevant sectors where a valid EU Digital COVID Certificate was required by patrons in order to enter a premises. Working patterns were adapted to facilitate such activity outside of normal business hours.

The Authority has monitored the developments closely, looking to mitigate the risks that may affect the Authority's business operations, staff, and stakeholders. Actions taken by the Authority includes:

- ▶ Initiate Authority's Business as Usual (BAU) model and transition the Authority's business operations to a remote working environment where most business processes can continue as normal.
- ▶ Continual assessment of significant risks pertaining to the Covid-19 pandemic and the agility of the Authority to respond effectively.
- ▶ Ensuring robust segregation of duties remains and adequate cover is in place should specific approving authorities be unavailable.
- ▶ Ensuring all existing data protection and records management policies and procedures continue to apply in the remote working environment and are monitored and reported on as normal.
- ▶ Ensuring that staff members access Authority's network using the Authority's approved ICT equipment and that all staff members working remotely have been equipped with the necessary ICT equipment.
- ▶ Assess potential for weaknesses in internal controls resulting from COVID-19 and took measures to monitor and update internal controls where necessary.

Risk and Control Framework

The system of internal control is based on a framework of regular management information, administration procedures including segregation of duties, and a system of delegation and accountability. In particular, it includes:

- ▶ a comprehensive budgeting system with an annual budget, which is reviewed and agreed by the Board;
- ▶ regular reviews by the Board of periodic and annual reports, which indicate financial performance against forecasts;
- ▶ setting targets to measure financial and other performance;
- ▶ clearly defined purchasing and approval guidelines; and
- ▶ formal project management disciplines.

An active Audit, Risk and Finance Committee, which met seven times during the year, works closely with the Board on areas of risk that may impact on the Authority. The Board sets out the risk appetite for the Authority, ensures risk management processes are in place and details the roles and responsibilities of staff in relation to risk. A risk register, which identifies key risks of the Authority, evaluates the risks and ranks the risks in accordance with the likelihood and consequences for the Authority using an agreed scoring matrix. The Audit, Risk and Finance Committee and Board review the Risk Register at each meeting.

We can confirm that a control environment is in place for the following areas:

- ▶ Procedures for all key business processes have been documented;
- ▶ Financial responsibilities have been assigned at management level with corresponding accountability;
- ▶ There is an appropriate budgeting system with an annual budget which is kept under review by senior management;
- ▶ There are systems aimed at ensuring the security of the information and communication technology systems, to safeguard the assets.

The Authority has put in place an internal audit function, which operates in accordance with the principles set out in the Code of Practice for the Governance of State Bodies published in September 2016. A firm of independent internal auditors assist the Authority in implementing the internal audit plan approved by the Board. The work of internal audit is informed by analysis of the risk to which the Authority is exposed, and annual internal audit plans are based on this analysis. The analysis of risk and the internal audit plans are endorsed by the Audit, Risk and Finance Committee and approved by the Board of the Authority. At least annually, the Internal Auditor will provide the Authority with a report of internal audit activity. The report includes the Internal Auditor's opinion on the adequacy and effectiveness of the system of internal control.

The Authority's monitoring and review of the effectiveness of the system of internal control is informed by the work of the internal auditor, the Audit, Risk and Finance Committee which oversees the work of the internal auditor, the Executive within the Authority who has the responsibility for the development and maintenance of the financial control framework, and comments made by the Office of the Comptroller and Auditor General in management letters or other reports.

Procurement

I confirm that the Health and Safety Authority has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2021 the Health and Safety Authority substantially complied with these procedures.

Review of Effectiveness

The Statement on the system of Internal Control has been reviewed by the Board on the 11TH March 2022 to ensure it accurately reflects the control system in operation during the reporting period.

To inform its review of the effectiveness of the system of internal control the Board considered annual reports from the Executive on risk management and safety management processes along with a suite of financial reports, and an annual report of compliance with the Code of Practice for the Governance of State Bodies. These reports were considered alongside an annual report of the Audit, Risk and Finance Committee and regular reports from the Internal Auditor.

A review of internal financial controls will be undertaken by the Internal Auditors in early 2022.

I confirm that the Board conducted an annual review of the effectiveness of internal controls in 2021. The Authority is reasonably assured that the systems of internal controls instituted and implemented in the Health and Safety Authority for the financial year end 31 December 2021 and up to the date of approval of the financial statements are effective.

Internal Control Issues

No weaknesses in internal control were identified in relation to 2021 that require disclosure in the financial statements.

Statement of Income and Expenditure and Retained Revenue Reserves

for the year ended 31 December 2021

	Notes	Year Ended 31 December 2021 €	Year Ended 31 December 2020 €
Income			
Department of Enterprise, Trade and Employment - Oireachtas Grant	2	21,663,901	17,937,053
Accreditation Income	3	3,282,647	2,852,810
COMAH Income	4	138,950	106,100
Other Income	5	183,786	220,062
Deferred retirement benefit funding	13	3,670,091	3,624,866
		28,939,375	24,740,891
Expenditure			
Salaries Costs	6	13,533,805	12,473,351
Retirement Benefit Costs	13	5,333,901	4,927,137
Operational Expenses	8	9,026,299	8,382,827
		27,894,005	25,783,315
Surplus/(Deficit) before appropriations		1,045,370	(1,042,424)
Transfer (to)/from Capital Account	12	(170,522)	47,349
Surplus/(Deficit) after appropriations		874,848	(995,075)
Balance Brought Forward at 1 January		1,150,139	2,145,214
Balance Carried Forward at 31 December		2,024,987	1,150,139

Statement of Comprehensive Income

for the year ended 31 December 2021

	Notes	Year Ended 31 December 2021 €	Year Ended 31 December 2020 €
(Deficit)/Surplus for the year		874,848	(995,075)
Experience gain/loss on retirement benefit obligations		-	6,749,000
Change in assumptions underlying the present value of retirement benefit obligations		-	8,544,000
Actuarial (gains)/losses in the year	13	-	15,293,000
Adjustment to deferred retirement benefit funding		-	(15,293,000)
Total (Deficit)/Surplus for the year		874,848	(995,075)

Statement of Financial Position

For the year ended 31 December 2021

	Notes	Year Ended 31 December 2021 €	Year Ended 31 December 2020 €
Fixed Assets			
Property, plant & equipment	9	878,357	707,835
Current Assets			
Receivables	10	1,006,865	910,386
Cash and cash equivalents		1,818,174	1,121,531
		2,825,039	2,031,917
Current Liabilities (amounts due within one year)			
Payables	11	(800,052)	(881,778)
Net Current Assets		2,024,987	1,150,139
Total Assets Less Current Liabilities before Retirement Benefits		2,903,344	1,857,974
Deferred retirement benefit funding asset	13	139,671,957	136,001,866
Retirement benefit obligation	13	(139,671,957)	(136,001,866)
Total Net Assets		2,903,344	1,857,974
Representing			
Retained revenue reserves		2,024,987	1,150,139
Capital account	12	878,357	707,835
		2,903,344	1,857,974

Statement of Cash Flows

for the year ended 31 December 2021

	Notes	Year Ended 31 December 2021 €	Year Ended 31 December 2020 €
Net Cash Flows from Operating Activities			
Operating surplus/(deficit) for year		874,848	(995,075)
Depreciation	9	192,180	229,418
Transfer (from)/to Capital reserve	12	170,522	(47,349)
(Decrease)/Increase in payables	11	(81,726)	181,287
(Increase)/Decrease in receivables	10	(96,479)	83,487
Net cash inflow from operating activities		1,059,345	(548,232)
Cash Flows from Investing Activities			
Net Cash Flows from Financing Activities		1,059,345	(548,232)
Payments to acquire property, plant and equipment	9	(362,702)	(182,069)
Net Increase in Cash and Cash Equivalents		696,643	(730,301)
Cash and Cash Equivalents at 31 December 2020		1,121,531	1,851,832
Cash and Cash Equivalents at 31 December 2021		1,818,174	1,121,531

Extracts from the Notes

(forming part of the financial statements)

1. ACCOUNTING POLICIES

The basis of accounting and significant accounting policies adopted by the Health and Safety Authority are set out below. They have been applied consistently throughout the year and preceding year.

a) General Information

The Health and Safety Authority was established under the Safety, Health and Welfare at Work Act, 1989 (this Act was replaced by the Safety, Health and Welfare at Work Act, 2005). Additional functions have been conferred on the Authority since then under the Chemicals Acts 2008 and 2010, and other legislation. The Authority's Head Office is at The Metropolitan Building, James Joyce Street, Dublin 1 D01 K0Y8.

The Authority's primary objectives are set out in Section 34 of the 2005 Act. The Health and Safety Authority (HSA) has overall responsibility for the administration and enforcement of health and safety at work in Ireland. The Authority monitors compliance with legislation at the workplace and can take enforcement action (up to and including prosecutions). The Authority is the national centre for information and advice to employers, employees and self-employed on all aspects of workplace health and safety. The Authority also promotes education, training and research in the field of health and safety. There are a wide range of activities that fall under the Authority's remit including:

- ▶ 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.

The Irish National Accreditation Board (INAB) is the national body with responsibility for accreditation in accordance with the relevant International Organisation for Standardisation (ISO) 17000 series of standards. It is Ireland's national body within a European network of accreditation bodies. INAB assesses certification bodies, laboratories and inspection bodies for conformity against internationally harmonised standards providing assurance that these bodies demonstrate competence and performance capability in carrying out their work.

INAB was established as a Committee of Forfás under Section 10 of the Industrial Development Act, 1993 as amended by Section 46 of the Industrial Development (Enterprise Ireland) Act, 1998.

Under the Industrial Development (Forfás Dissolution) Act 2014 INAB was transferred as a Committee of the Health and Safety Authority, with the transfer of all INAB functions and staff to the Authority.

The Authority is the body legally responsible for accreditation. This responsibility is delegated to the Committee (referred to in the 2014 legislation as the Accreditation Board). The Accreditation Board members are appointed by the Board of the Authority and the staff assigned to INAB to carry out day to day functions, are employees of the Authority.

The Authority is a Public Benefit Entity (PBE).

b) Statement of Compliance

The financial statements of the Health and Safety Authority for the year ended 31 December 2021 have been prepared in accordance with FRS 102, the financial reporting standard applicable in the UK and Ireland issued by the Financial Reporting Council (FRC), as promulgated by Chartered Accountants Ireland.

c) Basis of Preparation

The financial statements have been prepared under the historical cost convention, except for certain assets and liabilities that are measured at fair values as explained in the accounting policies below. The financial statements are in the form approved by the Minister for Enterprise, Trade and Employment with the concurrence of the Minister for Public expenditure and Reform under the Safety, Health and Welfare at Work Act 2005. The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the Authority's financial statements.

d) Revenue**Oireachtas Grants**

Revenue is generally recognised on an accruals basis; one exception to this is in the case of Oireachtas Grants, which are recognised on a cash receipts basis. Oireachtas grants shown in the Statement of Income and Expenditure and Retained Revenue Reserves Account reflect the amounts received from the Department of Enterprise, Trade and Employment (DETE) in respect of the year.

INAB Income

Income for the Irish National Accreditation Board (INAB) represents income invoiced during the year.

COMAH Income

Income from recoverable costs invoiced during the year for performing inspections and investigations under the Chemicals Act Regulations 2015.

Other Income

All other income is recorded in the period to which it relates within the Statement of Income and Expenditure and Retained Revenue Reserves.

e) Property, Plant and Equipment

Property, plant and equipment are stated at cost less accumulated depreciation, adjusted for any provision for impairment. Depreciation is provided on all property, plant and equipment, at rates estimated to write off the cost less the estimated residual value of each asset on a straight-line basis over their estimated useful lives, as follows:

Office furniture & equipment	20%	Straight Line
Computer equipment	33.33%	Straight Line
Scientific equipment	20%	Straight Line
Fixtures and fittings	10%	Straight Line
Software Development	10%	Straight Line

The Authority operates a capitalisation threshold policy of €1,000.

Residual value represents the estimated amount which would currently be obtained from disposal of an asset, after deducting estimated costs of disposal, if the asset were already of an age and in the condition expected at the end of its useful life.

If there is objective evidence of impairment of the value of an asset, an impairment loss is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves in the year.

f) Capital Account

The Capital Account comprise the unamortised value of capital grants used to fund fixed assets.

g) Foreign Currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the exchange rates ruling at the Statement of Financial Position date. Revenues and costs are translated at the exchange rates ruling at the dates of the underlying transactions.

Profits and losses arising from foreign currency translations and on settlement of amounts receivable and payable are dealt with in the Statement of Income and Expenditure and Retained Reserves Account.

h) Receivables

Receivables are recognised at fair value, less a provision for doubtful debts. The provision for doubtful debts is a specific provision and is established when there is objective evidence that the Health and Safety Authority will not be able to collect all amounts owed to it. All movements in the provision for doubtful debts are recognised in the Statement of Income and Expenditure and Retained Revenue Reserves.

i) Operating Leases

Rental expenditure under operating leases is recognised in the Statement of Income and Expenditure and Retained Revenue Reserves over the life of the lease. Expenditure is recognised on a straight-line basis over the lease period, except where there are rental increases linked to the expected rate of inflation, in which case these increases are recognised when incurred. Any lease incentives received are recognised over the life of the lease.

j) Employee Benefits**Short-term Benefits**

Short-term benefits such as holiday pay are recognised as an expense in the year, and benefits that are accrued at year-end are included in the Payables figure in the Statement of Financial Position.

Retirement Benefits

The Health and Safety Authority previously established its own defined benefit pension scheme, funded annually on a pay-as-you-go basis from monies provided by the Department of Enterprise, Trade and Employment (DETE) and from contributions deducted from staff and members' salaries. The Authority also operates the Single Public Services Pension Scheme ("Single Scheme"), which is a defined benefit scheme for pensionable public servants appointed on or after 1 January 2013. Single Scheme members' contributions are paid over to the Department of Public Expenditure and Reform (DPER).

Pension costs reflect pension benefits earned by employees and are shown net of staff pension contributions which are remitted to the DETE and DPER. An amount corresponding to the pension charge is recognised as income to the extent that it is recoverable and offset by grants received in the year to discharge pension payments.

Actuarial gains or losses arising on scheme liabilities are reflected in the Statement of Comprehensive Income, and a corresponding adjustment is recognised in the amount recoverable from the DETE.

The financial statements reflect, at fair value, the assets and liabilities arising from the Authority's pension obligations and any related funding and recognises the costs of providing pension benefits in the accounting periods in which they are earned by employees. Retirement benefit scheme liabilities are measured on an actuarial basis using the projected unit credit method.

k) Provisions

Provisions are recognised when the Authority has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably.

l) Contingencies

Contingent liabilities arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the Authority's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

m) Critical Accounting Judgements and Estimates

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the reporting date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. The following judgements have had the most significant effect on amounts recognised in the financial statements.

Impairment of Property, Plant and Equipment

Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less cost to sell and value in use. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash generating units). Non-financial assets that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

Depreciation and Residual Values

The Directors have reviewed the asset lives and associated residual values of all fixed asset classes, and in particular, the useful economic life and residual values of fixtures and fittings and have concluded that asset lives and residual values are appropriate.

Provisions

The Health and Safety Authority makes provisions for legal and constructive obligations, which it knows to be outstanding at the period end date. These provisions are generally made based on historical or other pertinent information, adjusted for recent trends where relevant. However, they are estimates of the financial costs of events that may not occur for some years. As a result of this and the level of uncertainty attaching to the final outcomes, the actual out-turn may differ significantly from that estimated.

Retirement Benefit Obligation

The assumptions underlying the actuarial valuations for which the amounts recognised in the financial statements are determined (including discount rates, rates of increase in future compensation levels, mortality rates and healthcare cost trend rates) are updated annually based on current economic conditions, and for any relevant changes to the terms and conditions of the pension and post-retirement plans.

The assumptions can be affected by:

- (i) the discount rate, changes in the rate of return on high-quality corporate bonds,
- (ii) future compensation levels, future labour market conditions
- (iii) health care cost trend rates, the rate of medical cost inflation in the relevant regions.

2. OIREACHTAS GRANTS

	Year Ended 31 December 2021 €	Year Ended 31 December 2020 €
D/ETE - Vote 32 - Subhead C5	22,422,000	18,122,000
Employee Pension Contributions remitted to D/ETE	(626,399)	(98,816)
Single Scheme Contributions remitted to D/PER	(131,700)	(86,131)
	21,663,901	17,937,053

Following discussions with the Department a new arrangement was put in place effective from 1st January 2021 whereby the Authority now receives additional funding as a discrete line item in our Exchequer Grant allocation each year in respect of lump sum payments and remits all the employee superannuation contributions to the Department each month.

3. ACCREDITATION INCOME

	Year Ended 31 December 2021 €	Year Ended 31 December 2020 €
Accreditation income	3,282,647	2,852,810

Following the dissolution of Forfás in 2014, the Irish National Accreditation Board (INAB) transferred to the Health and Safety Authority. INAB is responsible for accreditation activities and invoice clients for work undertaken.

4. COMAH INCOME

	Year Ended 31 December 2021 €	Year Ended 31 December 2020 €
COMAH income	138,950	106,100

In 2016 the Authority introduced a fee schedule for various inspection and investigation activities under the Chemicals Act (Control of Major Accident Hazards Involving Dangerous Substances) Regulations 2015.

5. OTHER INCOME

	Year Ended 31 December 2021 €	Year Ended 31 December 2020 €
Driver Training Course Income	50,000	50,000
ADR Fines	19,700	11,790
Sale of Authority's Publications	-	-
ECHA Income	6,614	30,704
Miscellaneous (Seminars, Legal, Witness Expenses, EU Commission)	107,472	127,568
	183,786	220,062

ADR fines income relates to fines issued by inspectors for the breaching of legislation in relation to the carrying of dangerous goods.

ECHA Income relates to the engagement of the Authority's inspectors to carry out work for the European Chemicals Agency.

6. SALARY COSTS

	Year Ended 31 December 2021 €	Year Ended 31 December 2020 €
Staff short-term benefits	12,341,685	11,420,186
Employer PRSI	1,192,120	1,053,165
Total Salary Costs	13,533,805	12,473,351

Staff Short-Term Benefits

Basic Pay	12,106,455	11,341,433
Overtime	18,971	23,967
Allowances	216,259	34,936
Other compensation costs	-	19,850
	12,341,685	11,420,186

The Authority can confirm that there was no termination payment paid during the year 2021.

6. SALARY COSTS *(continued)*

Staff Numbers

	Year Ended 31 December 2021	Year Ended 31 December 2020
Actual Staffing Levels at year end – Professional/technical	135.2	131.9
Actual Staffing Levels at year end – Administration	69.6	52.8
	204.8	184.7

€501,807 (2020: €475,435) of pension levy has been deducted from staff and paid over to the Department of Enterprise, Trade and Employment.

	Year Ended 31 December 2021 €	Year Ended 31 December 2020 €
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CEO Remuneration

Chief Executive Officer (CEO) Remuneration (Dr Sharon McGuinness) Gross Pay	150,376	147,778
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CEO Travel & Subsistence (T&S)

Chief Executive Officer (CEO) Travel Costs (Dr Sharon McGuinness)	750	3,373
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The Chief Executive Officer received a salary of €150,376 and expenses to the value of €750 in 2021.

The CEO did not receive any bonus or perquisites in the year.

The CEO's retirement benefit entitlements are in line with standard entitlements in the model public sector defined benefit superannuation scheme.

Employee Benefits Breakdown

Range of total employee benefits		Number of Employees	
From	To	2021	2020
€60,000	- €69,999	32	55
€70,000	- €79,999	40	26
€80,000	- €89,999	20	16
€90,000	- €99,999	10	3
€100,000	- €109,999	3	8
€110,000	- €119,999	5	0
€120,000	- €149,999	1	1
Total		111	109

Note: For the purposes of this disclosure, short-term employee benefits in relation to services rendered during the reporting period include salary, overtime allowances and other payments made on behalf of the employee but exclude employer's PRSI.

7. MEMBERS' FEES AND EXPENSES

Board Member	2021	2021	2020	2020
	Fees	Expenses	Fees	Expenses
	€	€	€	€
Mr. Tom Coughlan (Chairman)	11,970	1,665	11,970	4,462
Ms. Michelle Quinn	7,695	-	7,695	-
Mr. Paul Kelly	7,695	-	7,695	-
Mr. Frank Kelly	7,695	-	7,695	-
Ms. Deirdre MacDonald	7,695	-	7,695	-
Mr. Andrew Bowers	7,695	-	7,695	-
Mr David Hughes	7,695	-	7,695	-
Mrs. Deirdre Cullivan	7,695	-	7,695	-
Mr. Ciarán Roche	7,695	-	3,848	-
Ms. Bríd De Buitléar	7,695	-	3,848	-
Ms. Mary Coyne	7,695	394	3,848	283
	88,920	2,060	77,379	4,745

Mr. Stephen Curran did not receive Board fees under the One Person One Salary (OPOS) principle as he is a Department of Enterprise, Trade and Employment official.

8. OPERATIONAL EXPENSES

	Total 2020 €	Total 2019 €
Accommodation	1,570,245	1,628,983
Communications costs	282,975	167,181
Travel & subsistence – national	552,810	480,906
Travel & subsistence – international	1,263	29,849
Publications & marketing	1,108,137	917,169
Legal services	101,523	107,240
Research	40,658	74,680
Financial services	467,852	398,309
Pensions and human resources	25,010	17,771
Other consultancy	471,790	356,465
Accreditation – external assessor costs (note 3)	856,360	709,813
Business process review	1,006,446	613,586
Staffing costs	798,923	557,146
General equipment supplies	155,650	170,866
Investment in learning	157,810	153,238
Technology costs	958,943	1,610,738
Depreciation	192,180	232,272
Internal audit fees	35,154	27,894
External audit fees	19,300	19,000
Members' fees	88,920	77,378
Other	132,730	32,343
Bad Debts	1,620	-
	9,026,299	8,382,827

Included in operational expenses is a charge of €887 (2020: €3,748) in respect of amounts paid by the Authority for staff hospitality.

Appendix 2:

Inspections, Investigations and Prosecutions

Table 2.1 Number of workplace inspections and investigations 2010–2021

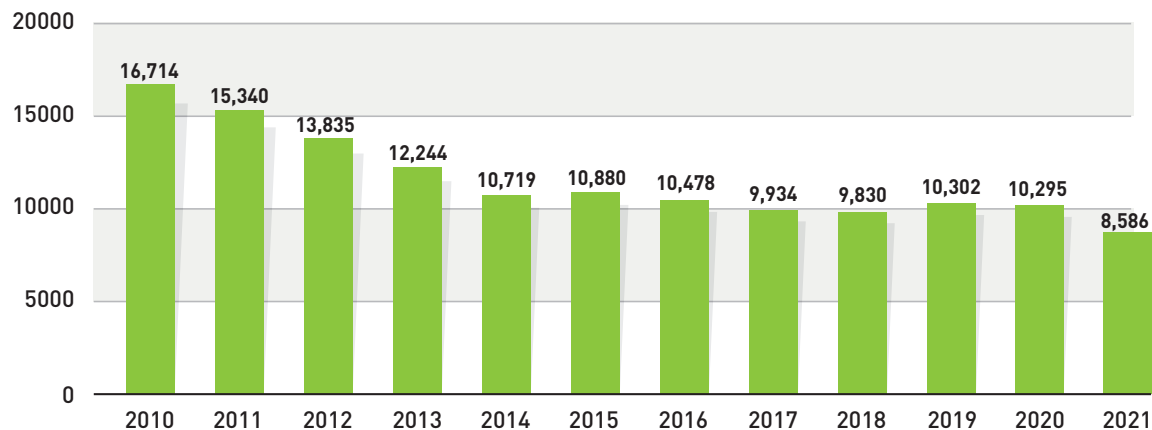


Table 2.2 Workplace inspections and investigations by economic sector and enforcement action 2021

Economic sector	Inspections and investigations ¹	Improvement notice or direction	Prohibition notice	Written advice
Agriculture, forestry and fishing	400	13	13	215
Mining and quarrying	261	9	10	164
Manufacturing	1,502	44	16	1,006
Water supply, sewerage, waste management and remediation activities	81	6	4	64
Construction	2,865	82	206	1,448
Wholesale and retail trade, repair of motor vehicles and motorcycles	1,519	59	13	1,186
Transportation and storage	668	10	10	518
Accommodation and food service activities	224	4	1	127
Human health and social work activities	446	13	0	342
Other sectors	620	6	5	214
Total	8,586	246	278	5,284

¹ Includes workplace inspections and investigations carried out under OSH and chemicals legislation.

Table 2.3 OSH and chemical investigation programme 2021

Complaint investigations	Issues raised with the Authority were prioritised as complaints or matters of concern. Complaints covered both OSH items and COVID-19 compliance. These were typically addressed with the duty holder directly by the Authority's Contact Centre, but where necessary, they were assigned to the inspectorate for investigation. Matters of concern raised with the Authority may also inform or direct inspections of specific workplaces.	890
Investigation of accidents/dangerous occurrences	All workplace accidents resulting in a fatality were investigated. Other serious accidents, where they became known to the Authority, were prioritised for investigation or informed or directed inspections of specific workplaces. Some dangerous occurrences that did not result in injuries were also investigated.	219
Total		1,109

Table 2.4 COVID-19 management in 2021

COVID-19 and Work Safely Protocol workplace inspections carried out	Inspection Findings – Adherence to Return to Work Safely and Work Safely Protocols	
	Number of inspections across all sectors	7,437
	▶ Are COVID-19 Control Measures in Place?	90% adherence
	▶ Has a COVID-19 Response Plan been prepared?	80% adherence
	▶ Have employees received COVID-19 Induction Training?	87% adherence
	▶ Has a COVID-19 Worker Representative been appointed?	77% adherence
Indoor Dining Regulations – compliance checks	In addition to the Health Service Executive (HSE), the Health and Safety Authority (HSA) was identified as a relevant body under the Indoor Dining Regulations which came into force on 26 July 2021. Prior to 31 December 2021, the Authority had carried out 2,402 compliance checks in businesses under these new regulations. Of the compliance checks completed:	
	▶ Indoor operators had a system in place to check immunity status	96%
	▶ Indoor operators received an enforcement action.	7%
	▶ Indoor operators required additional compliance measures	10%

Table 2.5 Outcome of prosecutions completed in 2021

Type of proceedings	Total heard	Dismissal/ charges struck out	Under appeal	Suspended sentence	Community service	Probation Act	Compensation Order	Fines
On indictment	16	0	2	0	0	0	0	€690,000
Summarily	2	0	0	0	0	0	0	€2,750
Total	18	0	2*	0	0	0	0	€692,750

Table 2.6 Details of prosecutions completed in 2021

Summary of prosecutions

Roadstar Paving Limited

On **22 January 2021**, this case was heard in Navan District Court. The accused pleaded guilty to two counts. On 25 September 2019, at a premises at Grange, Dunsany, Navan, Co Meath, the accused failed to ensure that adequate auxiliary devices were installed to improve visibility. The driver's direct field of vision was inadequate in relation to a Skid Steer, and as a consequence, an employee suffered personal injury when they became trapped between the vehicle and a stationary object.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 40(b)(V) contrary to 77(2)(c)	Safety, Health and Welfare at Work (General Applications) Regulations 2007; Safety, Health and Welfare at Work Act 2005	Guilty plea	€750
Regulation 40(b)(v)	Safety, Health and Welfare at Work (General Applications) Regulations 2007	Guilty plea	Taken into account

Irish Research Centre for Resource Efficiency CLG

On **9 December 2021**, this case was heard in Nenagh District Court. The accused pleaded guilty to three counts. On 25 May 2020, at a premises in Unit 5, Riverside Business Park, Nenagh, Co Tipperary, the accused failed to provide a system of work in relation to the preparation of a magnesium phosphate solution at the said premises that was planned, organised, performed, maintained and revised as appropriate, and that it failed to implement adequate control measures to prevent injuries to employees, and as a consequence, an employee suffered personal injury.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 8(1) and 8(2)(g) contrary to 77 (9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€2,000
Section 8(1) and 8(2) (g) contrary to 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration
Section 8(1) and 8(2)(e) contrary to 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Prosecutions on indictment

Prosecution of an individual

On **13 January 2021**, this case was heard in Wicklow Circuit Court. The accused pleaded guilty to one charge. On 19 November 2016, the accused, a contractor, failed to ensure that material was not placed or stacked on the site near the edge of an excavation, where it was likely to endanger persons working below, and as a consequence, a person suffered personal injury and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 56(a) contrary to 77(9)(a)	Safety, Health and Welfare at Work (Construction) Regulations 2013; Safety, Health and Welfare at Work Act 2005	Guilty plea	€3,000

Brian Conneely & Company Limited

On **26 January 2021**, this case was heard in Wicklow Circuit Court. The accused pleaded guilty to three charges. On 8 December 2016, at or near South Beach, Greystones, Co Wicklow, the accused, being an employer, failed to ensure that a Neuson 9001, front load 9 tonne site dumper vehicle, which was not designed to carry passengers, was in fact operated and used to carry passengers, and as a consequence, a person (not being their employee), suffered personal injury.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 12 contrary to Section 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€15,000
Regulation 19(1)(b) contrary To Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013; Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration
Regulation 16(b), Contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Tom Lynes Plant Hire Limited

On **19 February 2021**, this case was heard in Cork Circuit Criminal Court. The accused pleaded guilty to two charges. On 20 July 2018, the accused, at Ballyellis, Mallow, Co Cork, failed to have an exclusion zone in place to separate pedestrians from operational vehicles, and as a consequence, a person suffered personal injury.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 8(1) and Section (8) (2)(a) contrary to S77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€80,000*
Regulation 25(1)(a) contrary to 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013; Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

*Note: severity of fine under appeal

Jackson Engineering (Castlebar) Limited

On **19 February 2021**, this case was heard in Sligo Circuit Court. The accused pleaded guilty to two charges. On 1 September 2018, the accused, at the G Bruss GmbH factory premises, Finisklin Road, Sligo, being a place of work, failed to ensure that lifting operations involved in the movement and attachment of a jib section of a crane to the jib handler of a forklift truck at the place of work were carried out to protect the safety of employees. An employee was permitted to work in a danger zone beside the free-standing jib section of the crane, and as a consequence, the employee suffered personal injury.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 42(a) contrary to Section 77(9) (a)	Safety, Health and Welfare at Work (General Applications) Regulations 2007 Safety, Health and Welfare at Work Act 2005	Guilty plea	€30,000
S8(2)(a) contrary to S77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Irish Distillers Limited

On **23 February 2021**, this case was heard in Cork Circuit Criminal Court. The accused pleaded guilty to two charges. On 12 March 2018, the accused, which operated a warehouse premises at Dungourney, Co Cork, failed to ensure that appropriate traffic rules were drawn up and followed when work equipment, namely a forklift, was moving around a work area. The accused failed to identify a hazard in the said workplace, specifically the staging of whiskey casks by forklift operations outside the warehouse, and it failed to assess the risks presented by the hazard and failed to be in possession of a written assessment of the risks.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 19(1) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty plea	€10,000
Regulation 41(a) contrary to 77(2)(c)	Safety, Health and Welfare at Work (General Applications Regulations) 2007 Safety, Health and Welfare at Work Act 2005	Guilty plea	€30,000

Colin Wendel Developments Limited

On **23 April 2021**, this case was heard in Dublin Circuit Criminal Court. The accused pleaded guilty to one count. On 24 October 2016, at 39 Highfield Road, Rathgar, Dublin 6, the accused failed to manage scaffolding being erected by its employees at the said premises. The scaffolding was defective, unsafe and unstable. In particular, the scaffolding platform was too high, the top guard rail of scaffolding was too low and comprised an improvised guard rail assembled from a pigtail tube. The guard rail was not properly secured to the scaffolding and was unstable and fell apart. The scaffolding was erected by the accused's employees, who did not possess valid scaffolding registration cards, and as consequence, a person suffered personal injuries and died.

CONTRAVENTION	LEGISLATION	VERDICT	PENALTY
Section 12 contrary to 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty Plea	€40,000

Prosecution of an individual

On **23 April 2021**, this case was heard in Dublin Circuit Criminal Court. The accused pleaded guilty to one count. On 24 October 2016, the accused was a director of a company that failed to manage and conduct its undertaking in such a way as to ensure that in the course of work being carried out individuals at a place of work were not exposed to risks to their safety, health and welfare. In particular, the scaffolding erected by the accused's employees at the said premises was defective, unsafe and unstable. In particular, the scaffolding platform was too high; the top guard rail of scaffolding was too low and comprised an improvised guard rail assembled from a pigtail tube. The guard rail was not properly secured to the scaffolding and was unstable and fell apart. The scaffolding was erected by the accused's employees, who did not possess valid scaffolding registration cards.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 12 contrary to 77(2)(a) and Section 80.	Safety, Health and Welfare at Work Act 2005	Guilty Plea	€5,000

Telstar Investments Limited

On **19 July 2021**, this case was heard in Dublin Circuit Criminal Court. The accused pleaded guilty to one count. On 24 June 2016, at Findlater House, Findlater Place, Dublin 1, the accused failed to manage and conduct work activities in such a way as to ensure, so far as was reasonably practicable, the safety, health and welfare at work of its employees in respect of the removal of ceiling boards which contained asbestos and the cleaning up of associated debris, thereby exposing employees to the risk of inhaling asbestos fibres.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 8(1) and 8(2)(a) contrary to 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty Plea	€7,500*
Regulation 8(1) contrary to section 77(2)(c)	Safety, Health and Welfare at Work (Exposure to Asbestos Regulations) 2006 and 2010 Safety, Health and Welfare at Work Act 2005	Guilty Plea	Taken into consideration

*Note: Level of fine under appeal on grounds of undue leniency

Prosecution of an Individual

On **12 October 2021**, this case was heard in Monaghan Circuit Court. The accused pleaded guilty to two counts. Between 1 May 2015 and 12 August 2015 (inclusive) in Co Monaghan, the accused failed to appoint in writing at or before the start of the design process of construction works a competent project supervisor for the design process, and failed to appoint in writing at or before the commencement of construction works a competent project supervisor for the construction stage.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 6(1)(a) contrary to 77(2)(c)	Safety, Health and Welfare at Work Construction (Regulations) 2013 Safety, Health and Welfare at Work Act 2005	Guilty Plea	€1,000
Regulation 6(1)(b) contrary to 77(2)(c)	Safety, Health and Welfare at Work Construction (Regulations) 2013 Safety, Health and Welfare at Work Act 2005	Guilty Plea	€1,000

Deane Public Works Limited

On **5 November 2021**, this case was heard in Letterkenny Circuit Court. The accused pleaded guilty to one count. On 15 January 2018, the accused failed to provide a safe system of work in relation to the access, movement and installation of pontoons in water at Hydro Racebridge, Gweedore, Co Donegal, and as a consequence, an employee suffered personal injury and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 8(1) and 8(2)(e) contrary to 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty Plea	€40,000

Limerick City and County Council

On **1 November 2021**, this case was heard in Limerick Circuit Court. The accused pleaded guilty to three charges. On 14 April 2015, at the Limerick City and County Council Machinery Yard, Newcastle West, Co Limerick, the accused failed to provide a safe means of access to and egress from the machinery yard, and failed to ensure that mechanical gates at the said place of work functioned in such a way that there was no risk of accident to employees. In particular, there were no sensors installed outside the gate, and the force of the gate was not limited by either leading edge protection between the gate's leading edges and the opposing leading edges, or by the limitation of the closing force driving the gate, and as a consequence, an employee suffered personal injury and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 8(2)(c)(ii) contrary to 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty Plea	€75,000
Regulation 11(h)(i) contrary to Section 77(9) (a)	Safety, Health and Welfare at Work (General Application) Regulations 2007	Guilty Plea	Taken into consideration
Section 19(1) contrary to Section 77(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty Plea	Taken into consideration

Quinn Piling Limited

On **4 November 2021**, this case was heard in Galway Circuit Court. The accused pleaded guilty to one charge. On 29 January 2017, at or near Rossaveal Harbour, Rossaveal, Co Galway, the accused, an employer, failed to manage and conduct work activities safely – in particular the provision and control of compressed air on an offshore barge (from which compressed air was sourced remotely via hosing from air compressors on the shore), and as a consequence, an employee suffered personal injury and died.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 8(2)(a) contrary to 77(9)(a)	Safety, Health and Welfare at Work Act 2005	Guilty Plea	€25,000

Prosecution of an individual

On **9 December 2021**, this case was heard in Dublin Circuit Criminal Court. The accused pleaded guilty to one count. On 23 June 2016, the accused, at a premises connected with work activities, failed to ensure that work activities ceased and the area was vacated after a ceiling board was found to have an "asbestos" sticker, thereby exposing persons to the risk of inhaling asbestos fibres.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 14(b) contrary to Section 77(2)(b)	Safety, Health and Welfare at Work Act 2005	Guilty Plea	€12,500

FVG Construction and Maintenance Limited

On **8 December 2021**, this case was heard in Galway Circuit Court. The accused pleaded guilty to two charges. On 14 October 2019, at a construction site at Coiste Na Páirce, Furbo, Co Galway, the accused, being an employer, failed to ensure that its employee was in possession of an appropriate valid Construction Skills Certification Card (CSCS) for Site Dumper Operation, and it failed to ensure the maintenance of plant and machinery in such a way as to ensure that it was safe and without risk to health, namely a Benford 6 ton dumper that was being operated by an employee.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 25(b) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty Plea	€25,000
Section 8(2)(c) contrary to Section 72(2)(a)	Safety, Health and Welfare at Work Act 2005	Guilty Plea	€25,000

Faser Court Limited

On **10 December 2021**, this case was heard in Wexford Circuit Court. The accused pleaded guilty to one charge. On 1 April 2016, at Coolishall Quarry, Gorey, Co Wexford, the accused failed to ensure that before quarrying operations commenced or recommenced in a particular area of the quarry that a geotechnical assessment was carried out on an excavation where the face height exceeded 20 metres in the south-east face of the quarry, and where the said excavation was in the particular area of the quarry planned to be worked on.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Regulation 54(2) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work (Quarries) Regulations 2008; Safety, Health and Welfare at Work Act 2005	Guilty Plea	€175,000

Offaly County Council

On **21 December 2021**, this case was heard in Offaly Circuit Court. The accused pleaded guilty to two charges. Between 23 January 2019 and 25 January 2019, the accused, at Kilbride Street car park, Tullamore, being a place of work under its control and being an employer, failed to identify the hazards in the said place of work; failed to assess the risks presented by those hazards, or have in its possession a written risk assessment in respect of the removal of a lighting column at the said car park; failed to provide safe systems of work in respect of the removal of a lighting column at the said car park; and as a consequence, an employee suffered personal injury.

CONTRAVENTION	LEGISLATION	VERDICT	FINE
Section 8(1) and 8(2)(e) contrary to 77 (9)(a)	Safety, Health and Welfare at Work (Construction) Regulations 2013 Safety, Health and Welfare at Work Act 2005	Guilty Plea	€40,000
Section 19(1) contrary to Section 77(2)(c)	Safety, Health and Welfare at Work Act 2005	Guilty Plea	€50,000

Appendix 3:

EU and International Representation 2021

As CA and national lead on occupational health and safety, chemicals and market surveillance legislation, the Authority actively participated in a number of EU and international committees and expert working groups during 2021. As CA for REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and CLP (classification, labelling and packaging of substances and mixtures) the Authority participated in a range of EU meetings, most of which were virtual due to COVID-19 restrictions in place. At all meetings, the Authority communicated the Irish position effectively in order to influence an outcome that either benefits Ireland or does not put Ireland at a disadvantage. The Authority also provided technical, scientific and policy inputs at other EU and international levels, as requested by the Minister and the DETE. During 2021, INAB also participated in and represented Ireland, at both European and international meetings.

The list provided below is not exhaustive, but it covers the main committee meetings and EU/international meetings and events the Authority attended in 2021.

European and international committees – Chemicals	Number of meetings/ events attended
European Chemicals Agency (ECHA) Management Board (up to 31 May 2021); the DETE provided the IE member role from June.	1
Article 133 REACH Committee	6
CARACAL Competent Authority and Subgroups on REACH and CLP	9
ECHA Risk Assessment Committee (RAC)	12
ECHA Committee for Socio-economic Analysis (SEAC)	4
ECHA Member State Committee (MSC)	4
ECHA Forum on Enforcement of REACH, CLP and the Rotterdam Regulation	3
ECHA Expert Group on Endocrine Disruptors	1
ECHA Expert Group on Persistent, Bioaccumulative and Toxic substances (PBTs)	3
ECHA HelpNet Steering Group for MS Helpdesks and subgroup	9
Detergents Working Group	1
Designated National Authority Committee for the Rotterdam Regulation	0
ECHA Risk Management and Evaluation RIME+ (Chemical)	5
ECHA MSCA IT User Group	4
ECHA MS Communicators Network	1
EU Chemical Strategy meetings and associated working groups/workshops	5
EU Seveso Committee of Competent authorities	0
Commission Expert Group on the control of major accident hazards involving dangerous substances ("Seveso Expert Group")	1
Organisation for the Prohibition of Chemical Weapons (OPCW)	1
EU Committee on the Transport of Dangerous Goods	1
EU Expert Group on the Transport of Dangerous Goods	2
Joint Meeting of the RID Committee of Experts and the Working Party on the Transport of Dangerous Goods	1
Total	74

European and international committees – OSH	Number of meetings/ events attended
Advisory Committee on Safety and Health (ACSH) [including interest groups and workshops]	6
EU-OSHA Management Board	4
EU-OSHA Focal Point Network	3
EU-OSHA Communication Partnership Working Group	3
EU Working Party on Workplaces	6
EU Working Party on DSE	6
EU Working Party on Pandemic – OSH-related issues	2
European Transport Safety Council – Work-Related Road Safety	3
European Transport Safety Council (ETSC)	1
Parliamentary Advisory Committee on Transport Safety – Work-Related Road Safety Forum	3
SACURIMA Cost Action Group on Agriculture	16
Senior Labour Inspectors Committee (SLIC)	
• SLIC Plenary and Thematic Day	3
• Working Group Chemicals	2
• Working Group Biological	2
• Working Group General Enforcement Activities	2
EU Standing Working Party Extractive Industries	2
EU Chief Inspectors of Mines	0
Machex	9
Total	73

European and international committees – industrial products and market surveillance	Number of meetings/ events attended
Market Surveillance – the EU Product Compliance Network	9
EU Transportable Pressure Equipment Administrative Cooperation Group	1
EU Machinery Directive Advisory Committee	1
EU Pressure Equipment Directive Advisory Committees	2
EU Lifts Directive Advisory Committee	0
EU Personal Protective Equipment Directive Advisory Committee	2
EU ATEX (explosive atmospheres) Directive Advisory Committee	1
Gas Appliances Regulation Advisory Committee	2
EU Machinery Directive Working Group	2
EU Pressure Equipment Directive Working Group	1
EU Personal Protective Equipment Regulation Working Group	1
EU ATEX (explosive atmospheres) Directive Working Group	1
Gas Appliances Regulation Working Group	0
Technical Harmonisation (Machinery Regulation)	11
Total	34

European and international committees – Accreditation	Number of meetings/ events attended
European co-operation for Accreditation (EA) Technical and Policy Committees and working groups [Laboratory, Inspection, Harmonisation, Certification, Multi-lateral Agreement, General Assembly]	21
International Laboratory Accreditation Co-operation Technical and Policy Committees and working groups [Laboratory, Inspection, General Assembly]	9*
International Accreditation Forum Technical and Policy Committees and working groups [Certification, General Assembly]	4
European Commission and OECD Committees and working groups on Good Laboratory Practice (GLP)	3
European Commission Group on the Internal Market for Products (IMP)	1
Total	38

* A number of ILAC and IAFs were jointly held, counted once

Appendix 4:

Legislation and guidance finalised in 2021

Legislation

S.I. No. 711/2021 – European Communities (Carriage of Dangerous Goods by Road and Use of Transportable Pressure Equipment) (Amendment) Regulations 2021

S.I. No. 619/2021 – Safety, Health and Welfare at Work (General Application) (Amendment) (No. 2) Regulations 2021

S.I. No. 610/2021 – Safety, Health and Welfare at Work (General Application) (Amendment) Regulations 2021

S.I. No 528/2021 – Safety, Health and Welfare at Work (Construction) (Amendment) Regulations 2021

S.I. 231/2021 – Safety, Health and Welfare at Work (Chemical Agents) (Amendment) Regulations 2021

Codes of Practice

Chemical Agents and Carcinogens Code of Practice 2021

Code of Practice for Employers and Employees on the Prevention and Resolution of Bullying at Work

Guidance and information sheets (including updates)

Carriage of Dangerous Goods by Road 2021 (formerly ADR Guide for Business)

ADR – Quick Reference Guide

Classification, Labelling & Packaging according to the CLP Regulation – Information Sheet

CLP Poster 1 (A1 size) – Classification and Labelling Elements

CLP Poster 2 (A1 size) – Hazard and Precautionary Statements

Safety Data Sheet (SDS) Information Sheet

Information for Retailers on Hazard Labelling & Packaging of Chemical Products

Chemical Distributors Duties REACH and CLP

Chemical Importers Information Sheet

Export and Import of Chemicals Information Sheet

Safety for Seasonal Workers in Horticulture

Safe Motor Vehicle Repair and Maintenance – Info Sheet

Skip Lorry Safety Checklist and Poster

Employees with Disabilities

Appendix 5:

2021 Annual report to the Minister on the operation of the Chemicals Acts 2008 and 2010

The Health and Safety Authority (herein referred to as 'the Authority') was appointed as the principal national authority under the Chemicals Act 2008. The Chemicals Act 2008, as amended, provides for the national administration and enforcement of the REACH, Detergents, Rotterdam (prior informed consent) and CLP regulations. As of 1 June 2015, the Control of Major Accident Hazards involving Dangerous Substances COMAH (SEVESO III) Regulations also come within the ambit of the Chemicals Acts 2008 and 2010 but is not subject to this annual report. Five national authorities have administration and/or enforcement obligations under the Chemicals Acts, namely the Minister for Agriculture, Food and the Marine; the Environmental Protection Agency (EPA); Beaumont Hospital Board; the Customs Division of the Revenue Commissioners; and the Irish National Accreditation Board.

Section 8(4) of the 2008 Act requires a national authority (other than the Authority) to a) make adequate arrangements for the performance of its functions under the relevant statutory provisions; b) keep appropriate records and c) furnish a report to the Authority within two months after the end of each year. Such a report is to include information as may be required and requested by the Authority. In fulfilment of its statutory duties under the Act, the Authority requested each national authority named above to report on its activities during 2021 under the Chemicals Acts 2008 and 2010. Details for each CA are as follows:

The Irish National Accreditation Board

The Irish National Accreditation Board (INAB) – GLP³ Monitoring Authority, acts as the national competent authority for the purposes of Articles 8(2) and (3) of the Detergents Regulation (EC) No 648/2004 of the European Parliament and of the Council of 31 March 2004 on detergents) only. During 2021, there were no GLP facilities in the INAB monitoring programme carrying out work in relation to the Detergents Regulation. INAB participated in the annual OECD GLP Committee and the European Commission Working Group on GLP.

Beaumont Hospital Board

Beaumont Hospital Board is the appointed body responsible for receiving information relating to emergency health response, as per Article 45 of the CLP Regulation, and to receive ingredient datasheets as required under Article 9(3) of the Detergents Regulation, and has designated the National Poisons Information Centre (NPIC) to perform these functions.

During 2021, there were 1,045 enquiries about detergent products. These queries mostly related to the CLP Regulation on the NPIC notification procedure, use of the NPIC number on safety data sheets and registration of biocidal products. Fifty assessments were completed in relation to notifications submitted to the NPIC and 1,000 limited desk assessments were completed, e.g. full composition of products detailed were provided. The NPIC also dealt with a number of emergency enquiries involving products which had not been notified to them. When possible, they engaged with the company responsible in order to obtain the information needed. A small number of product cases were referred to the Authority in order to assess the need for further action.

The NPIC also answered emergency enquiries about 1,134 detergent products. Fabric cleaning products (particularly liquid detergent sachets/capsules),

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general cleaners, dishwasher products, bleach, toilet cleaners/fresheners and washing up liquid were the most frequently implicated detergent products. The NPIC answered 1,565 emergency enquiries about chemical mixtures, excluding detergents. The number of enquiries about hand sanitisers and antiseptic/disinfectant products remained elevated compared to 2019 (pre-COVID pandemic). The NPIC informed 44 companies submitting information on hand sanitisers about their obligation to register biocidal products with the Department of Food, Agriculture and the Marine. This workload will be monitored more closely in the future.

At a European level, the NPIC submitted two briefings, via the Authority, on relevant issues discussed in CARACAL during 2021. At a national level, the Beaumont Hospital legal department reviewed the draft Memorandum of Understanding with the Authority in 2021 and work is ongoing to revise the Data Sharing Agreement. The NPIC participated in two stakeholder events, including a joint webinar with the Authority and Department of Food, Agriculture and the Marine on a new system for issuing notifications to the NPIC.

NPIC staff do not work exclusively on activities related to the Chemicals Acts, and priority must be given to the management and operation of the telephone poisons information service. The NPIC began 2021 with a significant backlog of more than 6,000 product submissions to upload on to the document management system (DMS). The NPIC received many of these submissions during December 2020, just before Annex VIII of the CLP Regulation entered into force. To ensure that this product information was available to NPIC staff when answering emergency enquiries, all poisons information officers as well as the Administrative Officer spent some time uploading submissions to the DMS during the first half of 2021. This enabled the NPIC to clear the backlog by June 2021.

However, this work meant that the NPIC audited a smaller number of product submissions in 2021 than in 2020, and as a result, once again certain other duties were delayed or postponed. For example, the annual report normally produced in June was delayed until December, and awareness-raising projects and outreach services were deferred.

During November 2021, the NPIC supported the ECHA social media campaign, #UFI matters EU. The main goal of the campaign was to raise awareness of the unique formula identifier (UFI) among EU citizens, especially parents with small children, and teach them why the UFI code exists and where to find it. The campaign also emphasised the importance of taking safety measures at home to avoid accidental poisoning. The NPIC shared #UFI matters EU messages on Twitter, Facebook and Instagram at least once daily during the period 10–19 November 2021, and it continues to post on this topic from time to time.

The number of resources available during 2021 were as follows: 0.8 FTE Administrative Officer and 1 FTE Poison Information Officer/Manager. While no NPIC staff work full time on the responsibilities under the CLP Regulation (EC) No 1272/2008 and the Detergents Regulation (EC) No 648/2004, the NPIC has six poisons information officers and all are involved in providing information to meet medical demand in the event of an emergency. The Clinical Director gives additional advice for serious or complex cases. All poisons information officers spent some time uploading product submissions to the document management system during the first half of 2021. The poisons information officers are scientists (BSc or MSc) and most have postgraduate qualifications in clinical toxicology. The Clinical Director is a Consultant Anaesthetist. There has been no change in resources from 2020.

Department of Agriculture, Food and the Marine

The Department of Agriculture, Food and the Marine (DAFM) enforces the REACH and CLP Regulations in the context of enforcement of the sector-specific plant protection product (PPP) and biocides legislation. During 2021, DAFM reported on its activities relating to REACH enforcement project (REF-8) on internet sales, with 50 questionnaires completed and returned to the national coordinator for submission to ECHA.

At a national level, DAFM attended one virtual meeting of the Chemicals Interdepartmental/Agency Group and had other communications with national authorities as the need arose during the year. DAFM replied to a number of queries referred by the Authority relating to PPP and biocidal products.

At an EU level, DAFM provided three comments on Persistent Mobile and Toxic (PMT) proposals for CARACAL meetings attended by the Authority. DAFM also had a representative on the Forum coordinated REACH enforcement project (REF-8) working group for internet sales and participated in the reporting phase of the project during 2021. DAFM attended three meetings of the Endocrine Disruptor Expert Group.

Under CLP, DAFM continued to be represented at the Risk Assessment Committee (RAC) meetings attending four meetings, while attending three Harmonised Classification and Labelling workshops during 2021.

Under the Rotterdam (PIC) Regulation, DAFM attended one meeting and provided written comments to the Authority ahead of another PIC designated national authority (DNA) meeting in 2021.

A memorandum of understanding (MoU) between DAFM and the Authority in relation to implementation and enforcement of the REACH, CLP and Detergents

Regulations as set out under the Chemicals Act was agreed and signed in 2018 and still in use in 2021. Similarly a MoU between DAFM, the Authority and Revenue's Customs Division in relation to the Rotterdam Regulation was agreed, signed by the Authority and DAFM in 2018 and still in use in 2021.

Customs Division of the Revenue Commissioners

The Revenue Commissioners is the designated national authority (DNA) under Article 17 of the Rotterdam Regulation. Revenue's Customs Service is responsible for the control of the import and export of hazardous chemicals as listed in the Rotterdam Regulation. For this purpose, profiles have been set into Revenue's Automated Entry Processing (AEP) Customs clearance system.

Revenue has (through its Customs Consultative Committee) informed the trade of the export declaration and Reference Identification Number (RIN) requirements for the exportation of chemicals covered by the Rotterdam Regulation. The public can access the Customs staff manual via the Revenue website (www.revenue.ie).

Dangerous chemicals manual: The Revenue website also sets out general information in respect of prohibited/restricted goods and this includes information of the exportation of dangerous chemicals under the Rotterdam Regulation.

Customs activities under this Regulation include the electronic profiling of certain hazardous chemicals on the AEP system and the validation by Customs staff of RINs at exportation where relevant. During 2021, four exports were monitored under prior informed consent (PIC).

Revenue participates in the Chemicals Interdepartmental Group meeting under the DETE. However, its participation in 2021 was limited due to other commitments.

A Memorandum of Understanding (MoU) was finalised between Revenue, the Authority, and Department of Agriculture, Food and the Marine. This MoU will be signed in February 2022. Revenue maintains a Data Sharing Agreement with both agencies in relation to the exchange of information under the Rotterdam Regulation

Environmental Protection Agency (EPA)

During 2021, the EPA held a combined Persistent Organic Pollutants (POPs)/REACH national market surveillance campaign, undertaking 50 inspections at retailers, including e-commerce operators, which involved compliance testing of 50 imported articles for restricted substances incorporated in exercise accessories (articles). All were compliant.

During 2021, the EPA completed six external queries on the REACH Regulation, with dedicated webpages available on REACH. A total of 134 EPA personnel, including inspectors dealing with licensing and enforcement, attended general chemistry training, which included a module on chemicals-related legislation, including REACH. The EPA Chemicals Team provided ongoing advice to EPA environmental enforcement personnel. No external stakeholder events were held during 2021. One EPA inspector signed up for use of ECHA's secure Interact IT portal during 2021.

At a national level, EPA personnel participated in one Chemicals Interdepartmental Group meeting and the EPA continues to operate an MoU with the Authority that covers activities relating to the REACH Regulation and the Detergents Regulation, and is currently under review.

EPA resources for the purposes of the REACH Regulation and the Detergents Regulation were approximately 0.5 FTE, an increase on the 2020 level of 0.12 FTE. Two inspectors are warranted to enforce under Section 11 of the Chemicals Act with one EPA staff member involved in REACH Regulation and Detergents Regulation activities on a part-time basis.

The EPA has an internal chemicals strategy which seeks to ensure internal communications and alignment in implementing chemicals legislation within its remit. The strategy sets out how the EPA will work with other organisations in relation to fulfilling its roles relating to this chemicals legislation. The strategy was completed in 2020 and is being implemented.



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An tÚdarás Sláinte agus Sábháilteachta
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