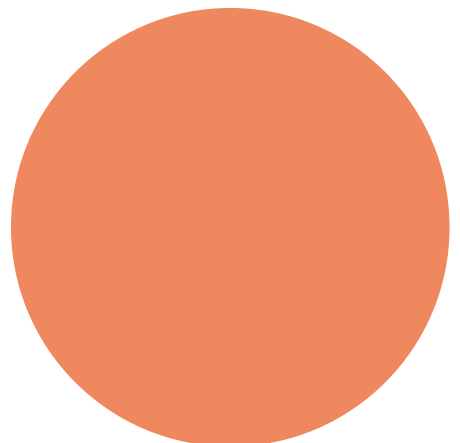
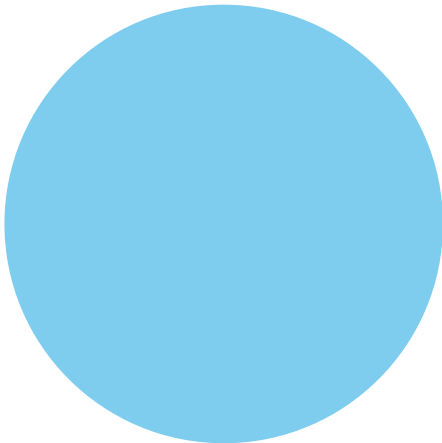
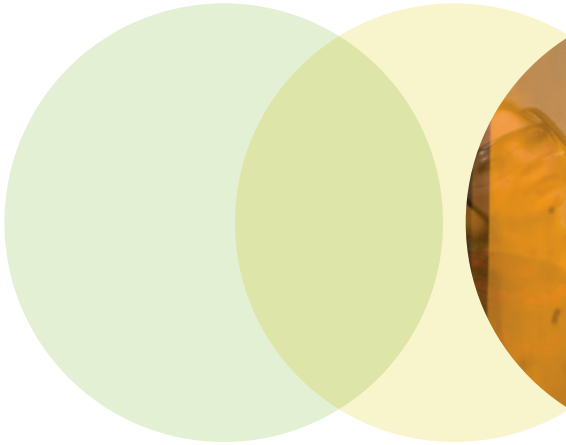


Annual Report 2022



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

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Report of the Chief Executive Officer and the Chairperson of the Board to Neale Richmond, Minister of State for Employment Affairs and Retail Business

Minister,

This is our first annual report under our *Strategy Statement 2022-2024*. This three-year strategic cycle commenced in a period of significant change for Irish workplaces as our economy and society emerged from the global COVID-19 pandemic.

Our published *Programme of Work 2022* set out a wide range of objectives and actions to be delivered under our priorities and legal mandates in the first year of our strategic cycle. Leveraging our learning from our previous strategy, we planned our programme of work and assigned our resources to align with and support the Government's approach to the return to work and new ways of working.

There was a welcome reduction in work-related fatalities, with the lowest number of fatalities on record since the Authority was established in 1989. However, we recognise that families, colleagues and communities have been left devastated because of these 27 lives lost in work-related incidents in 2022.

In relation to our regulatory activity, we maintained our focus on the high-risk sectors of construction, agriculture and health and social care. A total of 10,509 proactive and reactive inspections were completed across all economic sectors. There were 365 investigations completed following incident reports and complaints received. Sixteen prosecutions were concluded, with 12 prosecuted on indictment and 4 prosecuted summarily, resulting in fines totalling €1,268,250.

The construction and farming sectors account for almost three-quarters of all work-related fatalities. Farming had 13 fatalities recorded in 2022, remaining the sector with the highest number of fatalities.

The construction sector saw a decline in fatalities in 2022, with 7 fatalities in 2022 compared to ten in 2021. Despite this reduced number in 2022, the Authority remains all too aware of the risks and potential dangers within this industry sector. We will continue to focus on smaller sites and contractors to ensure that worker safety is a priority every day.

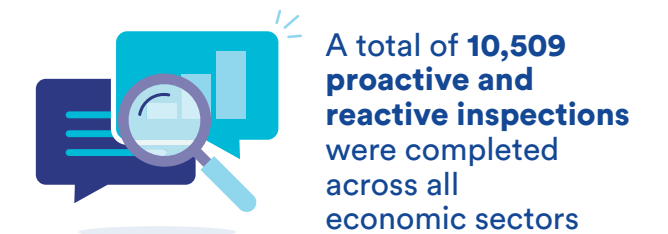
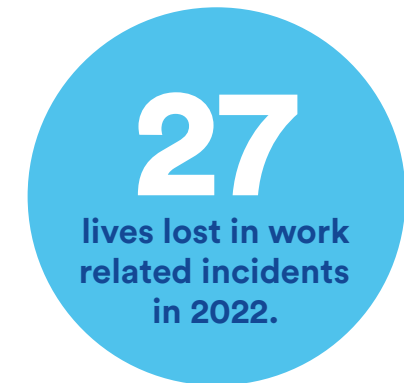
We continued to support the Minister and Department in the development of legislative and guidance proposals. We submitted an updated Code of Practice for Managing Safety and Health in Forestry Operations for Ministerial consent to publish. At the Minister's request, we completed an options analysis to identify the best approach for improving air quality in workplace. Based on the conclusion of that analysis, we prepared a draft Code of Practice on Indoor Air Quality which will be submitted to the Minister in 2023.

Throughout the year as the Central Competent Authority under the Chemicals Act, significant work was undertaken shaping EU chemical policy on the Chemical Strategy for Sustainability and a toxic-free environment. We finalised the EU evaluation of a chemical substance, had two harmonised classification dossiers proposals agreed by the European Chemical Agency's (ECHA) Risk Assessment Committee and as rapporteurs on EU committees, we completed 5 scientific opinions. 308 land use planning requests were responded to and, in response to the emergence of hydrogen production planning proposals, we developed and published technical guidance for land use planning for hydrogen installations coming within the scope of the COMAH Regulations.

Our market surveillance activities for chemical and industrial products saw 1,170 chemical products and 994 statutory reports of examination for machinery, lifts and pressure equipment being assessed along with 327 industrial products. As technical experts, we actively contributed to the review of the Commission's new Regulation of the European Parliament and Council on Machinery Products. 260 non-compliant chemical products were removed from the Irish market as a result of our activities. Following communications from the National Poison Information Centre in respect to poisoning incidents involving reed diffusers, we undertook a focused campaign where we found a high level of non-compliance with products having incorrect information or hazard labels. These products were removed from the market and awareness was raised among product providers and consumers.

As part of our accreditation mandate, a Strategy for Accreditation was launched in May. The delivery of this strategy will increase awareness of the benefits of accreditation and will provide trust and confidence in Irish products and services across government, industry and consumers. To support the strategy delivery, we have started working with the Department on an Accreditation Policy to ensure maximum utilisation, development and promotion of accreditation. Throughout the year, INAB continued to award new accreditations and renew existing accreditations to support a wide range of businesses and services across the Irish economy. We engaged with Government departments and agencies about the introduction of accreditation in the areas of cybersecurity and data protection.

Internally, the Authority grew and adapted to new ways of working in 2022. Extensive recruitment means that we have scaled up our staff numbers significantly and have filled out various teams across the Authority, including the new Occupational Health division. We have invested in training and onboarding new staff to ensure that our people are trained and supported to deliver across all our mandates. We have developed internal strategies in relation to our people agenda, communications, and a further strategy in relation to our use of data is under development. These three internal strategies, focusing on people, communications and data will ensure we take a purposeful and long-term approach to our activities in these areas.



A comprehensive independent review of our ICT environment has been undertaken against the Cyber Security Baseline Standards for Government ICT, with an associated action plan developed arising from the findings. We continued to assign significant resources to the development of a new core platform to support the Authority’s regulatory and advisory activities. The new system will facilitate 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. Detailed design work was completed, and the system is being built and tested for release of the first phase in 2023.

We are grateful to the Authority’s staff who showed great agility in adapting to new structures and ways of working throughout the year, while continuing to deliver at pace. In responding to the additional challenges of 2022, in relation to both the pandemic and our own programme of transformation, our teams showed a dedication and resilience which is part of the Authority’s very core.

We thank all members of the Board of the Authority for their work during 2022, and their commitment to its vision of realising healthy, safe and productive lives and enterprises.

Finally, we thank Minister English for his support for the Authority throughout 2022 and we look forward to working with Minister Richmond, and his officials in the Department, to achieve the goals set out in our *Strategy Statement 2022-2024* over the next two years.



Mark Cullen
Interim Chief Executive Officer



Tom Coughlan
Chairperson

Abbreviations

ACSH	Advisory Committee on Safety and Health	INAB	Irish National Accreditation Board
ADR	Carriage of Dangerous Goods by Road	LEEF	Labour Employer Economic Forum
AIE	Access to Information on the Environment	LUP	Land Use planning
CA	Competent Authority	MoU	Memorandum of Understanding
CARACAL	Competent Authority for REACH and CLP	NPIC	National Poisons Information Centre
CIF	Construction Industry Federation	OECD	Organisation for Economic Co-operation and Development
CLH	Harmonised classification and labelling	OELV	Occupational Exposure Limit Value
CLP	Classification, Labelling and Packaging of Substances and Mixtures	OGCIO	Office of the Government Chief Information Officer
COMAH	Control of Major Accident Hazards	OPCW	Organisation for the Prohibition of Chemical Weapons
CoP	Code of Practice	OSH	Occupational safety and health
DAFM	Department of Agriculture, Food and the Marine	PIC	Prior Informed Consent
DETE	Department of Enterprise, Trade and Employment	PPE	Personal Protective Equipment
DNA	Designated National Authority	RAC	Risk Assessment Committee
EA	European Co-operation for Accreditation	RAPEX	EU Rapid Alert System for unsafe consumer products and consumer protection
ECHA	European Chemicals Agency	REACH	Registration, Evaluation, Authorisation and Restriction of Chemicals
EPA	Environmental Protection Agency	REF	REACH Enforcement Forum
ETSC	European Transport Safety Council	RIA	Regulatory Impact Assessment
EU	European Union	RiME+	Risk Management and Evaluation Platform
EU-OSHA	European Agency for Safety and Health at Work	SACURIMA	Safety Culture and Risk Management in Agriculture
FOI	Freedom of Information	SDS	Safety Data Sheet
FSPAC	Farm Safety Partnership Advisory Committee	SEAC	Committee for Socio-economic Analysis
GLP	Good Laboratory Practice	SLIC	Senior Labour Inspectors Committee
HSE	Health Service Executive	TAMS	Targeted Agriculture Modernisation Schemes
ICSMS	Information and Communication System for Market Surveillance	THOR	The Health and Occupational Research Network
ICT	Information and Communications Technology	TPED	Directive 2010/35/EU - transportable pressure equipment
IE	Ireland	UK	United Kingdom

Role of the Health and Safety Authority

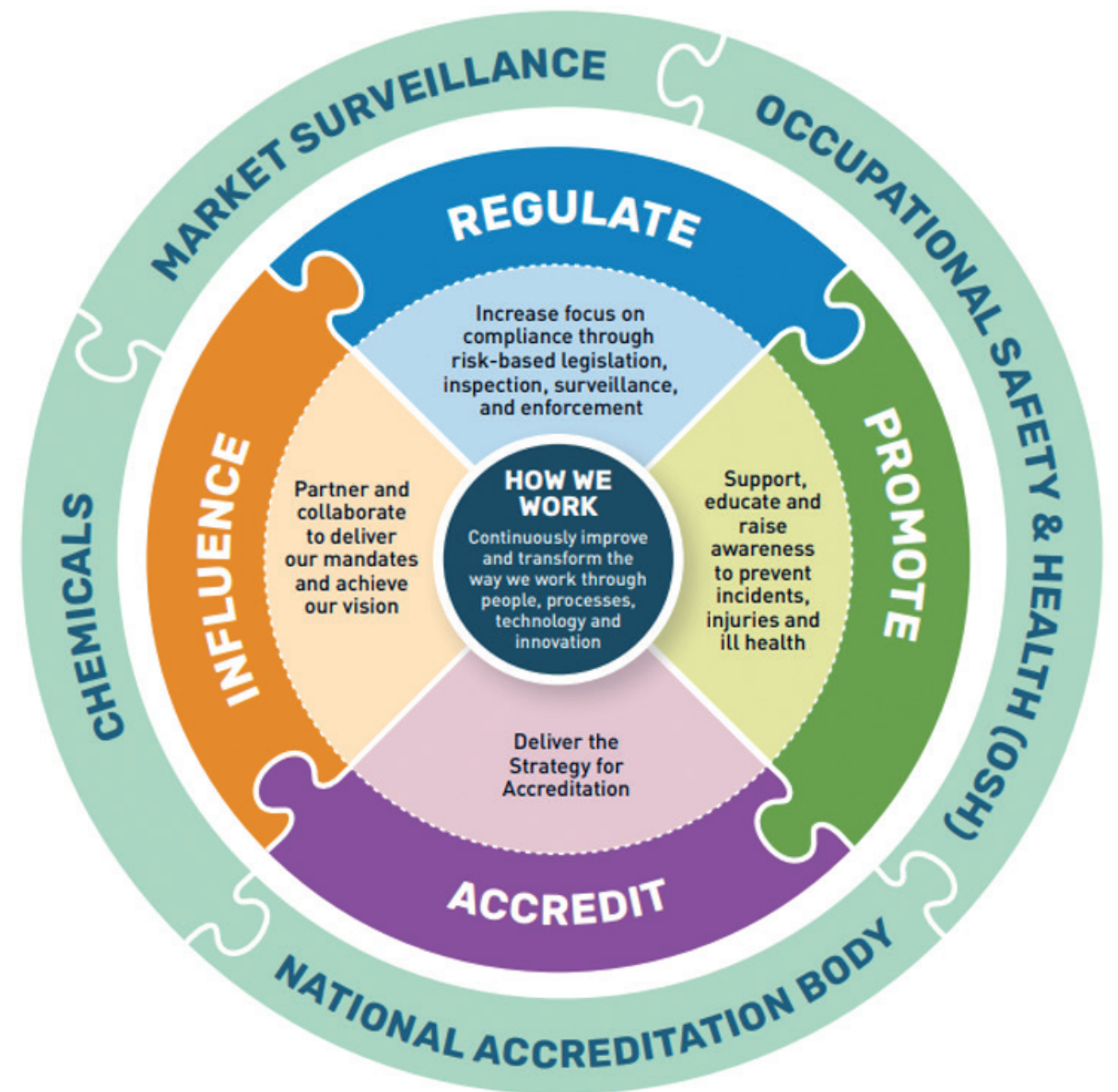
The Authority's mandate includes the following roles:

- > 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.



Health and Safety Authority Strategy Statement 2022-2024

The Health and Safety Authority Strategy Statement 2022 - 2024 sets out five strategic priorities, as outlined below:




Board and Executive of the Health and Safety Authority

The Board determines the Authority’s strategic direction. 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, chemicals and market surveillance 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 2022
Chairperson		
Tom Coughlan	Former Chief Executive, Clare County Council (2009-2016)	7
Employer nominees		
Andrew Bowers	Director Operational Excellence, Enterprise Management System at Baxter Healthcare Corporation	6
Frank Kelly	Construction Director, Walls Construction Ltd	7
Paul Kelly	Director, Food Drink Ireland (FDI)	7
Employee nominees		
Deirdre MacDonald	Past President of Association of Secondary School Teachers of Ireland	8
David Hughes	Deputy General Secretary, The Irish Nurses and Midwives Organisation (INMO)	6
Michelle Quinn	Sector Organiser, Wholesale, Retail, Distribution and Related Sector, SIPTU	6
Ministerial nominees		
Deirdre Cullivan	HR Consultant	8
Stephen Curran	Principal Officer, Safety, Health and Chemicals Policy Unit, Department of Enterprise, Trade and Employment	8
Bríd De Buitléar	IT and Business Operations Leader	8
Mary Coyne	Fellow of the Association of Chartered Certified Accountants (FCCA)	6
Ciarán Roche	Risk Manager and the Company Safety Manager, FBD Insurance	8




Board of 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 Buitléar Ciarán Roche Mary Coyne

The Chief Executive Officer, together with four 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 2022, the Authority employed 232 permanent staff, including inspectors, professional and technical specialists, accreditation officers, administrators and clerical staff.



Executive of the Authority


Chief Executive



Dr Sharon McGuinness

Assistant Chief Executives



Mark Cullen Yvonne Mullooly Dr Kevin De Barra Dr Adrienne Duff

Dr Sharon McGuinness was Chief Executive of the Authority until 28 October 2022. Mark Cullen was appointed to the role of Interim Chief Executive from 01 November 2022.

Irish National Accreditation Board

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 Health and Safety Authority.

Board member	Position	Meetings attended in 2022
Ita Kinahan Chairperson	Retired State Chemist, State Laboratory	7
Dr Adrienne Duff	Manager of INAB; ex-officio Board member	8
Cecilie Laake	Director General, Norwegian Accreditation	7
Raymond Ellard	Director of Consumer Protection, Food Safety Authority of Ireland	4 (Retired July 2022)
Jim O'Toole	Chief Executive, Bord Bia	7
Dr Caitríona Fisher	Director of Quality, Scientific Affairs and Communications, Health Products Regulatory Authority	4 (Retired July 2022)
Dr Micheál Lehane	Director of the Office of Radiation Protection and Environmental Monitoring, Environmental Protection Agency	6
John O'Loughlin	Laboratory Manager, Rotunda Hospital	6
Dr David Graham	Chief Executive, Animal Health Ireland	5
Denise Barry	Director of Strategy, Performance and Transformation, Road Safety Authority	6 (Joined April 2022)
Paul Scallan	CEO, Private Security Authority	4 (Joined April 2022)
Gail Carroll	Director, Regulatory Affairs and Compliance Building, Food Safety Authority of Ireland	3 (Joined September 2022)
Rita Purcell	Deputy Chief Executive, Health Products Regulatory Authority	2 (Joined September 2022)

Report under the Protected Disclosures Act 2014

Under the Protected Disclosures Act, the Chief Executive Officer of the Health and Safety Authority is prescribed as a recipient of protected disclosures in relation to all matters associated with legislation enforced by the Health and Safety Authority, and accreditation of laboratories, certification bodies and inspection bodies through the Irish National Accreditation Board within the Health and Safety Authority. Internal disclosures relating to the Authority can also be made by relevant workers as defined by the Act.

Under Section 22 of the Protected Disclosures Act 2014, each public body is required to publish an annual report setting out the number of protected disclosures received in the preceding year and the action taken. The publication of the data in the report must be provided in a way that protects the identity of the disclosers.

From 01 January to 31 December 2022, the Chief Executive of the Health and Safety Authority, in the context of their role as a prescribed person under the Protected Disclosures Act 2014, received twelve (12) protected disclosures from parties external to the Authority and relating to third parties. Of these, eleven (11) disclosures were made directly and one (1) was transferred from another prescribed person. All disclosures were subsequently referred to Authority inspectors for investigation. Six (6) of the disclosures received in 2022 have been closed out and six (6) remain under investigation. No disclosures were received internally.

The table below provides a breakdown of the Protected Disclosures received in 2022, the number of investigations that were opened as a result of the Protected Disclosures and the status and outcome of the investigations which have been concluded.

Protected Disclosures received in 2022	Number
Reports made directly to the Authority	11
Reports transmitted to the Authority from another Prescribed Person or the PD Commissioner	1
Investigations opened by the Authority as a result of reports received in 2022	12
Investigations and proceedings closed by the Authority as a result of reports received in 2022	6
Investigations and proceedings closed by the Authority in 2022 as a result of reports received prior to 2022	8

Investigations and proceedings launched by the Authority as a result of reports received in 2022, and which concluded in 2022, resulted in ten (10) enforcement orders being served which included eight (8) reports of inspection, one (1) prohibition notice, and two (2) improvement notices.

Eight (8) investigations, opened on foot of protected disclosures received in 2021 or previous years, were still ongoing at 31 December 2021, and all eight (8) were concluded during 2022.

Strategic Priority Regulate

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



Inspection and investigation

Over 11,000 inspections and investigations were conducted by the Authority across all economic sectors and across all the legislative mandates.

There were 10,509 proactive and reactive inspections carried out across all sectors with a particular focus on the Construction, Agriculture, Health and Social Care, Transport and Retail and the Mines and Quarry sectors. There were 284 COVID-19 compliance checks carried out during the first quarter of the year when public health restrictions were in place.

Of the fatalities investigated in 2022, 27 were deemed to be as a result of work-related fatal accidents and another 35 were concluded to be non work-related. Several other fatality investigations were ongoing at the end of 2022.*

Competent and Designated National Authority functions

The Authority fulfilled its Competent Authority (CA) and Designated National Authority (DNA) roles (policy and inspection) in relation to EU chemicals and market surveillance legislation.

There were 1,110 inspections undertaken targeting activities legislated for under the Chemical Acts and the transportation of dangerous goods legislation. In addition to statutory inspections, notification and safety report assessments carried out under COMAH (Control of Major Accident Hazards) legislation, over 300 requests for technical land use planning advice requests were processed.

The Authority finalised the evaluation of 4-methylanisole in 2022. We prepared one harmonised classification and labelling (CLH) proposal, the 2 Irish CLH proposals submitted to ECHA in 2021 were agreed by ECHA's Risk Assessment Committee (RAC). The Authority completed a Risk Management Options Analysis report for one substance and one group of substances and continued to collaborate with a number of other Member States to evaluate the need for EU wide regulation on skin sensitising substances in consumer mixtures.

Of the 302 REACH and CLP inspections completed, 6 detailed audits on information in the supply chain were completed with importers, formulators and distributors. The Authority also addressed 42 registration enforcement referrals relating to Ireland (IE) registrants from the European Chemicals Agency (ECHA).

Market surveillance

1,170 chemical products and 994 statutory reports of examination for machinery, lifts and pressure equipment were assessed and 327 industrial products. 260 non-compliant chemical products were removed from the Irish market. Specific campaigns focused on Reed Diffusers, PPE, machinery in auction houses and machinery hire companies.

Support the Minister and DETE

There was extensive communication and co-operation between the Authority and the Department in 2022, with the Authority providing responses, briefings and advice to over 450 requests through the year.

Following a request from the Department, the Authority prepared an options analysis for increasing indoor air quality protections for workers. Based on this analysis, a Code of Practice on Indoor Air Quality was drafted for approval by the Minister in 2023.

The Authority also provided technical expertise and support to the Department in relation to legislative development at EU level and at national level. Topics addressed in 2022 included; the new EU Regulation of the Council and European Parliament on Machinery Products, submitting a derogation application under the Lifts Directive, updating national legislation to reflect changes to EU legislation on the safe transport of goods by road, and amendments to national legislation under the Chemicals Act. Advice was also provided on a European proposal to amend the Directive on protection of workers from exposure to asbestos. Proposed updates to the regulations for the quarries sector have also been reviewed in detail and recommendations provided to the Department.

*The numbers cited are subject to change upon completion of ongoing investigations.

Strategic Priority Promote

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



8,000

In terms of engagement with our online support tools, there were over 8,000 new registrations on BeSMART.ie.

Enterprise and employee support

We engaged with employer representation groups, including ISME, Construction Industry Federation (CIF), Irish Business and Employers Federation (IBEC) and the Small Firms Association (SFA) to share information about new publications, BeSMART.ie, and our education supports for employers and employees.

The Authority continued to support and promote the importance of the role of Safety Representatives in the workplace. We commenced a review and update of the Safety Representative Resource handbook in addition to providing promotional information and supports on our website.

In terms of engagement with our online support tools, there were over 8,000 new registrations on BeSMART.ie. Users generated over 8,775 business safety statements and risk assessments based on their business type. We developed functionality to enable users to develop new custom business types with hazard integration. We also developed a series of 'Using BeSMART.ie' videos, to guide end users through the process.

We also offered enterprises support with their chemical queries. Our national helpdesk for REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) and CLP (classification, labelling and packaging of substances and mixtures) responded to over 400 queries. We raised awareness about the risks of air freshener reed diffusers through producers, importers and on national radio with consumers.

We delivered online webinars at the start of 2022 on the Technical Land Use Planning Guidelines for planners and for operators to assist them understanding where and how to apply the technical guidelines.

Over 30,000 online courses were taken on our learning platform, hsalearning.ie.

Occupational health

The Authority continued to increase its promotion and awareness-raising activities in occupational health.

New guidance documents addressed hearing checks and audiometry, violence and aggression in the workplace and the use of biological agents in laboratories. Work was done in collaboration with the State Claims Agency to prepare guidance for employers on exposure to sensitive content including those working in content moderation. A number of seminars were organised on ergonomic risk management in support of EU-OSHA's 'Lighten the Load' campaign 2020-2022, and there were further seminars on the practical applicability of the ergonomic risk assessment tools.

We worked collaboratively with other agencies and organisations to promote engagement on shared topics. For example, we provided subject matter expertise to the HSE National Cancer Control Programme in the development of an online e-learning programme on occupational carcinogens for health and social care workers. We participated with the EPA at the National Radon Forum to launch the new updated Radon Map for workers and work.

Future workers and work

The Authority has commenced horizon scanning activities focusing on three main topics - the gig economy, green jobs and the green economy, and the implications of digitalisation for health and safety. Further work will consider the implementation of supports and resources for vulnerable workers across different sectors, including future workers and work.

Our engagement with future workers grew, with the largest annual participation in our Choose Safety programme; over 20,000 post-primary students from 400 schools took part in the programme.

Strategic Priority Influence

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



The Authority continued its support and engagement of key stakeholders through the farm safety Partnership Advisory Committee and the Construction Safety Advisory Committee Partnership in addition to engaging with both employer and employee stakeholders in other sectors.

Stakeholder engagement

The Authority continued its support and engagement of key stakeholders through the farm safety Partnership Advisory Committee and the Construction Safety Advisory Committee Partnership in addition to engaging with both employer and employee stakeholders in other sectors.

EU Policy input

The Authority continued to meet and support stakeholders with interests in EU Chemical process under the Chemicals Act, in particular in the context of the revision of the REACH and CLP Regulations. Our national chemical helpdesk for REACH (Registration, Evaluation and Restriction of Chemicals) and CLP (Classification, Labelling and Packaging) of substances and mixtures responded to over 400 queries.

Significant input was given to shaping new chemicals policy at EU level as the Central Competent Authority in Ireland under the Chemicals Act. We represented Ireland in Commission technical working groups for the revision of the EU Classification, labelling and Packaging Regulation Annex's. We contributed to consultations and workshops to reframe the REACH Regulation which the Commission hope to publish in 2023.

Following the review of the Machinery Directive, as technical experts we actively contributed to the review of Commissions draft for the new EU Machinery Regulations, which will go the final stages of agreement and publication in 2023.

The Authority contributed to occupational safety and health policy at EU level through participation in working parties under the Advisory Committee on Safety and Health, including; updating the Workplaces and Display Screen Directives, reviewing emergency preparedness at EU level and updating the EU Schedule of Occupational Diseases.

The Authority represented Ireland in numerous EU and international committees throughout 2022 - see Appendix 3 for details of committees attended in the areas of occupational safety and health, chemicals and market surveillance and accreditation.



Strategic Priority Accredit

We will deliver the strategy for accreditation

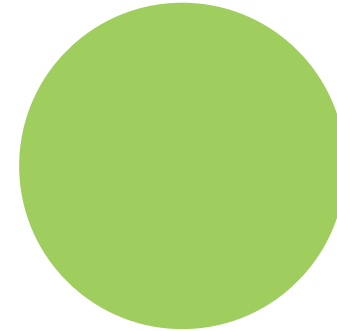


A five-year strategy for accreditation 2022 - 2026 was launched by INAB in May 2022. The strategy sets out how Ireland will fully realise the benefits of accreditation and will have a positive impact across the Irish economy and society. It recognises the role accreditation will play in supporting Government, enterprise, regulators and consumers.

A 2022 annual report was prepared to summarise the work which has been achieved and details the continuing implementation of the strategy over the next twelve months. The strategy is focused on the following four key priorities:

- Inform and influence national policy
- Promote awareness and engagement
- Grow uptake and application of accreditation
- Provide capacity and infrastructure

A project plan has been developed and is in operation. It is frequently monitored and updated to reflect the progress of the strategy.



Strategic Priority

How we work

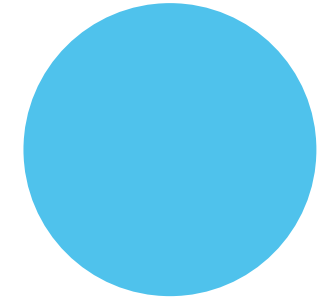
We will continuously improve and transform the way we work through people, processes, technology and innovation



A corporate governance framework is in effect which is mapped to best practice. This ensures that structures, policies, and processes are in place to effectively discharge the organisation's statutory functions, while effectively managing all risks and allowing for an objective assessment of management and corporate performance.

An organisational development and change management programme was implemented to design and deliver a structure which is fit for purpose. It will meet the strategic needs and goals of the Authority considering the evolving circumstances and changing environment in which it operates.

A major business and ICT transformation project is underway. This involves the design and development of a new core internal platform to manage all activity on occupational safety and health, chemicals, and market surveillance, and to provide an integrated solution for the delivery of digital services and applications to external audiences. Development has commenced on a data strategy to establish a clear vision for data management in the organisation. This is to ensure a co-ordinated approach to data gathering, data cleansing and migration and data quality endurance with the projected outcome of a comprehensive, trusted, single source of evidence to inform future decision making.



Key achievements: Occupational Safety and Health Programme



Action in POW 2022	Achieved in 2022
<p>Deliver a programme of intervention including 7,500 inspections within construction, health and social care, agriculture, transportation and storage along with other risk sectors with specific focus on: biological, physical and chemical agents, psychosocial and ergonomics, working at height, livestock safety, machinery safety, violence and aggression, passenger lifts, workplace transport operations, appointments of Safety Representatives, Project Supervisors for Design Process and Construction Stages, and vulnerable workers and migrant workers</p>	<p>The Authority carried out a total of 8,815 proactive inspections which addressed OSH issues.</p> <p>Our inspectors found that 77% of workplaces had prepared a safety statement and that 71% of these safety statements had the necessary safety and health risk assessments included. In 54% of cases, the inspector required the duty holder to make further improvements to the statement.</p> <p>An inspection campaign of docks and ports was completed in February 2022, involving 43 inspections in 8 different port areas across the country. Inspectors noted improvements in relation to signage, physical barriers and infrastructure to protect pedestrians from vehicular traffic as well as improved use of Class 3 High Visibility PPE compared to similar campaigns in 2019 and 2021. The main issues which were noted and addressed during inspections in the 2022 campaign included lack of implementation of safety management and traffic management systems on the ground as well as inadequate segregation of pedestrians from vehicular movements and vehicle loading activities. The Authority engaged with key stakeholders in advance of the campaign to identify their concerns and the findings of the campaign were brought to their attention once the campaign was completed.</p> <p>A construction safety inspection campaign was carried out in October and November 2022. The focus of this campaign was working at height. Over 500 inspections were carried out and over 430 written enforcements were issued by inspectors during the campaign. Over 50% of the written enforcements issued during the campaign related to issues of working at height, principally scaffolding and roof work. A summary of the campaign findings was communicated to the Construction Industry Federation.</p> <p>Two quarry safety campaigns were conducted. The first was run in conjunction with the Irish Concrete Federation in March and focused on machinery safety. A total of 65 inspections were carried out and the main findings related to guarding and periodic checks on safety equipment.</p>

Action in POW 2022	Achieved in 2022
	<p>Campaign findings were communicated to key stakeholders. The second campaign held in October focused on vehicle and pedestrian safety following up on a similar campaign run in 2021. There were 128 inspections carried out and the main findings related to traffic management plans and measures to segregate vehicles from pedestrians, similar to the findings in 2021.</p> <p>The Authority continued to focus on the health and social care sector and the risk of occupational exposure to COVID-19. Inspections were carried out across a range of settings including hospitals, nursing homes, residential care, pre-hospital emergency care and community services. Inspections focused on safety management, protection of employees against the risk of occupational exposure to COVID-19 and key hazards including work-related violence and aggression and patient and manual handling. There were 510 proactive and reactive inspections in health and social care. This included 98 inspections in response to complaints and serious incidents. There were over 16,000 modules related to healthcare completed on HSAlearning.ie and over 400 healthcare businesses completed risk assessments and downloaded a safety statement from BeSMART.ie.</p> <p>Over 800 inspections were conducted across a range of occupational health and hygiene topics, including:</p> <ul style="list-style-type: none"> • 363 inspections addressing chemical agents including process generated chemicals. An inspection campaign addressed exposure to dichloromethane (DCM) in alloy wheel refurbishment, • 59 inspections addressing biological agent hazards, • 154 physical agent inspections addressing noise and radon, and • 162 Inspections related to psychosocial (bullying), violence and aggression. <p>There were over 700 inspections that addressed ergonomic issues. The Authority participated in the 2022 EU Senior Labour Inspectorate Committee campaign targeting the management of manual handling risk in the health and social care sector and the food and drinks sector; a report was submitted to the SLIC Committee.</p> <p>The Authority also processed 379 asbestos notifications and 13 biological agent notifications.</p> <p>In agriculture, four inspection campaigns were completed and were timed to raise awareness of specific risks on farms such as: the management of risks associated with safe livestock handling during calving, the safe use of tractors and machinery during the silage season, risks associated with working at height, and farmer health and wellbeing.</p>

Action in POW 2022	Achieved in 2022
Investigate all fatal incidents reported to the Authority	All fatal accidents reported to the HSA were investigated.
Develop strategic links with employee and migrant worker representative bodies to promote occupational safety and health amongst migrant workers	Initial engagement with the Migrant Rights Centre Ireland has been undertaken, focusing on the area of illness and accident reporting for migrant workers in meat processing factories and the horticulture sector.
Participate in the EU review of the Workplaces and the Display Screen Directives, and the development of proposals for new EU occupational exposure limits for lead and asbestos	<p>The Authority contributed ergonomic expertise as part of the consultation process for the EU review of the Display Screen Equipment Directive and the Workplaces Directive.</p> <p>The Authority provided technical support to the Department on new proposals for lead (Pb) and asbestos. This included inputs to Impact Assessments and review of asbestos legislative proposals from the EU Commission for a lower occupational limit value. It is anticipated that an amendment to the Asbestos Workers Directive will be published later in 2023.</p>
Develop online digital resources on farm safety for post-primary students	An online digital resource addressing farm safety for post-primary students has been developed along with teaching resources to support classroom activities.
Develop three new online hsalearning.ie courses	<p>Four short health and safety courses were developed for Ukrainian workers.</p> <p>A short introduction course titled ‘Psychosocial Risk and Work Related Stress’ was developed, along with a new landing page for all courses on the psychosocial theme.</p> <p>A new course ‘Managing safety, health, and welfare in schools’, targeted at school management and staff in primary and post primary schools was developed.</p> <p>The Choose Safety programme was delivered to almost 400 post-primary schools involving over 20,000 students. The programme was rolled out to 140 other institutions (including Further Education institutions) over 4,000 students. This was the largest-ever number of post-primary participants.</p> <p>Over 28,000 courses addressing occupational safety and health in the healthcare setting were taken on hsalearning.ie.</p>

Action in POW 2022	Achieved in 2022
Utilise a wide range of relevant communication methods to inform key stakeholders of relevant occupational safety and health matters	<p>In construction, the Authority continued to make progress with the stakeholders through the work of the Construction Safety Partnership Advisory Committee. Key deliverables included:</p> <ul style="list-style-type: none"> • A Standardised Risk Assessment and Method Statement and associated guidance documents for the construction industry were developed and approved by the committee. This was launched at the Construction Industry Federation Summit in May. • Information leaflets on silica dust were developed for employees and published online. The document raises awareness about the hazards and appropriate controls measures for situations where silica dust may be generated. • The Authority carried out a review of the duties of clients as set out in the Construction Regulations 2013. Current Irish legislative requirements impose a duty on clients to appoint in writing both a Project Supervisor Design Process and a Project Supervisor Construction Stage. This legislative requirement places a significant regulatory burden on many small scale construction projects and does not necessarily result in significant improvements in safety standards on sites. Amendments to the Construction Regulations are being considered to address this issue. • The Authority and industry representatives have assisted SOLAS in the development of an online Safe Pass course to meet the needs of employees and employers. The online version is currently in the live testing stage with the intention to roll-out before the end of 2023. • Webinars and stakeholder engagement sessions on the theme of health and safety in the construction industry, including engagement with the local authorities. <p>In agriculture, the Authority utilised a wide range of relevant communication methods to inform key stakeholders, including:</p> <ul style="list-style-type: none"> • Major awareness-raising campaigns were implemented across a range of media. These advertising campaigns and regular press releases coincided with four inspection campaigns and were supported by member organisations of the Farm Safety Partnership Advisory Committee (FSPAC), generating substantial media coverage at national and local level. • HSA and other FSPAC member organisations were involved in promoting farm safety at several major events including the Tullamore (Livestock) Show and the World Ploughing Championships, Teagasc Sheep 2022 in Athenry and Beef 2022 in Grange and several other local events all of which had significant farm safety stands and live demo areas. The safety stands at the Tullamore Show and the World Ploughing Championship placed a significant focus on the new legal requirements on training and wearing of helmets for operating all-terrain vehicles.

Action in POW 2022	Achieved in 2022
	<ul style="list-style-type: none"> The Authority and the FSPAC supported Farm Safety Week in July. This is a collaborative campaign, initiated by the Farm Safety Foundation (Yellow Wellies) in the UK and led by the IFA in Ireland. It brings together farming organisations from Ireland, Northern Ireland, Scotland, Wales, and England on the topic of farm safety. <p>The Authority engaged with employer representation groups such as ISME, Irish Business and Employers Federation (IBEC) and the Small Firms Association (SFA) to share information about new publications, BeSMART.ie, and our education supports for employers and employees.</p> <p>We supported the annual Healthy Work Campaign run by the European Agency for Safety and Health with a series of webinars on risk assessment and the use of BeSMART.ie.</p> <p>There were over 8,000 new registrations on BeSMART.ie. Users generated over 8,775 business safety statements and risk assessments based on their business type. The functionality was improved to allow users develop new custom business types with hazard integration. A series of 'Using BeSMART.ie' videos was produced to guide end users through the process.</p> <p>Over 30,000 online courses were taken on our learning platform, hslearning.ie.</p>
Undertake an awareness campaign to promote the reporting of occupational fatalities, incidents and illnesses	The relevant section of the Authority's website was updated to make it easier for customers to understand their requirements in relation to incident reporting. In addition, an awareness raising campaign focusing on the reporting of incidents ran on social media platforms during Q4 delivering over 180,000 impressions.
Review safety and health advice and guidance for meat processing plants	An internal review of accident report data and inspection data for the sector was conducted in 2022. Current guidance for the sector was also reviewed. The review outcomes will inform engagements with the sector in 2023, to help target areas of concern and raise standards.
Prepare a Code of Practice for Industrial Lift Trucks	A draft COP on Industrial lift trucks has been produced and is expected to be approved and published in 2023.

Action in POW 2022	Achieved in 2022
<p>Publish guidance on:</p> <ul style="list-style-type: none"> Asbestos notifications and reoccupation requirements Health surveillance requirements High visibility personal protection equipment Safe use of chainsaws General health and safety advice for migrant workers <p>Other work completed as part of the occupational health programme</p>	<p>Guidance published in 2022 is listed in Appendix 4.</p> <p>Substantial work was also undertaken to develop guidance documents that will be published in 2023 as follows:</p> <ul style="list-style-type: none"> Laboratories using biological agents Hearing checks and audiometry Advice for online content moderators, with an emphasis on psychosocial hazards Remote working hubs Flexible and home working arrangements Farmers as clients in construction projects <p>In support of EU-OSHA's 'Lighten the Load' campaign 2020-2022, three seminars on ergonomic risk management were organised. Two ergonomic webinars provided guidance on the practical applicability of the ergonomic risk assessment tools. A new study was published which demonstrates practical solutions put in place by a supplier of fruit and vegetables to address ergonomic risk in their workplace.</p> <p>The Authority provided subject matter expertise to the HSE National Cancer Control Programme in the development of an online e-learning programme on occupational carcinogens for health and social care workers to be launched in early 2023. The Authority also worked with the NCCP on their Sunsmart campaign and supports for outdoor workers.</p> <p>A draft Code of Practice on indoor air quality was prepared for public consultation in Q4. A new web-page on ventilation was published.</p> <p>Technical support was provided to DETE on new EU Commission directives addressing asbestos, carcinogens and occupational exposure limit values.</p> <p>The Authority participated with the EPA at the National Radon Forum to launch the new updated Radon Map for Workplaces.</p> <p>We continued to support the collection of occupational illness data via the Health and Occupation Research (THOR) Republic of Ireland (ROI) network. The Annual Report for 2022 was published on our Workplace Health webpages.</p>

Key achievements: Chemicals Programme



Action in POW 2022	Achieved in 2022
Deliver 800 inspections targeting high risk chemical activities with a greater potential for exposure to chemicals to ensure the control of hazardous substances, process chemicals and chemicals during transportation, manufacture and use in the workplace	1110 inspections were undertaken targeting activities legislated for under the Chemical Acts and the transportation of dangerous goods legislation.
Prioritise the inspection of high risk chemical use sites (For example, COMAH and Sub COMAH)	In COMAH (Control of Major Accident Hazards), 83 specific Tier I and Tier II sites were inspected and a further 207 inspections were carried out on sites storing dangerous substances below the COMAH threshold. Nine safety report assessments were completed. A total of 308 requests for land use planning advice were processed.
Complete appropriate follow up of reported serious accidents, complaints and ECHA referrals	Of the 302 REACH and CLP inspections completed, 6 detailed REACH and CLP audits on information in the supply chain were completed with importers, formulators and distributors. The Authority also addressed 42 registration enforcement referrals relating to Ireland (IE) registrants from the European Chemicals Agency (ECHA).

Action in POW 2022	Achieved in 2022
Participate in EU expert groups for the review and updating of the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and the Classification, Labelling and Packaging (CLP) Regulations	<p>The Authority continued to participate in Commission workshops and to input into Commission surveys and public consultations on the reform of REACH and CLP as mechanisms to support the implementation of the EU Chemicals Strategy for Sustainability. Inputs focused on the following concepts: one substance-one assessment; mixture assessment factors, use of DNELs for non threshold substances, generic risk assessment and the “essential use” concept which will influence the REACH risk management reform, worker protection and REACH synergies, safe and sustainable by design and enforcement.</p> <p>The Authority actively participated in, and contributed to, the technical discussions on a proposed Delegated Act that introduce new hazard classes into the CLP Regulation.</p>
Complete chemical substance evaluation of methylanisole and progress it to the next stages of the EU evaluation process	The Authority finalised the evaluation of 4-methylanisole (2021 CoRAP substance) and submitted a draft decision to ECHA. The decision-making process was terminated following the cease of manufacture by the registrants on receipt of the draft decision and the Authority submitted a final conclusion document to ECHA.
Prepare six scientific opinions for ECHA Scientific Risk Assessment Committee and Socio-Economic Committees on uses of the following substances of high concern - chromium trioxide, 4-tert-OPnEO, and 4-tertNPnEO	<p>The Authority continued to support Irish experts to fulfil their duties in relation to membership of the RAC and SEAC.</p> <p>The IE expert on the Risk Assessment Committee (RAC) completed three opinions as rapporteur for applications for authorisation and was appointed rapporteur on two restriction proposals and two applications for authorisation. The IE expert on the Committee for Socio-economic Analysis (SEAC) expert) completed two scientific opinions as rapporteur for applications for authorisation and was appointed as rapporteur to three authorisation applications.</p>

Action in POW 2022	Achieved in 2022
Complete the next stages of the ECHA harmonised classification and labelling (CLH) process for two harmonised classification and labelling proposals (Dibenzoyl peroxide and, 7-oxabicyclo[4.1.0]hept-3-ylmethyl 7-oxabicyclo[4.1.0]heptane-3-carboxylate) and, prepare and submit one new CLH proposal to the ECHA CLH process	The Authority prepared one harmonised classification and labelling (CLH) proposal for submission to ECHA in early 2023. The 2 Irish CLH proposals submitted to ECHA in 2021 were agreed by ECHA's Risk Assessment Committee (RAC) in 2022.
Submit risk management option analysis reports for two substance groups	The Authority completed a Risk Management Options Analysis report for one substance and one group of substances and continued to collaborate with several other Member States to evaluate the need for EU wide regulation on skin sensitising substances in consumer mixtures.
Provide expertise for developing new EU wide enforcement projects on the compliance of safety data sheets and rules for the classification of mixtures	The Authority provided an expert to participate on the ECHA Forum Working Group for the Co-ordinated Enforcement Project REACH-EN-FORCE-11. Inputs for 2022 included development of the enforcement manual. The operational phase of the project will commence in 2023.

Action in POW 2022	Achieved in 2022
Host training events for planning authorities and operators of COMAH establishments to assist them in the use of the published Technical Land-Use Planning Advice from 2021 and provide new electronic maps of the land use planning consultation distances for COMAH establishments to planning authorities and the environmental mapping website (enviromap.ie)	<p>The Authority hosted two webinars - one for planning authorities and one for operators of COMAH establishments to assist them in the use of the published Technical Land-Use Planning Advice.</p> <p>Electronic maps of the land use planning consultation distances for COMAH establishments were provided to planning authorities and the environmental mapping website (enviromap.ie).</p>
Publish: case studies to support employers undertaking a chemical agent risk assessment, guidance on completing a risk assessment for public tours of distilleries and potable spirits production sites, and guidance for datacentres on managing fuel storage below COMAH thresholds	<p>Several innovative chemical assessments were developed to highlight common issues. Advice on how to improve risk assessments is provided in the form of interactive pop-outs. The new format will be used to develop further case study examples of chemical agent risk assessments.</p> <p>In response to increased level of activity in the energy sector updates to TLUP Planning Guidance was provided for hydrogen installations. Work commenced on the development of guidance for risk assessments for public tours of distilleries and potable spirits production sites as well as for datacentres managing fuels stores below COMAH thresholds.</p>

Key achievements: Market Surveillance Programme



Action in POW 2022	Achieved in 2022
<p>Check non-compliant products impacting the Irish market which have been notified to the European Rapid Alert System for dangerous non-food products (Safety Gate) or the Information and Communication System for Market Surveillance (ICSMS)</p>	<p>The Authority processed 98 EU RAPEX alerts related to restricted chemicals to determine if they were placed on the Irish market. Following investigative checks, over 90% 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.</p> <p>A total of 67 RAPEX alerts relating to industrial products (including 28 for PPE) were checked to determine whether the products were placed on the Irish market. Following investigative checks, 88% of the products notified 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.</p> <p>The European Information and Communication System on Market Surveillance (ICSMS) was monitored throughout the year. Follow-up action was taken in respect of non-compliant products found on the Irish market.</p>
<p>Target importers and importers and distributors of chemicals</p>	<p>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, 260 chemical product types were removed from the market. This was due to the presence of restricted substances or substances subject to authorisation as regulated under the REACH Regulation.</p>
<p>Target PPE distributors and importers</p>	<p>Inspections were carried out on a selection of PPE distributors and suppliers. General compliance with the legislation was found and follow up action was taken where issues of non-compliance were discovered.</p>

Action in POW 2022	Achieved in 2022
<p>Check auction houses and machinery hire companies supplying non-compliant construction and lifting machinery to the market</p>	<p>Inspections were carried out on a selection of auction houses and machinery hire companies. General compliance with the legislation was found and follow up action was taken where issues of non-compliance were discovered.</p> <p>A total of 994 statutory reports of examination of machinery, pressure equipment and lifts were reviewed as required under S.I. No. 229/2007 - Safety, Health and Welfare at Work (General Application) Regulations 2007. Of these, 18% required follow-up action with the duty holder.</p>
<p>Assess 1,200 chemical products and 450 Industrial products intended for industrial and consumer use, for compliance with EU requirements</p>	<p>Assessments were carried out on 1170 and 327 industrial products for compliance with relevant market surveillance regulations. Non-compliant products found were removed from the marketplace.</p> <p>In general compliance for industrial products was observed, with follow up action required in 10% of cases.</p> <p>The Authority inspected 71 reed diffuser products to determine compliance with the REACH and CLP Regulations. Non-compliance rates were high (87%). Products with incorrect or missing hazard labelling or the presence of a restricted substance were removed from the market.</p>
<p>Provide support and advice to businesses importing chemical and industrial products from Great Britain to meet EU regulatory requirements</p>	<p>The main challenges continued to be experienced by chemical distributors. Queries were addressed by the Authority's Chemicals Helpdesk.</p>
<p>Contribute to the EU Technical Harmonisation discussions on the New Machinery Regulations</p>	<p>The Authority provided technical support to the Department on the revision of the EU Machinery Directive (that is, 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).</p>

Action in POW 2022	Achieved in 2022
Undertake an awareness campaign relating to motor vehicle parts and accessories (NACE 4531 and 4532) importing chemicals from outside the EU and their duties to provide safe use information	<p>The Authority undertook an awareness campaign related to the motor vehicle parts and accessories industry importing chemicals from outside the EU and their duties to provide safe use information. Information was provided on the Authority website to advise how a consumer or worker can determine the hazards associated with use of motor factor products through the products hazard label and safety data sheet and to ensure its safe handling, use, storage and disposal.</p> <p>The website also outlines the duties of those with responsibility for placing such products on the Irish market. The information was promoted through our website, social media channels, stakeholder networks, e-bulletins and in collaboration with the Society of Irish Motor Industry.</p>
Inform other Member States (through the ICSMS system) of non-compliant products found on the Irish market impacting EU markets	<p>ICSMS and Rapex were monitored and reviewed to assist market surveillance assessments and activities throughout the year. Details of 117 chemical products were uploaded to ICSMS to inform other Member States of compliant and non-compliant products found on the Irish market impacting EU markets.</p>
Check duty holders under the EU-wide REACH enforcement project on substances in articles and restrictions	<p>The Authority participated in an EU-wide REACH Enforcement Project on integrated controls of chemicals in collaboration with the Environmental Protection Agency (EPA) and Competition and Consumer Protection Commission (CCPC). In total, the Authority checked compliance of 220 consumer products placed on the Irish market, including jewellery and glues, to determine if they contained high-risk chemicals under the scope of the REACH Regulation. Non-compliant products were subsequently removed from the online market.</p> <p>Reporting on ECHA FORUM Project on REACH Authorisation was completed in 2022.</p>
Provide information for consumers on the safe use of chemicals	<p>The Authority provided information for consumers on the safe use of chemicals by sharing a press release on our social media channels relating to the findings of an enforcement campaign on hazardous reed diffusers available on the Irish market. A spokesperson also took part in radio interviews to highlight the high level of non-compliance associated with the products and urged consumers to educate themselves on buying products and directed them to the Authority website where guidance is available.</p>

Key achievements: National Accreditation Programme



Action in POW 2022	Achieved in 2022
As part of our ongoing accreditation programme:	
Maintain the programme of accreditation for existing and applicant clients	<p>INAB continued to provide accreditation in accordance with the relevant International Organisation for Standardisation ISO 17000 series of standards. The Accreditation Board met eight times in 2022 and awarded 17 accreditations. A further 321 decisions on accreditation were taken by the INAB Manager.</p>
Process new applications for accreditation from new and existing clients efficiently	<p>At the end of December there were 23 new applications in hand. There were 77 extensions to scope awarded for current clients.</p>
Introduce new accreditation activity programmes	<p>INAB continued to work with Government Departments and agencies responsible for accreditation in the areas of cybersecurity and data protection.</p>
	<p>Two newsletters were issued to provide information on developments in INAB and in accreditation.</p> <p>An INAB Assessor Forum was held in February to increase communications and engagement and provide technical updates to assessors.</p> <p>Presentations delivered included a presentation on clinical laboratory medicine to MSc students in Clinical Laboratory medicine at Technical University Dublin. A public webinar was conducted on biobanking (EN ISO 20387) for organisations who have applied the standard or are planning to apply for accreditation, focusing on how it can assist the development of biobanking in Ireland.</p> <p>In April INAB launched a LinkedIn page to directly communicate and interact with clients, to improve knowledge sharing and to grow networks. INAB employed the Authority's social media platforms to announce new accreditations, publications and accreditation news.</p> <p>INAB added several client case studies to the website to illustrate the benefits of accreditation from the clients' perspective and share learnings and knowledge.</p>

Action in POW 2022	Achieved in 2022
As part of our ongoing accreditation programme:	
Continue engagement with key stakeholders	<p>Collaborative engagements were held in the following areas: Ministerial working group on the revision of the Drinking Water Directive; Department of Transport on a Commission audit of the implementation of the Marine Equipment directive; Data Protection Commissioner on accreditation under the GDPR and the EPA about accreditation of stack emission laboratories.</p> <p>An inaugural Inter-Departmental Group meeting took place in 2022 on Accreditation held by the Department of Enterprise, Trade and Employment (DETE). An Accreditation Policy document is currently being prepared between DETE and INAB. The focus of this National Accreditation Policy is to ensure achievement of maximum utilisation, development and promotion of accreditation. This National Accreditation Policy will assist policy makers and regulators to incorporate accreditation in policy decision making and will build support and commitment for accreditation through strategic partnerships and collaboration.</p>
Recognition across all activities through a successful peer evaluation in May 2022	INAB is evaluated by its European peers every four years. The most recent was a positive evaluation in May/June. There were nine evaluators with INAB for five days, two performing the evaluation remotely and the rest were on site.
Maintain INAB's international fulfil all representation at European and international accreditation committees	INAB staff attended 23 European and international accreditation meetings and committees.
Discharge all legislative responsibility as the Good Laboratory Practice (GLP) monitoring authority	INAB is the statutory GLP Compliance Monitoring Authority with responsibility for the inspection and verification of Good Laboratory Practice (GLP) under S.I No 18 of 2020 European Communities (Good Laboratory Practice) Regulations. It continued to discharge its statutory responsibilities by conducting on-site inspections and attending EU and Organisation for Economic Co-operation and Development (OECD) GLP working groups.

Action in POW 2022	Achieved in 2022
In Year 1 of the Strategy for Accreditation 2022-2026:	
Commission research and market analysis to inform and influence national policy	<p>A Strategy for Accreditation was launched in May. The strategy sets out how Ireland will fully realise the benefits of accreditation and will have a positive impact across the Irish economy and society. The delivery of this strategy will increase awareness and the benefits of accreditation and will provide trust and confidence in Irish products and services across government, industry and consumers.</p> <p>Examining the economic value for businesses and consumers of accredited conformity assessment activities is important for client understanding and awareness of accreditation. A key objective of this strategy is, therefore, to commission research and market analysis to inform and influence national policy. This work is being progressed.</p>
Prepare a communication plan and marketing strategy to underpin the delivery of the national strategy	A communications plan was commissioned to commence in Q1 2023. This plan will assist in promoting awareness and engagement of accreditation and to communicate the value and benefits of accreditation.
Update and complete improvements in the CRM system for external and internal users	Initial work was done to scope out potential improvements to INAB's Customer Relationship Management system (CRM).
Prepare an annual report to record progress in delivering the Strategy for Accreditation	The annual report was prepared. It details accomplishments and summarises the work being currently undertaken and the continuing implementation of the strategy over the next twelve months. It was approved by the INAB Board in December.

Key achievements:

Operational Effectiveness Programme

Action in POW 2022	Achieved in 2022
<p>Embed the new structure and ways of working agreed as part of the organisational review completed in 2021, and further strengthen and build capability through targeted recruitment campaigns and continuous professional development opportunities</p>	<p>Following a comprehensive organisational design project which commenced in 2021, an implementation programme was put in place which took effect over four waves across the year, and included the establishment of a new Occupational Health Division. Extensive recruitment was undertaken across the organisation over the course of the year, which resulted in 74 new appointments including both new joiners and promotions.</p> <p>We further streamlined our recruitment and on-boarding processes as well as our learning supports to ensure that we attract and retain employees to meet current and future skills requirements.</p>
<p>Commence the development of a new ICT platform to optimise our core business processes. This will bring benefits such as more efficient ways of working, end-to-end case management, better work planning, improved customer experiences, access to accurate, clean and complete data, and better insights</p>	<p>A new technology delivery partner on-boarded in early 2022 to begin the development of a new core platform for the Authority, with the goal of optimising core business processes.</p> <p>Detailed design and analysis work progressed throughout the year and a development infrastructure was put in place. System development commenced in 2022, and a number of business areas were completed for test release. This is a complex project which will bring about considerable business benefits and will continue through 2023 and into 2024.</p>

Action in POW 2022	Achieved in 2022
<p>Develop distinct HR, Data Management, and Communications strategies to align with, and enable the delivery of the Strategy Statement 2022 - 2024, the National Strategy for Accreditation 2022 - 2026 and the Authority's mandate and business objectives. These each include an action plan with clear outcomes and metrics to measure and track implementation</p>	<p>The consultation process on our People Strategy was commenced in 2022 which will include the development of HR dashboard to ensure evidence-based decision making regarding our people agenda.</p> <p>As part of our drive to become a truly evidence-based organisation, we established a data management and analytics team. We have also commenced the development of a data strategy to establish a clear vision for data management in the organisation, with the projected outcome of a comprehensive, trusted, single source of evidence to inform future decision making.</p> <p>A Communications Strategy was developed during 2022, which sets out our key focus and priorities over the next three years, including who we will communicate with, how we will communicate and how we will measure success.</p>
<p>Adopt a blended working model in line with Government Policy while ensuring best practice regarding safety and health, data protection, ICT security and work efficiencies through the review and development of robust policies and procedures</p>	<p>We are committed to embracing opportunities for flexible working including blended working, to build a more dynamic, agile, supportive and responsive organisation. In consultation with our staff, we have developed a blended working policy which will complement our existing suite of work-life balance policies, the Code of Practice on the Right to Disconnect and consolidates our position as an employer of choice.</p> <p>This blended working policy will continue to evolve and develop to reflect the impact of new ways of working across the Authority and wider public sector.</p>
<p>Assess the human rights and equality issues relevant to the functions of the Authority and develop an action plan to address those issues</p>	<p>Our Strategy aims to address the changing nature of the Irish workforce, including increasing numbers of vulnerable workers along with the continued growth in the 'gig economy', and the implications of this for worker health and safety. Work was carried out in 2022 to ensure a shared internal understanding of the gig-economy, in order to provide targeted risk reduction activities in sectors where vulnerable workers are employed.</p>

Action in POW 2022	Achieved in 2022
Undertake an accessibility audit of services, including an accessibility audit of our digital services and our physical premises	An accessibility audit on the core corporate website (www.hsa.ie) was undertaken and accessibility improvements were completed based on the outcomes.
Develop and publish a revised Customer Action Plan and Customer Charter	A revised Customer Charter was developed and published, and initial preparations made to draft a revised Customer Action Plan for publication in 2023.
Increase our organisational resilience by enhancing our approach to business continuity and disaster recovery	The services of an ICT Managed Service Provided (MSP) were procured in 2022. A key focus of the work of the MSP is to ensure a solid approach to business continuity and disaster recovery.



Appendix 1:

Extracts from the unaudited Financial Statements of the Health and Safety Authority for the year ended 31 December 2022

Information

Introduction

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 31st 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, and
- 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 2022 have been prepared and were considered by the Board at its meeting held on Friday 10th March 2022. The draft Financial Statements for 2022 have been prepared in accordance with the relevant 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 before 31st March each year to the Department and the Office of the Comptroller and Auditor General who have appointed Mazars Ireland to undertake the external audit. The audit fieldwork is scheduled to take place during Q2 this 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 following documentation together with a full set of explanatory notes:

- Governance Statement and Board Members' Report
- Statement on Internal Control
- Statement of Income and Expenditure and Retained Revenue Reserves
- Statement of Comprehensive Income
- Statement of Financial position as at 31st December 2022
- Statement of Cash Flows
- Extracts from the Notes to Financial Statements

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 approval 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 (Crowley's 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.

Members of the Board	Mr. Tom Coughlan (Chairperson)	Reappointed on 12/04/2020
	Ms. Michelle Quinn (Deputy Chairperson)	Reappointed on 20/12/2022
	Mr. Paul Kelly	Reappointed on 20/12/2022
	Mr. Frank Kelly	Reappointed on 20/12/2022
	Ms. Deirdre MacDonald	Reappointed on 20/12/2022
	Mr. Andrew Bowers	Term ended on 19/12/2022
	Mr. David Hughes	Reappointed on 20/12/2022
	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
	Mr. Pdraig Somers	Appointed on 20/12/2022
Chief Executive	Dr. Sharon McGuinness	Resigned on 28/10/2022
	Mr. Mark Cullen (Interim)	Appointed on 1/11/2022
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 and management accounts
- Performance reports
- 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 2022.

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	Reappointed on 20/12/2022
Mr. Paul Kelly		Reappointed on 20/12/2022
Mr. Frank Kelly		Reappointed on 20/12/2022
Ms. Deirdre MacDonald		Reappointed on 20/12/2022
Mr. Andrew Bowers		Term ended on 19/12/2022
Mr. David Hughes		Reappointed on 20/12/2022
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
Mr. Padraig Somers		Appointed on 20/12/2022

The Board has established four (4) Committees, as follows:

1. Audit, Risk and Finance Committee: comprises of 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, Risk and Finance Committee during 2022 were: Deirdre Cullivan (Chairperson), Mary Coyne, David Hughes and Paul Kelly. There were seven (7) meetings of the ARF in 2022. All meetings were held remotely.

2. Strategic Steering Committee: comprises of 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 2022 were: Tom Coughlan (Chairperson), Bríd De Buitléar, Stephen Curran, Paul Kelly and Michelle Quinn. There was four (4) meetings of the Strategic Steering Committee during 2022.

3. Legislation and Guidance Committee: comprises of 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 2022 were: Andrew Bowers (Chairperson), Ciarán Roche, Frank Kelly, Michelle Quinn and Deirdre MacDonald. There were two (2) meetings of the Legislation and Guidance Committee in 2022.

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.

Schedule of attendance, fees and expenses

A schedule of attendance at the Board and Committee meetings for 2022 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 2022 €	Expenses 2022 €
Number of meetings	8	7	4	2		
Mr. Tom Coughlan	7		4		11,970	3,221
Ms. Michelle Quinn	6		3	1	7,695	-
Mr. Paul Kelly	7	7	4		7,695	-
Mr. Frank Kelly	7			2	7,695	-
Ms. Deirdre MacDonald	8			1	7,695	1,265
Mr. Andrew Bowers	6			2	7,695	187
Mr. David Hughes	6	7			7,695	509
Ms. Deirdre Cullivan	8	7			7,695	534
Mr. Ciaran Roche	8			2	7,695	-
Ms. Bríd De Buitléar	8		4		7,695	1,063
Ms. Mary Coyne	6	6			7,695	2,066
Mr. Stephen Curran	8		4		-	182
Mr. Padraig Somers	0				-	-
					88,920	9,027

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

Andrew Bowers, Board member - Last date with the Board was 19 December 2022.

Padraig Somers, Board Member - First day with the Board was 20 December 2022.

Dr. Sharon McGuinness, Chief Executive Officer resigned from her post on 28th October 2022.

Mr. Mark Cullen, Assistant Chief Executive, Occupational Safety was appointed Interim Chief Executive with effect from 1st November 2022.

Dr. Adrienne Duff was appointed Assistant Chief Executive, Occupational Health with effect from 16th May 2022.

Disclosures required by 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 2022, 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.

	2022 €	2021 €
Legal advice	81,787	93,926
Financial/Actuarial advice	68,836	61,680
IT consultancy	196,375	799,822
External communications	66,981	39,360
Occupational health consultancy	41,623	10,253
Strategy development	-	274,746
Human resources	171,889	261,135
Total consultancy costs	627,491	1,540,922
Consultancy costs capitalised	-	349,696
Consultancy costs charged to the Income and Expenditure and Retained Revenue Reserves	627,491	1,191,226
Total	627,491	1,540,922

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.

	2022 €	2021 €
Legal fees - legal proceedings	60,123	7,597
Conciliation and arbitration payments	-	-
Settlements	-	-
Total	60,123	7,957

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 are categorised as follows:

	2022 €	2021 €
Domestic		
- Board	8,819	2,060
- Employees	965,355	550,750
International		
- Board	208	-
- Employees	49,812	1,263
Total	1,024,194	554,073

Includes travel and subsistence of €8,819 paid directly to Board members in 2022 (2021: €2,060). There was €208 international travel and subsistence expenditure paid by the Health and Safety Authority on behalf of the Board members in 2022 (2021: €Nil).

Hospitality expenditure

The Income and Expenditure Account includes the following hospitality expenditure:

	2022 €	2021 €
Staff hospitality	5,880	570
Client/Other hospitality	267	317
Total	6,147	887

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 2022.

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 on 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 2022 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. This continued for much of the year under review.

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, work 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 and Risk 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 2022 the Health and Safety Authority substantially complied with those procedures. Owing to a very unique set of circumstances and acting in the public interest it was not possible to comply with the public procurement guidelines in relation to an investigation but the necessary steps were taken to ensure that the Board and other interested parties were appraised of the situation as soon as practicable thereafter.

Review of effectiveness

The Statement on the system of Internal Control has been reviewed by the Board on the 10th March 2023 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 was undertaken by the Internal Auditors in early 2023.

I confirm that the Board conducted an annual review of the effectiveness of internal controls in 2022. 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 2022 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 2022 other than the procurement issue highlighted above that require disclosure in the financial statements.

Statement of Income and Expenditure and Retained Revenue Reserves for the year ended 31 December 2022

	Year Ended 31 December 2022 €	Year Ended 31 December 2021 €
Income		
Department of Enterprise, Trade and Employment - Oireachtas Grant	23,840,928	21,663,901
Accreditation Income	3,343,688	3,282,647
COMAH Income	130,500	138,950
Other Income	416,788	183,786
Deferred retirement benefit funding	5,392,865	3,670,091
	33,124,769	28,939,375
Expenditure		
Salaries Costs	15,050,621	13,533,805
Retirement Benefit Costs	6,894,928	5,333,901
Operational Expenses	11,104,833	9,026,299
	33,050,382	27,894,005
Surplus/(Deficit) before appropriations	74,387	1,045,370
Transfer (to)/from Capital Account	(481,213)	(170,522)
Surplus/(Deficit) after appropriations	(406,826)	874,848
Balance Brought Forward at 1 January	2,024,987	1,150,139
Balance Carried Forward at 31 December	1,618,161	2,024,987

Statement of Comprehensive Income for the year ended 31 December 2022

	Year Ended 31 December 2022 €	Year Ended 31 December 2021 €
(Deficit)/Surplus for the year	(406,826)	874,848
Experience gain/loss on retirement benefit obligations	-	2,729,000
Change in assumptions underlying the present value of retirement benefit obligations	-	11,946,000
Actuarial (gains)/losses in the year	-	14,675,000
Adjustment to deferred retirement benefit funding	-	(14,675,000)
Total (Deficit)/Surplus for the year	(406,826)	874,848

Statement of Financial Position for the year ended 31 December 2022

	Year Ended 31 December 2022 €	Year Ended 31 December 2021 €
Fixed Assets		
Property, plant & equipment	1,359,570	878,357
Current Assets		
Receivables	1,115,932	1,006,865
Cash and cash equivalents	1,537,981	1,818,174
	2,653,913	2,825,039
Current Liabilities (amounts due within one year)		
Payables	(1,035,752)	(800,052)
Net Current Assets	1,618,161	2,024,987
Total Assets Less Current Liabilities before Retirement Benefits	2,977,731	2,903,344
Deferred retirement benefit funding asset	159,739,822	154,346,957
Retirement benefit obligation	(159,739,822)	(154,346,957)
Total Net Assets	2,977,731	2,903,344
Representing		
Retained revenue reserves	1,618,161	2,024,987
Capital account	1,359,570	878,357
	1,359,570	878,357

Statement of Cash Flows for the year ended 31 December 2022

	Year Ended 31 December 2022 €	Year Ended 31 December 2021 €
Net Cash Flows from Operating Activities		
Operating surplus/(deficit) for year	(406,826)	874,848
Depreciation	266,123	192,180
Transfer (from)/to Capital reserve	481,213	170,522
(Decrease)/Increase in payables	235,700	(81,726)
(Increase)/Decrease in receivables	(109,067)	(96,479)
Net cash outflow from operating activities	467,143	1,059,345
Cash Flows from Investing Activities		
Net Cash Flows from Financing Activities	467,143	1,059,345
Payments to acquire property, plant and equipment	(747,336)	(362,702)
Net Increase in Cash and Cash Equivalents	(280,193)	696,643
Cash and Cash Equivalents at 31 December 2021	1,818,174	1,121,531
Cash and Cash Equivalents at 31 December 2022	1,537,981	1,818,174

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, and
- 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 2022 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 and 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 2022 €	Year Ended 31 December 2021 €
Experience gain/loss on retirement benefit obligations	-	2,729,000
D/ETE - Vote 32 - Subhead C5	24,671,000	22,422,000
Employee Pension Contributions remitted to D/ETE	(649,551)	(626,399)
Single Scheme Contributions remitted to D/PER	(180,521)	(131,700)
	23,840,928	21,663,901

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 2022 €	Year Ended 31 December 2021 €
Accreditation income	3,343,688	3,282,647

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 2022 €	Year Ended 31 December 2021 €
COMAH income	130,500	138,950

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 2022 €	Year Ended 31 December 2021 €
Driver Training Course Income	50,000	50,000
ADR Fines	9,300	19,700
Sale of Authority's Publications	-	-
ECHA Income	10,930	6,614
Miscellaneous (Seminars, Legal, Witness Expenses, EU Commission)	346,558	107,472
	416,788	183,786

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 2022 €	Year Ended 31 December 2021 €
Staff short-term benefits	13,707,447	12,341,685
Employer PRSI	1,343,174	1,192,120
Total Salary Costs	15,050,621	13,533,805

Staff short term benefits

	Year Ended 31 December 2022 €	Year Ended 31 December 2021 €
Basic Pay	13,619,73	12,106,455
Overtime	29,760	18,971
Allowances	57,934	216,259
Other compensation costs	-	-
	13,707,447	12,341,685

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

Staff numbers

	Year Ended 31 December 2022 €	Year Ended 31 December 2021 €
Actual Staffing Levels at year end - Professional/technical	141.1	135.2
Actual Staffing Levels at year end - Administration	87.2	69.6
	228.3	204.8

€541,639 (2021: €501,807) of pension levy has been deducted from staff and paid over to the Department of Enterprise, Trade and Employment.

	Year Ended 31 December 2022 €	Year Ended 31 December 2021 €
CEO Remuneration (including Interim CEO)		
Chief Executive Officer (CEO) Remuneration		
Gross Pay	143,846	150,376
Interim Chief Executive Officer (CEO) Remuneration		
Gross Pay	18,846	-
CEO Travel & Subsistence (T&S)		
Chief Executive Officer (CEO) Travel Costs	2,863	750
Interim Chief Executive Officer (CEO) Travel Costs	1,242	-

The Chief Executive Officer received a salary of €143,846 and expenses to the value of €2,863 in 2022.

The Interim Chief Executive Officer received a salary of €18,846 and expenses to the value of €1,242 in 2022.

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	2022	2021
€60,000	- €69,999	34	32
€70,000	- €79,999	37	40
€80,000	- €89,999	22	20
€90,000	- €99,999	16	10
€100,000	- €109,999	3	3
€110,000	- €119,999	4	5
€120,000	- €149,999	4	1
Total		120	111

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	2022 Fees €	2022 Expenses €	2021 Fees €	2021 Expenses €
Mr. Tom Coughlan (Chairperson)	11,970	3,221	11,970	1,665
Ms. Michelle Quinn (Deputy Chairperson)	7,695	-	7,695	-
Mr. Paul Kelly	7,695	-	7,695	-
Mr. Frank Kelly	7,695	-	7,695	-
Ms. Deirdre MacDonald	7,695	1,265	7,695	-
Mr. Andrew Bowers	7,695	187	7,695	-
Mr. David Hughes	7,695	509	7,695	-
Ms. Deirdre Cullivan	7,695	534	7,695	-
Mr. Ciarán Roche	7,695	1,063	7,695	-
Ms. Bríd De Buitléar	7,695	-	7,695	-
Ms. Mary Coyne	7,695	2,066	7,695	394
Mr. Stephen Curran	-	182	-	-
Mr. Padraig Somers	-	-	-	-
	88,920	9,027	88,920	2,060

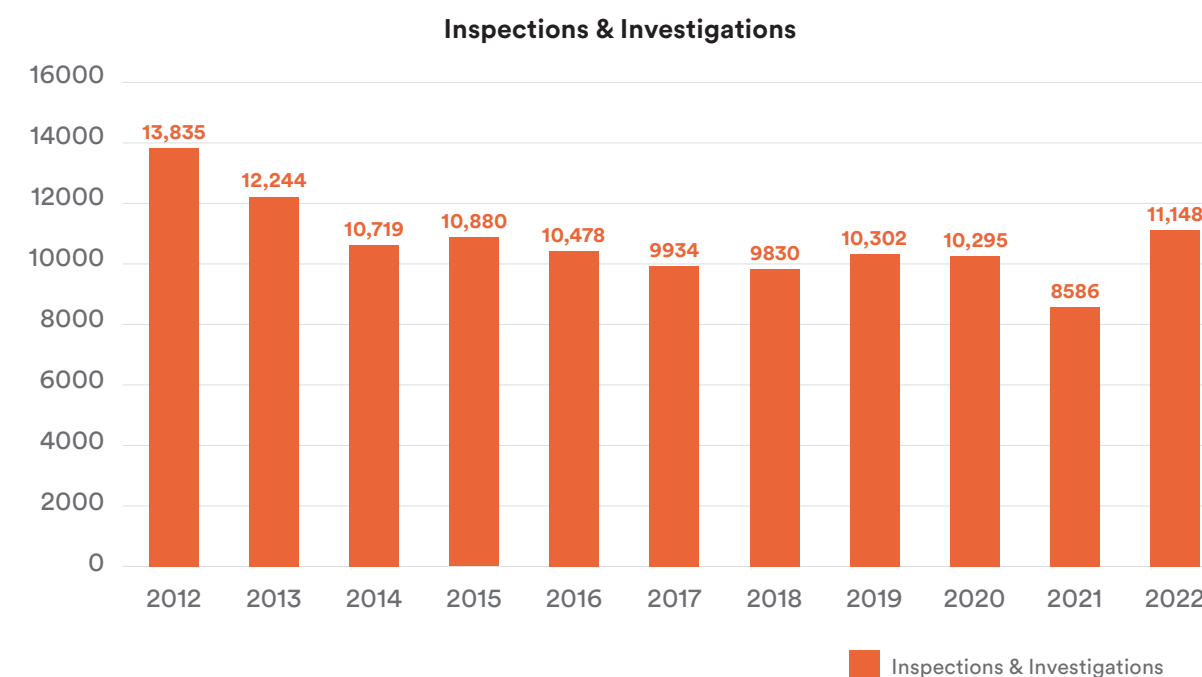
8. Operational expenses

	Total 2022 €	Total 2021 €
Accommodation	1,634,711	1,570,245
Communications costs	255,202	282,975
Travel and subsistence - national	974,174	552,810
Travel and subsistence - international	50,020	1,263
Publications and marketing	1,417,580	1,108,137
Legal services	141,910	101,523
Research	16,346	40,658
Financial services	550,221	467,852
Pensions and human resources	31,480	25,010
Other consultancy	1,088,108	471,790
Accreditation - external assessor costs (note 3)	1,022,001	856,360
Business process review	854,621	1,006,446
Staffing costs	1,055,829	798,923
General equipment supplies	329,098	155,650
Investment in learning	254,960	157,810
Technology costs	784,603	958,943
Depreciation	266,123	192,180
Internal audit fees	35,243	35,154
External audit fees	21,200	19,300
Members' fees	120,688	88,920
Other	200,715	132,730
Bad Debts	0	1,620
	11,104,833	9,026,299

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.

Appendix 2: Inspections, investigations and prosecutions

2.1 Number of workplace inspections and investigations 2012-2022



2.2 Workplace inspections and investigations by economic sector and enforcement action 2022

Economic Sector	Inspections & Investigations	Improvement Notice or direction	Prohibition Notice	Written Advice
Agriculture, forestry and fishing	1069	17	28	511
Mining and quarrying	258	24	8	163
Manufacturing	1448	42	14	1058
Water supply, sewerage, waste management and remediation activities	276	2	8	220
Construction	3331	96	250	2228
Wholesale and retail trade, repair of motor vehicles and motorcycles	1624	32	12	1203
Transportation and storage	605	19	6	480
Accommodation and food service activities	629	33	8	372
Human health and social work activities	510	12	1	342
Other sectors	1398	26	8	885
Total	11148	303	343	7462

2.3 OSH and chemical investigation programme 2022

Investigation of accidents/dangerous occurrences	330
Other	34
Total	365

Table 2.4 Outcome of prosecutions completed in 2022

Type of proceedings	Total heard	Dismissal	Under appeal	Suspended sentence	Community service	Probation Act	Compensation Order	Fines
On indictment	12	0	1	1	0	0	0	€1,261,000
Summarily	4	0	0	0	0	1	0	€7,250
Total	16	0	1	1	0	1	0	€1,268,250

Table 2.5 Details of prosecutions completed in 2022

Summary prosecutions

Sheehy Landscapes Limited

On the **20 July 2022**, this case was heard in Cork District Court. The accused pleaded guilty to three charges. On the 10 June 2021 at an embankment between Metro Business Park and South Link Business Park, Ballycurreen, Kinsale Road, County Cork, the accused, an employer, failed to ensure a safe means of access to and egress from the place of work, namely there was no gated access, no stepped access and no installation of fall arrest equipment. In addition, the employer failed to bring the Safety Statement in the form, manner, and as appropriate, language that was reasonably likely to be understood to the attention of its employee. It also failed to manage and conduct work activities to ensure the safety, health and welfare at work of its employees, specifically the strimming and cutting of an embankment where there was no fall protection/arrest system in place, and as a consequence, an employee suffered personal injuries.

Contravention	Legislation	Verdict	Fine
Section 8(1) and 8(2)(a) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€500
Section 20(3)(b) contrary to Section 77(2)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€500
Section 8(1) and 8(2)(c)(ii) contrary to Section 77(2)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€750

David Mulcahy Electrical Limited

On the **26th April 2022**, this case was heard in Kilkenny District Court. The accused pleaded guilty to two counts. On the 3rd December 2020 at the premises known as "Paris Texas", 92 High Street, Kilkenny, County Kilkenny, the accused failed to ensure that a Mobile Elevating Work Platform was not used by its employees in circumstances where the said Mobile Elevating Work Platform had not been examined at least once by a competent person during the preceding six months. The employer also failed to ensure that the Mobile Elevating Work Platform was safe and without risk to health and as a consequence, an employee suffered personal injuries.

Contravention	Legislation	Verdict	Fine
Section 8(2)(c)(iii) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€3,000
Regulation 52(3) Contrary to Section 77(9)(a)	Safety Health and Welfare at Work (General Application) Regulations 2007	Guilty plea	€2,000

Prosecution of an Individual

On the **20th July 2022**, this case was heard in Cork District Court. The accused pleaded guilty to one count. On the 10th June 2021, the accused was a Director of a company that failed to discharge a duty to which it was subject to, namely to manage and conduct work activities, in such a way as to ensure as far as was reasonably practicable, the safety, health and welfare of a person, who was working on an embankment where there was no fall protection/arrest system in place and as a consequence, a person suffered personal injuries.

Contravention	Legislation	Verdict	Fine
Section 8(1) and 8(2)(a) contrary to Section 77(9)(a) and Section 80	Safety Health and Welfare at Work Act 2005	Guilty plea	€500

Prosecutions on Indictment

Irish Cement Limited

On the **21 January 2022**, this case was heard in Trim Circuit Court. The accused pleaded guilty to three charges. On the 17 April 2018 at Platin Works, Platin, Drogheda, County Louth, the accused failed to provide a safe system of work in relation to an articulated tractor and trailer unit that was being operated. It toppled over whilst it was tipping a load in the Petroleum Coke fuel storage yard and as a consequence, a person (who was not its employee) suffered personal injury.

Contravention	Legislation	Verdict	Fine
Section 15(3) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€100,000
Section 15(3) contrary to Section 77(2)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€75,000
Section 19(5) contrary to Section 77(2)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€50,000

Kildare Chilling Company Unlimited Company

On the **21 January 2022** this case was heard in Naas Circuit Court. The accused pleaded guilty to one charge. On the 15th February 2018 at its meat factory in Kildare Town, County Kildare, the accused, an employer, failed to manage and conduct work activities, specifically the operation of a forklift truck in proximity to pedestrians in such a way as to ensure, so far as was reasonably practicable, the safety, health and welfare of employees. It failed to have in place, a traffic management system or plan in the middle yard of the meat factory providing for designated pedestrian routes, appropriate crossing points and safety warning signs, and the wearing of “hi-vis” clothing. As a consequence, an employee suffered personal injury and died.

Contravention	Legislation	Verdict	Fine
Section 8(1) and Section 8(2)(a) contrary to 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€400,000

Shabra Recycling Limited

On the **25th February 2022**, this case was finalised in Cavan Circuit Court. The accused pleaded guilty to one charge. On the 16th October 2019 at Killycard Industrial Estate, Bree, Castleblaney, County Monaghan, the accused, an employer, failed to provide a system of work for stacking of bales of plastic waste material at the place of work, and for the carrying out of cleaning work in the vicinity of the bales, that was planned, organised, performed, maintained and revised as appropriate, and as a consequence, an employee suffered personal injury and died.

Contravention	Legislation	Verdict	Fine
Section 8(1) and Section 8(2)(e) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€75,000

Health Service Executive

On the **27th April 2022**, this case was heard in Trim Circuit Court. The accused pleaded guilty to two charges. On the 29th August 2016 at the Acute Psychiatric Unit, Our Lady's Hospital, Navan, County Meath, the accused, an employer, pleaded guilty to failing 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 particular, there was no adequate assessment, documenting, communicating and management of risks to the safety, health and welfare of employees arising from the known hazard of violence and aggression from high-risk patients, and there was no emergency response team to respond to the activation by employees of their personal alarms. In addition, there was no security guard and no magnetic doors operated by a swipe card system that would have allowed segregation and containment of high-risk patients. Consequently, nursing staff suffered personal injuries.

Contravention	Legislation	Verdict	Fine
Section 8(1) and Section 8(2)(a) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€10,000
Section 8(1) and Section 8(2)(a) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

EES Enterprise Electrical Services Limited

On the **12th May 2022**, this case was heard in Trim Circuit Court. The accused pleaded guilty to one charge. On dates between 5th April 2016 and 25th July 2016, the accused who undertook the design of a gate failed to arrange for the carrying out of the necessary research with a view to the elimination or minimisation of a risk and, as a consequence, a person suffered personal injury and died.

Contravention	Legislation	Verdict	Fine
Section 16(3) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€20,000

Prosecution of an Individual

On the **31st May 2022**, this case was heard in Wicklow Circuit Court. The accused pleaded guilty to two charges. On the 8th December 2016, the accused, a manager at a construction site at or near Greystones, Co. Wicklow, failed to co-ordinate arrangements to ensure that a person was in possession of the appropriate construction skills certification scheme card to operate a site dumper. There was also a failure to adjust the construction stage health and safety plan where required, to take account of the progress of the work and any changes which occurred.

Contravention	Legislation	Verdict	Sentence
Regulation 19(1)(b) contrary to Section 77(2)(c) and Section 80	Safety Health and Welfare at Work (Construction) Regulations 2013 Safety Health and Welfare at Work Act 2005	Guilty plea	18 months imprisonment suspended in its entirety for a period of 12 months
Regulation 16(b) contrary to Section 77(2)(c) and Section 80	Safety Health and Welfare at Work (Construction) Regulations 2013 Safety Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Cornacrieve Mushrooms Limited

On the **17th June 2022**, this case was heard in Monaghan Circuit Court. The accused pleaded guilty to one charge. On the 13th September 2017 at a mushroom production plant at Emyvale, County Monaghan, the accused, an employer, failed to manage and conduct work activities, more particularly the entering into a silo containing wood pellets on the said premises in such a way as to ensure, so far as was reasonably practicable, the safety, health and welfare at work of an employee.

Contravention	Legislation	Verdict	Fine
Section 8(2)(a) contrary to Section 77(2)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€5,000

Denis Moriarty The Kerries Limited

On the **14th October 2022**, this case was heard in Sligo Circuit Court. The accused pleaded guilty to two charges. On the 12th December 2016, at a construction site at Derrysallagh Windfarm, Glen, County Sligo, the accused an employer 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, specifically the construction of a temporary road linking an existing road to a berm. The accused failed to obtain an appropriate assessment and design from a geotechnical engineer prior to the construction of the said road so that the risk of a landslide of peat occurring would be eliminated. The road was a floating road constructed in a high-risk area of peatland. A landslide occurred, and as a consequence, a person suffered personal injury and died.

Contravention	Legislation	Verdict	Fine
Section 8(1) and Section 8(2)(a) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€220,000
Section 8(1) and Section 8(2)(e) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	Taken into consideration

Prosecution of an Individual

On the **20 October 2022**, this case was heard in Wexford Circuit Court. The accused pleaded guilty to one charge. On the 6 December 2018, at a farm building in County Wexford, the accused, an employer, failed to manage and conduct work activities in such a way as to ensure the safety, health and welfare at work of his employees, specifically the installation of new sheeting on the roof of the farm building. The way the work on the roof was carried out was unsafe, employees were not provided with a safe means of access and egress to and from the said roof and there were no safe or adequate fall prevention systems in place. As a consequence, an employee fell from the roof and sustained personal injury.

Contravention	Legislation	Verdict	Fine
Section 8(1) and Section 8(2)(a) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€1,000

Drumderry Aggregate Limited

On the **21 December 2022**, this case was heard in Waterford Circuit Court. The accused pleaded guilty to one charge. On the 15 April 2019, at a premises at Rathornan, Leighlinbridge, County Carlow, the accused, an employer, failed to manage and conduct work activities, specifically the installation of precast concrete slabs at the first-floor level of the said premises, in such a way as to ensure, so far as was reasonably practicable, the safety, health and welfare at work of employees. There was no safe or adequate fall prevention systems or measures in place to protect employees from the risk of falling from height and as a consequence, an employee fell from the building, suffered personal injury and died.

Contravention	Legislation	Verdict	Fine
Section 8(1) and Section 8(2)(a) contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€80,000

Nationwide Crane Hire Limited

On **7 October 2022**, this case was heard in Limerick Circuit Court. The accused pleaded guilty to one charge. On 29 August 2015, at Thomond Bridge, Limerick, the accused, an employer, failed to ensure that a crane fitted with a winch mounted on a lorry, provided and operated by the accused for the purpose of lifting persons in a man basket over the river Shannon to carry out work on the said bridge, was in a condition that was safe and without risk to health. In particular, the overload protection safety device on the winch of the crane was defective. It did not operate to protect the wire rope on the winch from being overloaded and as a consequence, two persons suffered personal injury and died.

Contravention	Legislation	Verdict	Fine
Section 12 contrary to Section 77(9)(a)	Safety Health and Welfare at Work Act 2005	Guilty plea	€200,000

Palfinger Ireland Limited

On **7 October 2022**, this case was heard in Limerick Circuit Court. The accused pleaded guilty to one charge. On or about the 12th March 2003, the accused imported and supplied an article for use at work, namely a Palfinger crane, fitted with a winch, and failed to take such steps as were necessary to ensure that the person supplied by it with the crane and winch, was provided with adequate information about the use for which it was designed or had been tested, and about the conditions in relation to the crane and the winch. In particular, the accused failed to provide any or any adequate information about the carrying out of a functional test of the safety overload protection system on the winch of the crane.

Contravention	Legislation	Verdict	Fine
Section 10(1)(b) contrary to Section 48(1)(a)	Safety Health and Welfare at Work Act 1989	Guilty plea	€25,000*

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

Appendix 3: EU and international representation 2022

As Competent Authority 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 2022. 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. INAB also participated in and represented Ireland, at both European and international 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.

The list provided below is a non-exhaustive list of the main meetings the Authority attended in 2022.

European and international committees - OSH	Number of meetings/ events attended
Advisory Committee on Safety and Health (incl Government Interest Group)	5
ACSH Working Party on Workplaces	2
ACSH Working Party on Display Screen Equipment	3
ACSH Working Party Pandemic - Emergency preparedness	4
ACSH Working Party - Schedule of Occupational Diseases	3
ACSH Working Party - Practical Implementation Questionnaire	5
EU-OSHA Management Board (including Government Interest Groups and Executive Board meetings)	11
EU-OSHA Focal Point Network	6
European Transport Safety Council (ETSC)	2
Parliamentary Advisory Committee on Transport Safety - Work-Related Road Safety Forum	1
Senior Labour Inspectors Committee Working Group Chemicals	12
Senior Labour Inspectors Committee Working Group Biological	6
EU Standing Working Party Extractive Industries	2
Totals	62

European and international committees - Chemicals	Number of meetings/ events attended
COMMISSION Chemical Strategy for Sustainability	8
Article 133 REACH Committee	6
CARACAL Competent Authority and Subgroups on REACH and CLP	8
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	16
ECHA Expert Group on Endocrine Disruptors	2
ECHA HelpNet Steering Group for MS Helpdesks and subgroup and workshops	8
Detergents Working Group	2
Designated National Authority Committee for the Rotterdam Regulation	1
ECHA Risk Management and Evaluation RIME+ (Chemical)	4
ECHA MSCA IT User Group	2
EU Seveso Committee of Competent authorities	2
Commission Expert Group on the control of major accident hazards involving dangerous substances ("Seveso Expert Group")	1
EU MJV Workshop	2
REACH IT Security Officers Network	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
TWG2 - Seveso Inspections	1
Totals	88

European and international committees - industrial products and market surveillance	Number of meetings/ events attended
EU Transportable Pressure Equipment Administrative Co-operation Group	1
EU Machinery Directive Advisory Committee	2
EU Pressure Equipment Directive Advisory Committees	1
EU Lifts Directive Advisory Committee	1
EU Personal Protective Equipment Directive Advisory Committee	1
EU ATEX (explosive atmospheres) Directive Advisory Committee	2
Gas Appliances Regulation Advisory Committee	2
EU Machinery Directive Working Group	1
Technical Harmonisation (Machinery Regulation)	5
Market Surveillance Product Compliance Network	1
Transportable Pressure Equipment Directive Administrative Co-operation Group	1
Working Group on Electric Vehicles	6
International Working Group on Transport of Hazardous Waste	3
Agricultural Machinery Task Group	1
EU Industrial Products Joint Action	2
National Standards Authority of Ireland - Robots, Cobots and Robotics Technical Committee	1
Totals	31

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]	15
International Laboratory Accreditation Co-operation Technical and Policy Committees and working groups [Laboratory, Inspection, General Assembly]	6
International Accreditation Forum Technical and Policy Committees and working groups [Certification, General Assembly]	2
European Commission and OECD Committees and working groups on Good Laboratory Practice (GLP)	2
Totals	25

Appendix 4: Legislation and guidance finalised in 2022

Legislation

SI No 325 of 2022 European Union (Personal Protective Equipment) (Amendment) Regulations 2022

SI No 324 of 2022 European Union (Pressure Equipment) (Amendment) Regulations 2022

SI No 323 of 2022 European Union (Lifts and Safety Components for Lifts) (Amendment) Regulations 2022

SI No 322 of 2022 European Union (Equipment and Protective Systems for use in Potentially Explosive Atmospheres) (Amendment) Regulations 2022

Guidance

Occupational Safety and Health

CSP Silica Info Sheet Employees Print

CSP Silica Info Sheet Employees Web

CSP Silica Poster A3 Employees

HSA Annual Review of Workplace Injuries, Illnesses and Fatalities 2022

High Visibility Clothing for Use Around Moving Vehicles

Farmers' Health and Wellbeing

Guidance on Safe Use of Chainsaws

Risk Assessment Method Statement (RAMS) Interactive Template

Risk Assessment Method Statement (RAMS) Guidance Document

Construction Safety Action Plan 2022 - 2024

Safe Working with Diesel Engine Exhaust - Information Sheet

Crystalline Silica Dust - Information Sheet

Wood Working - Information Sheet

Chemical Agent Risk Assessment Case Studies

Asbestos Notifications

Health Surveillance

Four e-learning courses for Ukrainian nationals working in Ireland

Chemicals and Market Surveillance

Home Heating Oil Information Sheet

Retailers Duties when Selling Chemical Products

Guidance on Technical Land-use Planning Advice

ADR Quick Reference Guide

Carriage of Dangerous Goods by Road 2021

Appendix 5: 2022 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:

1. The Irish National Accreditation Board

The Irish National Accreditation Board (INAB) - GLP 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 2022, 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.

2. 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 2022, there were 729 enquiries about detergent products. These queries mostly related to the CLP Regulation on the NPIC notification procedure and use of the NPIC number on safety data sheets. 544 product submissions were made under Article 45 directly to the NPIC and 237,504 via the PCN portal. 167,758 of the notifications made via the PCN portal had warnings i.e. they didn't fulfil all of the business rules.

870 desk assessments of products were completed. For example, full composition, pH, MIMs, contact information and presence of UFI. The NPIC also dealt with a number of emergency enquiries involving products that had not been notified to them. When possible, they engaged with the company responsible in order to obtain the information needed (approximately 10 cases). The Authority were informed of some of these incidents.

The NPIC answered emergency enquiries about 1,188 detergent products. Fabric cleaning products (particularly liquid detergent sachets/capsules), general cleaners, dishwasher products, bleach, toilet cleaners/fresheners and washing up liquid were the most frequently implicated detergent products. The NPIC answered 1,633 emergency enquiries about chemical mixtures, excluding detergents. The number of enquiries about hand sanitisers and antiseptic/disinfectant products decreased compared to 2021, but still remained higher than in 2019 (pre-COVID pandemic), particularly hand sanitiser calls. 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 participated in two ECHA PCN stakeholder meetings. At a national level, the Beaumont Hospital signed a Memorandum of Understanding with the Authority in June 2022.

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 has not been given any extra staff for Chemicals Act activities. The number of mixtures notified directly to the NPIC has fallen but staff continue to receive a significant number of queries from industry, mostly about the procedure to notify hazardous mixtures and using the NPIC telephone number on safety data sheets.

The majority of product notifications in 2022 were made through the ECHA portal. However, the NPIC retains a system for direct notification of mixtures for industrial use until January 2025, and we audited 471 of these direct notifications during 2022. NPIC also audited 399 product notifications that were submitted via the PCN

portal in 2022 (0.2% of the total notifications). It is of concern that 70.6% of the notifications submitted via the portal had warnings but we don't have sufficient resources to review these and follow up with the submitters in order to improve the information on the database.

Liaison between the NPIC and the HSA in 2021, led to the Authority undertaking a targeted enforcement campaign inspecting fragranced reed diffuser products and refills sold to the general public, following which the NPIC and the HSA issued a joint press release on reed diffusers in September 2022. Collaborations on poster presentations were accepted for the Beaumont Hospital Quality and Patient Safety Conference in November 2022 and the European Association of Poisons Centres and Clinical Toxicologists Congress in May 2023.

In 2022, the NPIC provided data to the HSA on queries involving dishwasher tablets, tetrahydrofuran, skin sensitisers and 1,2-dioxalane. NPIC also wrote articles for the HSA newsletter and eBulletin regarding the new procedure for notifying mixtures for industrial use, which will enter into force from 1st January 2024.

The number of resources available during 2022 were as follows: 0.8 FTE Administrative Officer and 0.7 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. There is one Administrative Officer in the NPIC who spends a large proportion of their time dealing with product submissions and queries from industry. One Poisons Information Officer assists with queries and audits a small number of notifications each month. The NPIC would need additional staff to audit a larger proportion of submissions. 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 2021.

3. Department of Agriculture, Food and the Marine

The Department of Agriculture, Food and the Marine (DAFM) enforces the REACH and CLP Regulations requirements under the sector-specific legislation for Plant Protection Product (PPP) and Biocides Regulations. Product labels are checked for CLP compliance before being approved.

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 nine queries referred by the Authority relating to PPP and biocidal products. In addition, DAFM replied to queries and checked export notifications on ePIC. DAFM provided approval for export of non-PIC substances which share the same CN codes as substances listed in PIC Annexes.

At an EU level, DAFM participated in one OECD IUCLID User Group Expert Panel, four toxicology working groups and four environmental working groups, all virtually. DAFM attended three meetings of the Endocrine Disruptor Expert Group during 2022.

Under CLP, DAFM continued to be represented at the Risk Assessment Committee (RAC) meetings attending four meetings, while attending three virtual Harmonised Classification and Labelling workshops during 2022.

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 2022.

A memorandum of understanding (MoU) between DAFM and the Authority in relation to implementation and enforcement of the REACH and CLP Regulations as set out under the Chemicals Act was agreed and signed in 2018 and still in use in 2022.

4. Customs Division of the Revenue Commissioners

The Revenue Commissioners is the designated national authority (DNA) under Article 17 of the Rotterdam (PIC) 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 systems.

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 a redacted version of the customs staff manual via the Revenue website (www.revenue.ie).

Export of Dangerous chemicals Tax and Duty 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 2022, 25 exports were monitored under prior informed consent (PIC).

During 2022, Customs attended an ECHA workshop toward implementing and enforcing REACH to a higher level.

Revenue participates in the Chemicals Interdepartmental Group meeting under the DETE. However, its participation in 2022 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 and signed by Revenue in November 2022. Revenue maintains a Data Sharing Agreement with both agencies in relation to the exchange of information under the Rotterdam Regulation, noting that it is due for renewal.

Our Vision: Healthy, safe and productive lives and enterprises



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