



# **Health & Safety Executive**

## **Annual Update 2024**

**John Heslop**

**HM Principal Inspector of Health and Safety**  
**(Inspection Division)**

# Agenda

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1. Strategy and Business Plan
2. 2022/2023 Annual Report and Accounts
3. 2023/2024 Changes in HSE
4. 2024/2025 Expectations
5. Enforcement Case Studies
6. Questions



**1.8  
million**

Work-related ill health cases  
(new or long-standing) in 2021/22  
*Source: Estimates based on self-reports from  
the Labour Force Survey, people who worked  
in the last 12 months*



**0.9  
million**

Work-related stress, depression  
or anxiety cases (new or long-standing)  
in 2021/22  
*Source: Estimates based on self-reports from  
the Labour Force Survey, people who worked  
in the last 12 months*



**0.5  
million**

Work-related musculoskeletal disorder  
cases (new or long-standing) in  
2021/22  
*Source: Estimates based on self-reports from  
the Labour Force Survey, people who worked  
in the last 12 months*



**11.2  
billion**

Annual costs of new cases of ill health  
in 2019/20, excluding long latency  
illness such as cancer  
*Source: Estimates based on HSE Cost Model*



**36.8  
million**

Working days lost due to work-related  
ill health and non-fatal workplace  
injury in 2021/22  
*Source: Estimates based on self-reports from  
the Labour Force Survey*



**0.1  
million**

Workers suffering from COVID-19 in  
2021/22 which they believe may have  
been from exposure to coronavirus at  
work (new or long-standing)  
*Source: Estimates based on self-reports from  
the Labour Force Survey, people who worked  
in the last 12 months*



**0.6  
million**

Workers suffering from a work-related  
illness caused or made worse by the  
effects of the coronavirus pandemic  
(new or long-standing) in 2021/22  
*Source: Estimates based on self-reports from  
the Labour Force Survey, people who worked  
in the last 12 months*



**18.8  
billion**

Annual costs of work-related injury and  
new cases of ill health in 2019/20,  
excluding long latency illness such  
as cancer  
*Source: Estimates based on HSE Cost Model*



**0.6  
million**

Workers sustaining a non-fatal injury  
in 2021/22  
*Source: Estimates based on self-reports from  
the Labour Force Survey*



**123**

Workers killed in work-related  
accidents in 2021/22  
*Source: RIDDOR*



**12,000**

Lung disease deaths each year  
estimated to be linked to past  
exposures at work  
*Source: Counts from death certificates and  
estimates from epidemiological information*



**7.6  
billion**

Annual costs of work-related injury  
in 2019/20  
*Source: Estimates based on HSE Cost Model*

# Strategy and Business Plan

# Mission, Vision and Values



## Mission

Protecting People and Places



## Vision

Working Better as One  
Future Change and Innovation  
Valuing Our People



## Values

Integrity  
Honesty  
Objectivity  
Impartiality

# The 5 Strategic Objectives

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1. Reduce work-related ill health, with a specific focus on mental health and stress ([Working Minds](#)).
2. Increase and maintain trust to ensure people feel safe where they live, where they work and in their environment.
3. Enable industry to innovate safely to prevent major incidents, supporting the move towards net zero.
4. Maintain Great Britain's record as one of the safest countries to work in.
5. Ensure HSE is a great place to work, and we attract and retain exceptional people.

# The 6 Strategic Themes

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1. A relevant HSE
2. A fair and just HSE
3. A people-focused HSE
4. A collaborative HSE
5. A financially viable HSE
6. An accessible HSE



# **Annual Report and Accounts 2022/2023**





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Enforcement action	
Completed <b>216</b> criminal prosecutions with a <b>94%</b> conviction rate	Issued over <b>8000</b> notices including approximately: <b>6000</b> notices for improvement <b>2000</b> notices prohibiting work activity placing people at risk of death/serious injury
Completed <b>86%</b> of fatal investigations within 12 months of receiving primacy against our target of 80%	

Business plan delivery: 89% of milestones delivered		
Over <b>16,800</b> inspections <sup>2</sup> completed including:		
<p><b>Fabricated metal:</b> over <b>1600</b> inspections</p> <p><b>Fairgrounds:</b> over <b>130</b> inspections</p> <p><b>Waste and recycling:</b> over <b>550</b> inspections</p> <p><b>Major hazard safety cases:</b> <b>78%</b> achieved within due date</p>	<p><b>Construction sector:</b> delivering <b>2348</b> inspections under a planned major health campaign</p> <p><b>Asbestos:</b> <b>879</b> inspections and <b>100%</b> of asbestos licence applications were delivered</p>	
Continued to enable the <b>safe and sustainable use of pesticides and biocides</b> by completing evaluations and authorisations within the required timescales for:		
<p><b>78%</b> of biocide products</p> <p><b>78%</b> of plant protection products</p>		
Giving advice and guidance on health and safety throughout the year, our website was visited by <b>3.6 million</b> users with <b>23.5 million</b> page views and a 'usefulness' scored rating of <b>74%</b>		
<p><b>Dutyholder feedback:</b></p> <p><b>79%</b> of dutyholders said they had taken action as a result of a visit</p> <p><b>89%</b> stated the outcome of the visit was proportionate to the risks identified</p>	<p>Responded to <b>93%</b> of <b>4192</b> FOI requests within deadlines against a target of <b>90%</b></p> <p>Handled over <b>29,400</b> concerns about workplaces and activities</p>	
<b>£262 million<sup>3</sup></b>	<b>£90 million</b>	<b>£172 million</b>
Total expenditure for year	Income and cost recovery	Government funding
<b>2695</b> members of staff (FTE) across various locations in the UK, working both at home and the office throughout the year		Sick absence decreased to <b>6.7</b> days per full-time equivalent (FTE) against target of 6.0 days per FTE



# **2023/2024**

# **Changes in HSE**

## Pre-November 2023

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### Construction Division

F10 Notifications

Concerns

Health Campaigns

- Manual Handling
- Respiratory Health

Licensed Asbestos Removal Contractors

### Field Operations Division

Anaerobic Digester

Agriculture

Asbestos Duty to Manage

- Hospitals
- Schools

Dichloromethane

Fabricated Metal

Ionising Radiation

NHS Trusts and Boards

Respirable Silica

- Brick
- Foundries

Waste and Recycling

Woodworking

# Post-November 2023

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Inspection Division

Investigation Division

# Job Roles & Responsibilities

# Visiting Officer Key Responsibilities

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- Initial enquiries into concerns or incidents.
- Supporting inspectors in inspection and investigation delivery.
- Lead on Employers' Liability Compulsory Insurance related matters.
- Lead on Working Time Regulations related matters.
- Liaising with other regulators, agencies or interested parties.
- Support and contribute to the Working Well Together campaigns.

# Inspector Key Responsibilities

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- Conducting proactive and reactive inspections and investigations in line with HSE workplan.
- Taking relevant enforcement action where appropriate in line with HSE policy and applying Fee for Intervention as appropriate (currently £166 per hour or part thereof).
- Arrange and complete compliance checks and follow-up.
- Provide coaching and mentoring support to trainee inspectors.
- Work with Litigation Officers and Legal Services Division to prepare cases for prosecution.
- Liaising with other regulators, agencies or interested parties.



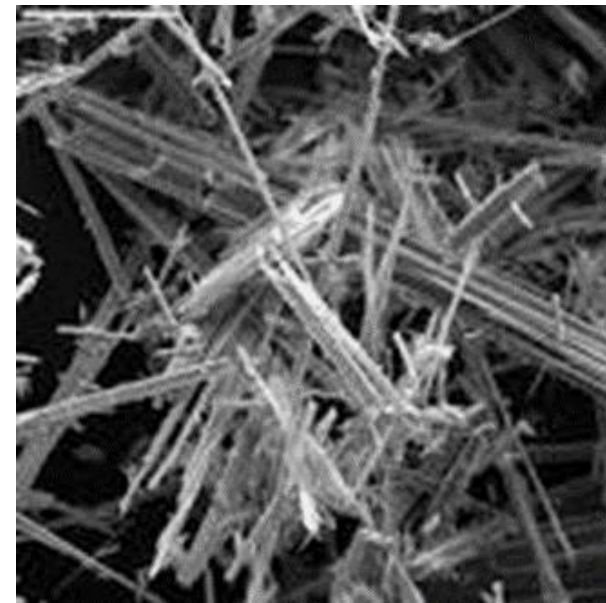
# Principal Inspector and Head of Operations Key Responsibilities

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- Manage delivery of inspection and investigation related activity in line with HSE policy.
- Manage and develop the inspection and investigation teams.

# **2024/2025 Expectations**

# More Efficient and More Effective



# Enforcement Case Studies

## April to June 2023

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- [Roofer jailed after worker fell more than 16 feet to his death](#)
- [Company fined £80,000 after director jailed for removing asbestos across Great Britain](#)
- [Construction company fined £800,000 after death of 10-year-old boy](#)
- [Companies sentenced after worker hospitalised for nearly two weeks](#)
- [Bradford man spared jail after father fell through roof](#)
- [Birmingham wall collapse deaths: Directors jailed after five men lost their lives\\*](#)
- [Building company fined £234,000 after worker falls from platform](#)
- [Company fined £200,000 after worker fractures arm](#)
- [Runcorn business park operator fined £31,000 after worker injured in fall](#)

## July to September 2023

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- [Construction company fined after Shropshire bricklayer fractures skull](#)
- [Manchester company director fined after obstructing HSE investigation](#)
- [Construction firm fined £90,000 after exposing public to asbestos during renovation work\\*](#)
- [Company fined after worker suffers life-changing injuries in fall](#)
- [Companies fined combined £120,000 after man suffers serious injuries](#)
- [Meat company fined after worker severs fingers](#)

## October to December 2023

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- [Construction company fined after serious injury to 16-year-old on work experience](#)
- [Companies fined after labourer fractures skull](#)
- [Companies fined as child suffers fractured skull](#)
- [Company fined £240,000 after Liverpool residents put at risk during removal of dangerous cladding](#)
- [Suspended prison sentence for builder over gas safety failures](#)
- [Demolition company given £60,000 fine as worker seriously injured](#)
- [Rogue plumber handed suspended prison sentence](#)
- [Specialist lifting company fined after two workers fell from a crane](#)
- [Two men injured after cradle falls nine floors at London tower block build](#)
- [Manchester firm fined after it put workers at risk with unsafe scaffolding](#)
- [Construction fined after failing to provide basic facilities to workers\\*](#)
- [Roofing firm and company business partner sentenced following HSE investigations\\*](#)
- [Company fined as joiner falls and breaks nine ribs](#)

## January 2024 to Present

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- [Garden landscaper sentenced after worker dies\\*](#)
- [Company fined and director receives suspended prison sentence after scaffolder suffers electric shock](#)
- [Man handed community order for illegal removal of asbestos\\*](#)
- [Company director fined after falsifying documents](#)
- [Two companies fined after a worker suffers serious injuries in a fall](#)
- [Construction company fined after worker killed by an excavator](#)



# Questions