



Annual Report & Accounts

1 April 2022 to 31 March 2023

Health and Safety
Executive for
Northern Ireland

hseⁿⁱ
CONTROLLING RISK TOGETHER



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Health and Safety Executive for Northern Ireland

Annual Report and Accounts

For the year ended 31 March 2023

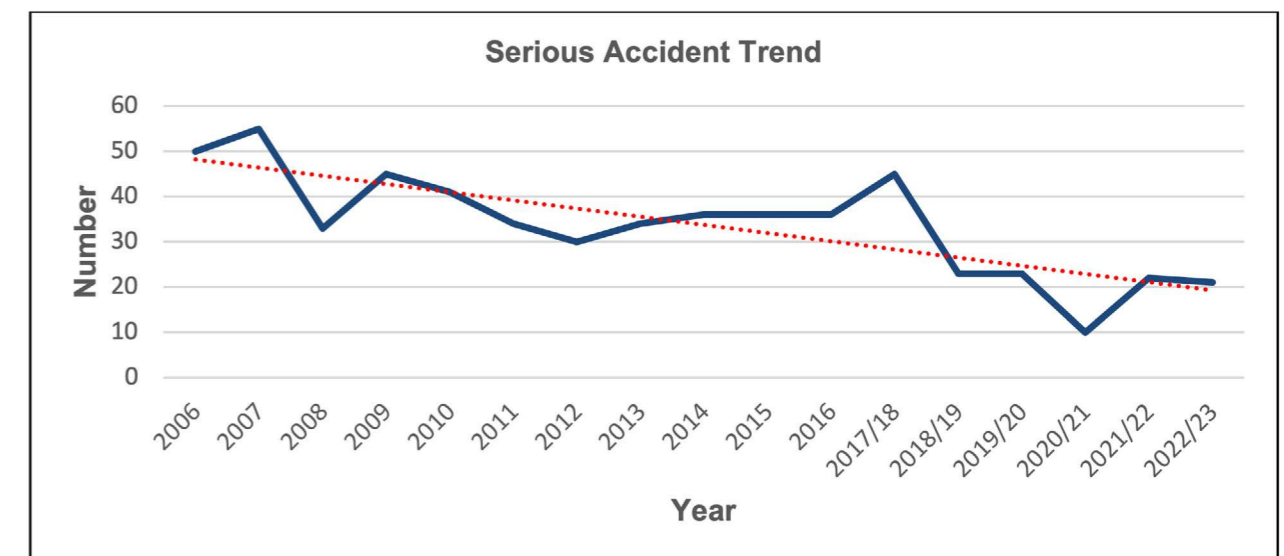
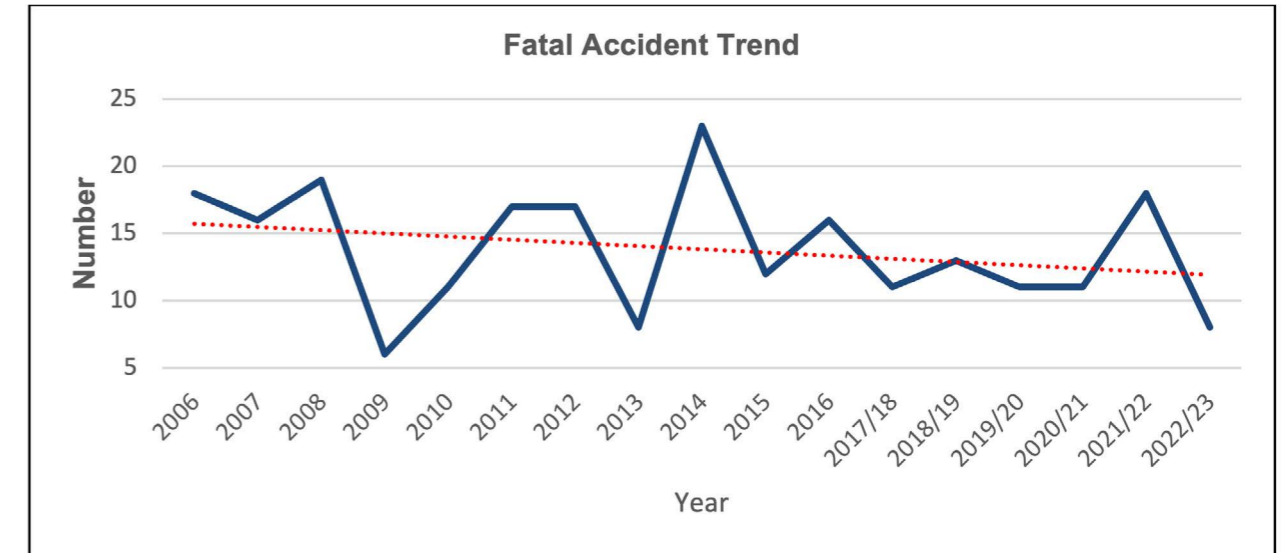
Laid before the Northern Ireland Assembly under paragraph 19 (3) of Schedule 2 of the Health and Safety at Work (Northern Ireland) Order 1978 by the Department for the Economy

on

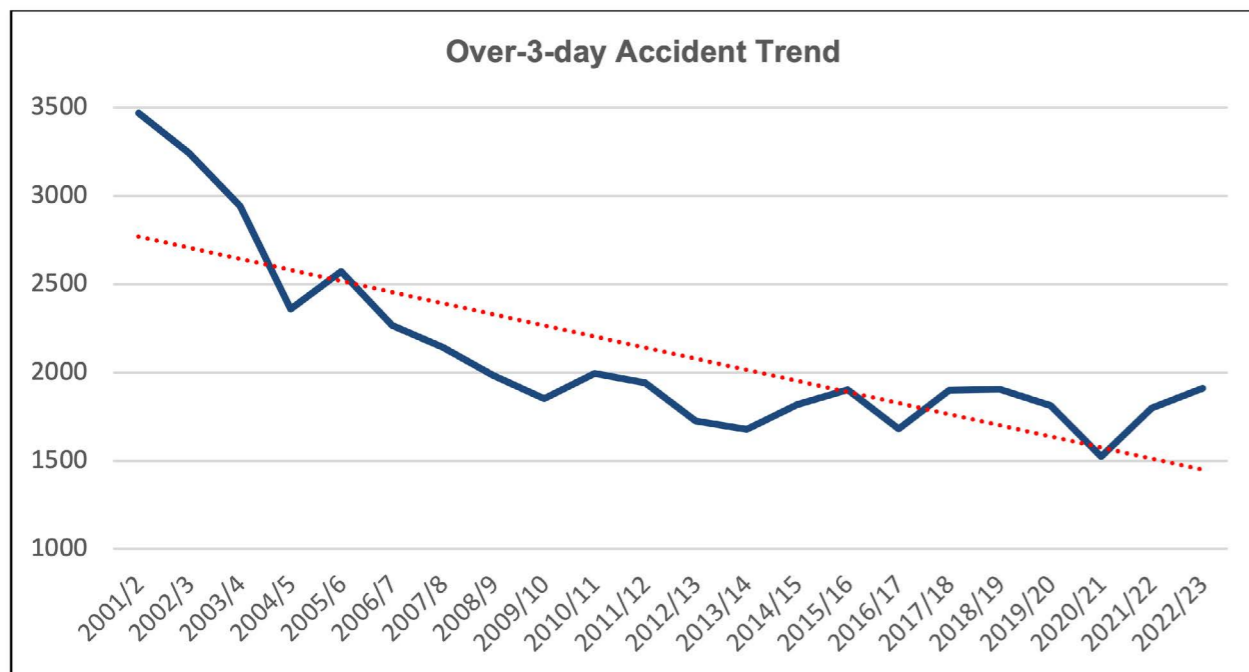
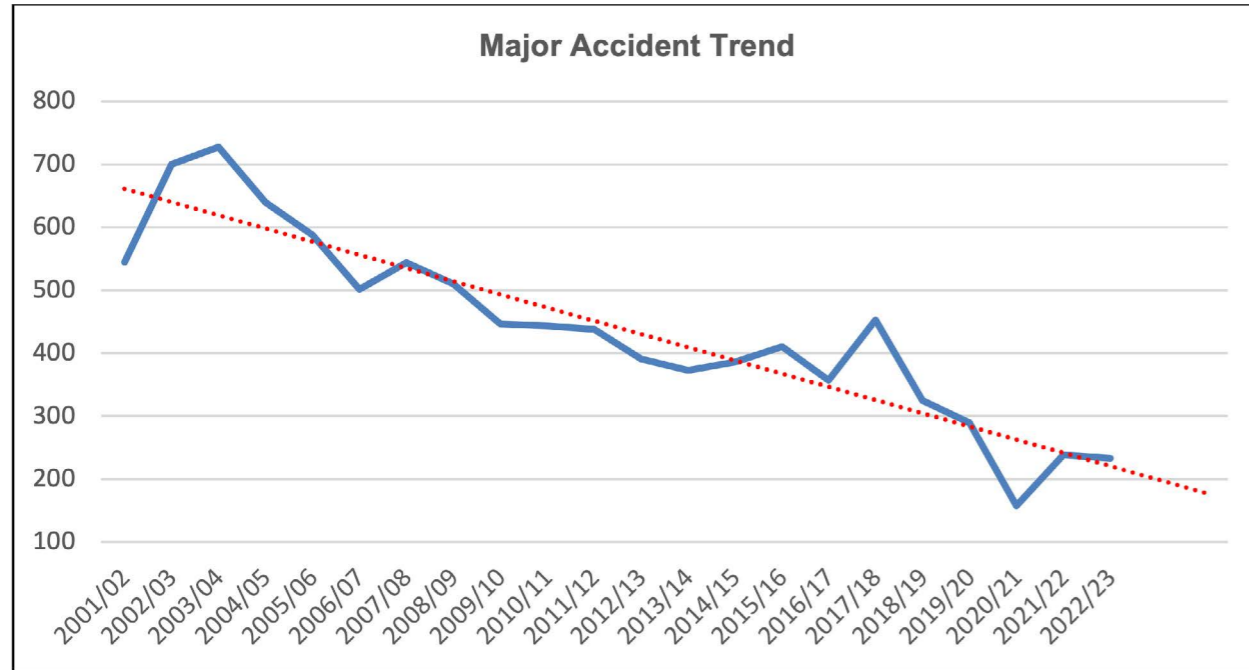
4th July 2023

Key Statistical Trends

The figures below show trends in fatal, serious, major, and over-three-day accidents within areas of HSENI's responsibility over the period 2006 to 2023. Whilst there have been spikes in all accident categories over the period, the figures show an overall downward trend.



Actual ———
Trend line ·····



Actual
Trend line

The following statements reflect the change in figures between 2021-22 and this reporting period:

- fatalities within areas under the responsibility of HSENI decreased from 18 in 2021-22 to eight (P)¹;
- fatalities within areas under both HSENI's and Local Councils' responsibility decreased from 19 in 2021-22 to 10 (P)¹;
- fatalities in the agriculture sector decreased from six fatalities in this sector in 2021-22 to three;
- fatalities in the construction sector decreased from four in 2021-22 to one;
- major injuries decreased from 239 in 2021-22 to 233;
- three-day incidents increased by 51 from 1859 to 1910; and
- all reportable injuries increased from 1,797 in 2021-22 to 1,910.

During this year, HSENI:

- continued its Farm Safety Partnership (FSP) work through the third Farm Safety Action Plan;
- ran an online Child Safety on Farms Poster competition;
- distributed 43,500 copies of the calendar to rural primary schools;
- completed eighteen successful prosecutions, with fines of £522,500;
- achieved UKAS Accreditation for its Scientific Services Unit;
- delivered 5,108 inspections;
- served 433 formal enforcement notices;
- dealt with 713 complaints;
- prepared eight sets of Northern Ireland Statutory Rules;
- prepared six Northern Ireland Public Consultations;
- prepared three Northern Ireland EU Exit Regulations;
- had two Approved Codes of Practice approved for use in NI;
- submitted an Annual Equality Report to the Equality Commission;
- delivered 10 work-related stress webinars across Northern Ireland;
- conducted a number of seminars including one in partnership with the Faculty of Occupational Medicine, entitled 'Controlling Welding Fume';
- promoted the mental health website, 'Farm in Mind' via all media sources and at Hilltown Mart wellbeing event, Balmoral Show, a PCSP event, Open Farm Weekend and the Winter Fair;
- launched campaigns in relation to Asbestos and Farm Safety and highlighted Workplace Transport Safety through a number of media outlets in advance of the launch of the Workplace Transport Safety campaign in 2023-24;
- dealt with 3130² calls for information via its Freephone Helpline; and
- attracted 804,747 page views to the HSENI website and enabled website visitors to download over 80,489 publication files.

¹ (P)These figures do not include fatalities where the investigation has not yet established details to make a decision on their inclusion.
² Figure for full period is an estimate based on statistics available for the period 01.11.22 to 31.03.23

CONTENTS

| | | | |
|---|-----------|---|-----------|
| Key Statistical Trends | i | STATISTICS | 47 |
| FOREWORD | 10 | ACCOUNTABILITY AND AUDIT REPORT | 56 |
| PERFORMANCE REPORT | 12 | • Corporate Governance Report | 56 |
| • Performance Overview | 12 | Directors' Report | 56 |
| • Performance Analysis | 17 | Statement of Accounting Officer's Responsibilities | 61 |
| • Management Commentary | 31 | Governance Statement | 62 |
| • Field Operations Division | 31 | Non-Executive Directors' Report | 71 |
| Agriculture and Food | 31 | • Remuneration Report | 73 |
| Extractive Industries | 31 | • Staff Report | 80 |
| Waste Industry | 31 | • Assembly Accountability and Disclosure Notes | 88 |
| Manufacturing | 32 | Funding Report | 88 |
| Utilities and Docks | 32 | Certificate and Report of the Comptroller and Auditor General to the Northern Ireland Assembly | 89 |
| • Specialist Sectors Division | 33 | STATEMENT OF ACCOUNTS | 93 |
| Public Sector and Fairgrounds | 33 | • Statement of Comprehensive Net Expenditure | 93 |
| Occupational Health and Hygiene | 34 | • Statement of Financial Position | 94 |
| Mental Wellbeing at Work Advisory Service | 34 | • Statement of Cash Flows | 95 |
| Scientific Services | 34 | • Statement of Changes in Taxpayers' Equity | 96 |
| Major Investigation Team | 34 | • Notes to the Executive's Accounts | 97 |
| • Market Compliance and Operations Division | 35 | APPENDICES | |
| Construction | 35 | Appendix 1: HSENI Organisation Structure 2022-23 | 109 |
| Major Hazards | 35 | Appendix 2: Fatal Accidents 2022-23 | 110 |
| Gas | 35 | Appendix 3: Prosecutions 2022-23 | 111 |
| Transport | 36 | | |
| Market Compliance | 36 | | |
| • Services Division | 38 | | |
| Communications | 38 | | |
| Employment Medical Advisory Service | 46 | | |
| Health and Safety at Work Legislation | 46 | | |

Foreword

We are pleased to present HSENI's twenty-fourth Annual Report and Accounts. This year, with COVID-19 in the rear-view mirror, the organisation returned to a more normal footing. Inspection numbers increased from 2,930 in the previous year to 5,108 which was above our target. Overall we delivered 18,688 interactions to improve health and safety standards in NI. 433 formal enforcement notices were served. Our Major Investigation Team progressed 18 prosecutions through the courts which resulted in fines of £522,500. HSENI maintained its commitment to reduce occupational ill health in partnership working with a number of organisations.

Overall, the total number of all work-related fatalities in Northern Ireland in 2022-23, including those within areas that are the responsibility of both HSENI and local councils, was 10 compared to 19 in the previous year. Agriculture recorded three fatalities, construction one and manufacturing one in the year. These were down from six, four and two respectively. We are heartened to see such a significant drop in the overall number of fatalities and indeed in the high risk sectors but this is something HSENI will never be complacent about. We will continue our focus on those activities which we know to be associated with fatal and serious outcomes. Across all sectors, major injuries marginally decreased in 2022-23 from 239 to 233. Over-three-day incidents remained stubbornly high with a small increase of 51 on the previous year from 1,859 to 1,910.

Throughout the year, staff dealt with approximately 713 complaints about unhealthy and unsafe workplaces which was a drop of 231. This figure is lower than pre COVID-19 years. The majority of complaints came from the manufacturing and construction sectors which had decreases of 102 and 48 respectively.

The organisation delivered on all its published objectives this year with the exception of a small number of pieces of legislation issues which were held up because of the absence of the Assembly or the work which has come with preparing for the Retained EU Law Bill.

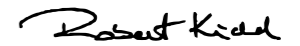
Our trainee inspectors made excellent progress this year and we expect our current cohorts to qualify as health and safety inspectors by 2024. The investment in new staff is a vital component of the organisation's future and it is our intention to recruit again in the near future. Our Chemicals and Product Safety teams have bedded in, and both have had very positive engagements with duty holders. The year has also been hugely frustrating given the failure of NICS HR to fill a number of key HSENI vacancies. This has created some degree of risk to the organisation and we are grateful to our staff for maintaining services in spite of this.

As we move into a new corporate plan period we are aware of the very difficult environment ahead of us. The political and financial situation remains uncertain. The organisation is dealing with many new technologies which are developing at pace. These challenges will not deter all of us from our clear

mission. Again we remain grateful to all those who share our ambition to make Northern Ireland's workplaces as safe and healthy as possible and who have contributed to the achievement of the outcomes set out in this Annual Report.



Derek Martin
Chairman



Robert Kidd
Chief Executive

Performance Report

Performance Overview

This section provides information on the Health and Safety Executive for Northern Ireland (HSENI), its purpose, the key risks to the achievement of its objectives and to show how the organisation has performed throughout the year.

HSENI, the regional health and safety authority for Northern Ireland, was established on 1 April 1999 as an Executive Non-Departmental Public Body (NDPB) with Crown status. This was brought about by an Order in Council amending the Health and Safety at Work (Northern Ireland) Order 1978 ("the Order"). An executive NDPB has a role in Central Government but is not a Department or part of one. During 2022-23, HSENI was funded by the Department for the Economy (DfE).

HSENI's organisational structure during 2022-23 is detailed on Appendix 1. The organisational structures which support the delivery of corporate governance in HSENI are outlined on the Governance Statement (page 62).

HSENI's business is to ensure that risks to people's health and safety arising from work activities are properly controlled in ways that are proportionate to risk, allow for technological progress, and pay due regard to costs as well as benefits. In all the organisation does, it seeks to promote better management of health and safety at work through systematic approaches to identifying hazards and assessing and controlling risks.

HSENI has primary responsibility under the Order for the regulation of health and safety at work in Northern Ireland. This involves the proposing and setting of necessary standards and securing compliance with those standards and undertaking other forms of activity designed to stimulate or support necessary action on the part of people and organisations that actually create risk.

This Annual Report details the activities undertaken during the last year of HSENI's current Corporate Plan (2018-2023) which was endorsed by both HSENI's Board and DfE's Permanent Secretary and approved by the Minister for the Economy in January 2020. During 2022-23, HSENI developed its new Corporate Plan for the period 2023-2028. It was approved by the DfE Minister in October 2022 and will be published during 2023-24.

As outlined in the current Corporate Plan, the organisation's mission is

'to reduce serious work-related injury and ill health in Northern Ireland'.

Our mission in the year focussed on:

- preventing the most serious workplace health and safety issues,
- high risk industries and activities,
- sensible and proportionate risk management,
- effective regulation; and
- supporting businesses and the economy.

HSENI's work was again driven by three main overlapping themes: a) safety b) workplace ill health and c) a focus on those work activities that pose the highest risk and as such are the causes of serious and fatal accidents.

Over the lifetime of the Corporate Plan, HSENI, worked with others aiming to achieve the three key outcomes listed below:

1. Reduce Serious and Fatal Accidents by 10% to no more than 50 per annum on average (achieved).
2. Reduce Major Accidents by 10% to no more than 350 per annum on average (achieved).
3. Reduce over-three-day Accidents by 5% to no more than 1,700 per annum on average (not achieved).

Our output targets in the year were:

1. Undertake at least 5,000 inspections and advisory visits across all work sectors for which HSENI is responsible, aimed at improving levels of compliance with health and safety standards (achieved);
2. Raise workplace health as a priority issue during all inspections in sectors where known health risks exist (achieved);
3. Run or participate in up to six high priority local events to highlight health and safety in high-risk sectors (achieved);
4. Provide 160 advisory contacts/promotional events etc. to increase awareness of workplace safety, health and mental wellbeing at work (achieved);
5. Provide a website-based information resource to give essential workplace safety, workplace health and mental health at work information for businesses (achieved);
6. Maintain an up-to-date regulatory framework (achieved³);
7. Meet the targets set out in its Customer Care Charter (achieved);
8. Comply with relevant HM Treasury and Department of Finance (DoF) guidance on financial and risk management (achieved); and
9. Ensure the highest possible level of Corporate Governance within the organisation (achieved).

HSENI supports, where appropriate, the Northern Ireland Executive's outcomes contained in the draft Programme for Government (PfG) and the guiding principles of the Department for the Economy's 10X Strategy.

Principal risks managed by HSENI during 2022-23 were as follows:

- Budget (e.g. significant under or overspend);
- Governance (e.g. fraud, loss of public funds/irregular expenditure);
- Reputation;
- General Data Protection Regulation (GDPR);
- Business continuity; and
- Regulatory framework maintenance.

Further information on these risks and the controls taken by HSENI to mitigate them is provided in the Managing Risk section of the Governance Statement which forms part of the Accounts accompanying this Annual Report.

This performance report includes information on HSENI's employees and social, community and human rights issues, as well as information about environmental matters.

³ Issues within our control were achieved. A small number of pieces of legislation issues were held up because of the absence of the Assembly or the work which has come with preparing for the Retained EU Law Bill.

Human Rights

HSENI is committed to respecting Human Rights with particular emphasis on rights and freedoms of individuals. The services we provide and the activities that we undertake have a positive impact on society. HSENI fully complies with Section 75 statutory equality obligations. The Human Rights Act 1998 provides additional focus and emphasis on the rights and freedoms of individuals guaranteed under the European Convention on Human Rights.

Bribery and Corruption

It is important that HSENI maintains high ethical standards. HSENI does not tolerate fraud, bribery, any form of corruption or any illegal or unethical activity. The organisation has an Anti-Fraud Policy and Fraud Response Plan, as well as Raising Concerns (Whistleblowing) Guidance, which outlines the processes in place to deal with concerns raised both internally by staff and externally by members of the public. Guidance on how the public can raise concerns is also available on HSENI's website.

Financial Performance

The financial results of HSENI are set out in the Annual Accounts. The net cost of operations (i.e. net expenditure) for the year was £8,047k.

With regards to financial performance, HSENI operated during 2022-23 within the budget allocated to it by its sponsor department, the Department for the Economy.

HSENI is committed to the prompt payment of bills for goods and services. Quarterly analysis has indicated that, during the year, HSENI paid 99.8% of its invoices within 10 working days (2021-22: 99.3%). HSENI paid 100% of its invoices within 30 days (2021-22: 99.8%). This policy on prompt payment is expected to continue in the 2023-24 financial year.

The Accounts have been prepared under a direction issued by the Department for the Economy under the Order, as amended by the Health and Safety at Work (Amendment) (Northern Ireland) Order 1998. The Statement of Accounts has been prepared on a going concern basis.

Statement of Financial Position

Taxpayer's equity was £(27k) on 31 March 2023, a decrease of £181k from the previous year. This was due to an increase in assets of £17k offset by increased liabilities of £198k.

The increase in non-current assets was due to the combination of asset additions of £39k and annual depreciation charges and RPI asset revaluation uplifts.

The increase in liabilities was due to a reduction in settlement resulting in more accrued expenditure at the end of the financial year.

Going Concern

All liabilities of HSENI are met by future grant-in-aid, received from and annually approved by DfE for Staff and Operating Expenditure and Programme Expenditure.

The going concern basis of accounting for HSENI is adopted in consideration of the requirements set out in the Government Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

At 31st March 2023, the Statement of Financial Position shows net liabilities of £27k caused by a delay in final budget allocation for 22/23 of £281k. Delayed funding was receipted in full on 4th April 23. The going concern basis for account preparation is still deemed appropriate.

Budget Outturn

HSENI's resource budget baseline in April 2022 was £7,789k (2021-22: £7,584k) including ring-fenced NI Protocol funding of £720k (2021-22: £1,128k).

Due to delays in recruitment and some administration costs not materialising, £94k of the resource budget and £112k of the NI Protocol funding was returned to DfE. Net additional funding totalling £143k was received during the year.

Excluding depreciation, amortisation and notional costs, Net Operating Expenditure for the year was £7,584k against a revised budget of £7,726k.

The capital budget allocation for 2022-23 was £55k (2021-22: £20k). Due to some capital spend not materialising, £15k was returned, leaving a budget of £40k. The capital budget outturn was £39k (2021-22: £NIL).

HSENI's combined resource and capital expenditure was £7,623k (2021-22: £6,863k) against a revised resource and capital budget of £7,766k (2021-22: £7,053k).

Long Term Expenditure Trends

HSENI is currently funded on a year-by-year basis. The organisation is operating under a 'planning envelope' as no budget has been agreed by the NI Assembly for 2023-24. During the 2022-23 financial year, net expenditure increased mainly due to staff numbers increasing and associated costs required for those staff.

HSENI does not foresee any significant adjustments to budget levels in the short-term as a result of management decisions but is subject to the impact of overall adjustments to the Northern Ireland block funding and Departmental adjustments particularly in light of the COVID-19 pandemic and the UK's Exit from the EU.

Variance Analysis

Below is an analysis of resource expenditure in 2022-23 compared to 2021-22.

- **Staff Costs** (+£603k or 11%). Average number of persons employed increased from 101 to 112.
- **Heat and Light** (+£10k or 50%). Rise in electricity costs due to increased office use and energy price increases;
- **Premises Costs** (+£9k or 150%). Includes £2k for disposal and secure shredding of display materials;
- **Advertising and Publicity** (-£110k or -19%). Less spent on advertising campaigns;
- **Travel Expenses** (+£31k or 45%). Travel and Subsistence costs were £160k in 2019/20; costs are £99k in 2022-23 so are gradually increasing with easing of the COVID-19 pandemic;
- **Staff Training** (+£50k or 38%). Includes continued training for new trainees, COHOSH, ACPIP, NEBOSH and HSENI external board review £8k;
- **IT Costs** (-£38k or -34%). £31k reduction in equipment spend;
- **Inspection, Enforcement & Legal Fees** (+£96k or 71%). Includes £100k for Judicial Review Provision;
- **Staff Development** (+£12k or 133%). Increase due to reallocation of some subscriptions to other categories of expenditure;
- **Telephone** (+£8k or 16%) Phones and contract charges for new staff;

Corporate Social Responsibility

The Chief Executive sits on the Business in the Community (BiTC) leadership group which consists of volunteers from public and private sector organisations. The group works to develop initiatives which can be shared with smaller businesses to assist them in a range of ways, typically through the provision of information resources. This has included delivering webinars or publications on mental wellbeing, menopause awareness and other issues to support staff directly and indirectly. The overall aim is to share the pooled resources and expertise with larger businesses to support other smaller community enterprises.

During 2022-23, HSENI developed a Health and Wellbeing Strategy and re-established its 'Workforce Wellbeing Steering Group'. The Group, which aims to meet on a quarterly basis, has organised a number of events during the year, including a Charity Coffee morning, Health Checks for all staff and submitted monthly articles to the HSENI staff brief, providing advice and guidance on various aspects of health and wellbeing, including mental health, diet and exercise. The group is currently discussing potential volunteering initiatives which staff can participate in throughout the coming months.

A detailed analysis of HSENI's 2022-23 performance in relation to all its activities is included under the 'Performance Analysis' section which follows this report. The analysis includes details of progress made in relation to HSENI's organisational common priorities as well as a detailed analysis of the achievement of objectives within each of HSENI's four divisions, Field Operations, Specialist Sectors, Market Compliance and Operations and Services.

Sustainability

HSENI remains committed to sustainable practices and continued to embrace a hybrid working model during the 2022-23 period. The hybrid approach has led to less commuting, work-related travel, along with less electricity, paper and toner consumption. Additionally, staff have access to filtered mains-water taps which contributed to the reduction of single-use plastic bottles within the organisation. HSENI's headquarters at Ladas Drive achieved an impressive '37' 'B' score in 2020, positioning it as one of the top-performing buildings in the NICS office estate requiring a Display Energy Certificate (DEC). In February 2023, DoF's Properties Division Estate Management Unit decided that HSENI's headquarters no longer require a DEC.

HSENI takes waste management seriously and strives to minimise landfill volumes by prioritising reduce, reuse and recycling practices. All Dry Mixed Recycling (DMR) materials from Ladas Drive are fully recycled, including plastics, cardboard, paper, and cans. This commitment ensures that 100% of DMR waste is diverted from landfills, contributing to a circular economy and reducing our environmental impact.

Sustainability is also a focus during procurement processes. In the first instance, HSENI will procure goods and services from central NICS contracts which have been set up with due consideration to sustainability, social and ethical procurement issues. If there is no suitable central contract in place, HSENI engage with DoF's Construction & Procurement Delivery (CPD), who will ensure that sustainability, social and ethical procurement processes are considered.

When it comes to the disposal of retired goods, HSENI adheres to relevant environmental regulations. These guidelines ensure that the disposal process is conducted responsibly and in line with environmental standards, minimising any adverse impacts on the environment.

HSENI's dedication to sustainability extends across multiple facets of our operations, enabling us to make meaningful progress in minimising our environmental footprint and promoting responsible practices within the organisation and the wider community.



Robert Kidd
Chief Executive
Date: 30 June 2023

2022–23 Performance Analysis

Common Priorities

INSPECTIONS

| Action / Intervention | Target Output/s | Update on Progress |
|--|----------------------------|--|
| At least 5,000 inspections will be conducted across all work sectors aimed at improving levels of compliance with health and safety standards | Measured using CMS visits. | Target Achieved 5,108 inspections completed |
| RIDDOR incidents will be selected for investigation using HSENI's Incident Selection Procedure | Measured using CMS visits. | Target Achieved |
| All employers found to have an unsatisfactory level of compliance will be considered for enforcement action in accordance with HSENI's Enforcement Guidelines. | Measured using CMS visits. | Target Achieved 245 improvement notices served 188 prohibition notices served |
| Raise workplace health as a priority issue during all inspections in sectors where known health risks exist. | Measured using CMS visits. | Target Achieved In addition to the general raising of the issue, specific emphasis was placed on 'welding fume', silica and asbestos. A Health Seminar was delivered 7 March 2023 with delegates attending from 122 companies. |
| We will remain vigilant in relation to COVID-19 PHA guidance and its implications for the workplaces that we enforce upon | Measured using CMS | Target Achieved HSENI inspections included adherence to COVID-19 PHA guidance where appropriate and staff provided advice and guidance and investigated COVID related incidents as necessary. |

PROMOTIONAL ACTIVITIES

| Action / Intervention | Target Output/s | Update on Progress |
|---|--|---|
| Run or participate in up to 6 high priority local events per annum to highlight health and safety in high-risk sectors | Measured using Events and Exhibitions Calendar | Target Achieved HSENI ran or participated in 15 high priority local events during the year. |
| Provide 160 advisory contacts/promotional events etc. per annum (800 over lifetime of Corporate Plan) to increase awareness of workplace safety, health and mental wellbeing at work. | Measured using CMS | Target Achieved 378 advisory contacts delivered. |

Field Operations Division

AGRICULTURE – MENTAL WELLBEING – WORK-RELATED STRESS

| Action / Intervention | Target Output/s | Update on Progress |
|--|---|--|
| Promote "Farm in Mind" the new Mental Health website for agriculture community | Use our Farm Safety Partners in the FSP and the FSA, Rural Support and other stakeholders to increase awareness of HSENI's "Farm in Mind" website through all media sources, including HSENI's website and social media sites. This will be monitored on a quarterly basis to assess awareness. Make mental health a standing item on all inspections/advisory visits (where relevant). | Target Achieved 3,327 page views on the farm in mind website. 1,356 people took the stress indicator tool test and 830 people took the WHO-5 test. |

AGRICULTURE – CHILD AND YOUNG PERSON'S SAFETY ON FARMS

| Action / Intervention | Target Output/s | Update on Progress |
|---|--|---|
| Conduct farm safety presentations for foundation, KS1 and KS2 primary school aged children, GCSE and agricultural college students - COVID restrictions permitting this can be done face to face or via an online platform. | Conduct 60 Farm Safety presentations to raise awareness and promote farm safety messages amongst rural primary/secondary school aged children across NI. | Target Achieved 162 farm safety presentations FSPs delivered in 81 primary schools and 14 FSPs in secondary schools to GCSE students. |
| Organise and run a farm safety poster colouring competition for primary school aged children across NI. | Run a competition and select 12 winners from the competition ensuring foundation, KS1 and KS2 children are selected alongside various key farm safety messages. | Target Achieved 2,017 entries received for the competition in 2022. |
| Design, print and distribute a 2023 Child Safety on Farms Calendar to pupils attending rural primary schools across NI. | Use HSENI's printing company to design and print approximately 43,000 calendars to be distributed to all pupils attending all rural primary schools across the province. Use a distribution company to deliver calendars | Target Achieved Approximately 43,500 calendars distributed to 430 rural schools across Northern Ireland. |

AGRICULTURE - GENERAL

| Action / Intervention | Target Output/s | Update on Progress |
|--|--|--|
| Conduct inspections of agricultural premises e.g. farms, marts etc take enforcement action where necessary | Undertake 400 interactions on agricultural premises (including inspections, incident investigations, complaints and compliance revisits) | Target Achieved 556 site visits in Agri-Food premises. |

AGRICULTURE – PROMOTION

| Action / Intervention | Target Output/s | Update on Progress |
|--|--|---|
| Attend relevant agricultural events in 2022 depending on Government guidelines | Provide information on the key risks in agriculture. | Target Achieved a) Wellbeing Event in Hilltown Mart. b) Stand at Balmoral Show. c) PCSP event in Dromara. d) Open Farm Weekend in CAFRE Greenmount. e) Open Farm Weekend in CAFRE Enniskillen. f) Stand at Clogher Valley Agricultural Show. g) Rural Health Partnership event Fane Valley Armagh. h) Winter Fair. |

FOOD PROCESSORS

| Action / Intervention | Target Output/s | Details of progress made to date |
|--|---|---|
| Investigation of selected incidents at Food Processing companies | Complete 80 interactions in food processing (including inspections, incident investigations, complaints and compliance revisits) focusing on high-risk activities and COVID controls. | Target Achieved 348 interactions completed during the year in Food Processing premises. |

EXTRACTIVE INDUSTRIES - WORKPLACE TRANSPORT

| Action / Intervention | Target Output/s | Update on Progress |
|---|---|---|
| Complete a quarry workplace transport initiative to focus on safe vehicle, safe site and safe operator. | Complete the inspection of 25 quarries to ensure measures are in place for safe vehicle pedestrian interface, all vehicles are safe to operate and all persons operating vehicles are trained and competent. Where necessary enforcement action will be taken to secure compliance. | Target Achieved 25 quarry inspections focusing on safe vehicle, safe site and safe operator completed |

WASTE INDUSTRY – WORKPLACE TRANSPORT

| Action / Intervention | Target Output/s | Update on Progress |
|---|---|---|
| Complete a waste industry workplace transport initiative to focus on safe vehicle, safe site and safe operator. | Complete the inspection of 25 waste premises to ensure measures are in place for safe vehicle pedestrian interface, all vehicles are safe to operate and all persons operating vehicles are trained and competent. Where necessary enforcement action will be taken to secure compliance. | Target Achieved 25 waste premises inspections focusing on safe vehicle, safe site and safe operator completed |

MANUFACTURING - MENTORING TO SMALL BUSINESSES

| Action / Intervention | Target Output/s | Update on Progress |
|---|--|---|
| Health and safety mentoring to businesses | Carry out 50 visits to organisations to provide advice and guidance which will increase compliance and contribute to a reduction in the number of dangerous occurrences and incidents. | Target Achieved 62 visits have been carried out to business premises, schools and colleges. |

MANUFACTURING – OCCUPATIONAL CANCERS AND LUNG DISEASE

| Action / Intervention | Target Output/s | Update on Progress |
|---|--|--|
| Carry out inspection initiative focusing on welding fume as a risk to health. | Carry out 300 inspections of manufacturing premises to ensure businesses are taking action to control the health risks from welding fume. Where necessary enforcement action will be taken to secure compliance. | Target Achieved 324 premises have been inspected as part of the welding initiative. 141 Improvement Notices were issued as part of the welding initiative. |

MANUFACTURING, UTILITIES AND DOCKS – SAFE PLANT AND MACHINERY

| Action / Intervention | Target Output/s | Update on Progress |
|--|---|--|
| Carry out inspections of premises to ensure Plant and Machinery complies with legal standards. | Complete 200 inspections where Safe Plant and Machinery is discussed during site visits. Any defects identified will be subject to appropriate enforcement action | Target Achieved Safe plant and equipment was discussed during 356 site visits. |

MANUFACTURING, UTILITIES AND DOCKS – VEHICLE PEDESTRIAN SAFETY

| Action / Intervention | Target Output/s | Update on Progress |
|---|---|---|
| Carry out inspection of premises to ensure measures are in place to manage vehicle / pedestrian safety. | Complete 140 inspections where Vehicle Pedestrian Safety (VPS) is discussed during site visits. Where necessary enforcement action will be taken to secure compliance | Target Achieved Workplace Transport was discussed during 233 site visits. |

Specialist Sectors Division

PUBLIC SECTOR – INSPECTION ACTIVITY

| Action / Intervention | Target Output/s | Update on Progress |
|-----------------------|---|--|
| Inspection work. | Undertake 200 inspections/ interactions and conduct follow up across the Public Sector in line with guidance in HSENI's Compliance Handbook, Chapter 3 Investigation, 3a Incident Selection Procedure and Appendix A Enforcement Guidelines and in line with available resources. | Target Achieved 803 inspections completed. 38 investigations completed. |
| Complaints work | Ensure all (100%) complaints are dealt with quickly and effectively on a risk basis and in line with available resources. Initial enquiries, once assigned, will commence within 10 working days of receipt of complaint. | Target Achieved 488 complaints completed. |

PUBLIC SECTOR – SLIPS, TRIPS AND FALLS (STF) AND MANUAL HANDLING (MH)

| Action / Intervention | Target Output/s | Update on Progress |
|--|--|---|
| Raise awareness of the workplace conditions associated with Slips, Trips & Falls (STF), Manual Handling (MH) | Raise awareness and respond to STF/MH issues as appropriate during all visits/interactions. | Target Achieved 169 interactions completed in respect of STF/MH |
| Inspection work | Undertake 20 visits/ interactions in the Public Sector with a particular focus will be given to STF/MH by 31 March 2023. In partnership with Scientific Services, undertake on-site monitoring using Slip Resistance equipment as appropriate. Conduct follow up within available resources. | 169 interactions completed in respect of STF/MH |

SAFE OPERATION OF FAIRGROUND RIDES

| Action / Intervention | Target Output/s | Update on Progress |
|--|--|--|
| Respond to complaints/ technical issues associated with fairground operations. | Investigate and take appropriate enforcement action in respect of all reports which involve operational or technical failures of fairground equipment. | Target Achieved 58 Interactions completed |
| Inspection of Fairground Operations | Undertake 5 inspections of fairground operations by 31 March 2023 | Target Achieved 26 Site Visits/Inspections completed |

OCCUPATIONAL HEALTH AND HYGIENE

| Action / Intervention | Target Output/s | Update on Progress |
|--|---|---|
| Participation with The Workplace Health Leadership Group Northern Ireland (WHLGNI) | Continue to review and prepare additional content for the Occupational Health Risk Navigator as an extension to WHLGNI website. Topics to include Hand Arm Vibration Syndrome (HAVS), Musculoskeletal Disorders (MSD's) and Noise Induced Hearing Loss. | Target Achieved Topics added to the Workplace Navigator Tool this operational year were: Work Related Upper Limb Disorder; Display Screen Equipment; Noise Induced Hearing Loss; and Hand Arm Vibration Syndrome. |

MENTAL WELLBEING AT WORK

| Action / Intervention | Target Output/s | Update on Progress |
|---|---|---|
| Provision of information and advice on Mental Wellbeing at Work | Provision of telephone/email advice in relation to enquiries received from employers and employees. | Target Achieved Advice offered to employees and employers on 74 occasions |
| Deliver work related stress workshops. | Deliver 10 webinars/seminars from the HSENI suite of workshops on the management of work-related stress | Target Achieved 10 seminars/webinars completed which included a fatigue and burnout seminar and Management Standards seminars |

LABORATORY – SCIENTIFIC SERVICES

| Action / Intervention | Target Output/s | Update on Progress |
|---|--|---|
| Maintenance of UKAS quality management system for HSENI's Scientific Services | Ensure continuation of reaccreditation of ISO 17025 standard is obtained from UKAS for all relevant Scientific Services functions by 31st March 2023 | Target Achieved Reaccreditation of ISO 17025 was maintained following recommendation by UKAS. |

MAJOR INVESTIGATION TEAM

| Action / Intervention | Target Output/s | Update on Progress |
|--|--|---|
| Investigate fatal and serious injuries, recommending prosecution where it meets the criteria for further investigation by MIT and where there is capacity. | All MIT investigation files completed and submitted in accordance with PPSNI requirements. | Target Achieved 10 new investigations commenced. 10 investigation files submitted to PPSNI. 18 successful prosecutions resulting in fines totalling £522,500. |

Market Compliance and Operations Division

CONSTRUCTION TEAM INSPECTIONS

| Action / Intervention | Target Output/s | Update on Progress |
|---|--|--|
| Perform 1,500 site construction inspections annually. All key corporate plan issues will be addressed as appropriate. | Secure compliance and provide information where necessary. Measured using CMS. | Target Achieved 1,670 site visits/inspections performed during the year. |

CONSTRUCTION TEAM - RESPIRABLE CRYSTALLINE SILICA (RCS)

| Action / Intervention | Target Output/s | Update on Progress |
|---|---|---|
| Make RCS a standing item on inspections where potential exposure exists | Where potential silica exposure exists, appropriate interaction will be taken. Number of interactions will be measured using CMS. Target 120. | Target Achieved 280 inspections raised RCS during the year. |

CONSTRUCTION - WORK AT HEIGHT (WAH)

| Action / Intervention | Target Output/s | Update on Progress |
|--|---|---|
| Prevent and stop incidents of unsafe WAH, including internal fall protection, using a risk-based approach and within the confines of available resource. | Prevent and stop unsafe work at height incidents in the construction sector. Number of interactions will be measured using CMS. Target 500. | Target Achieved 742 inspections raised WAH during the year. |

MAJOR HAZARDS, GAS AND TRANSPORT – MAJOR ACCIDENT PREVENTION

| Action / Intervention | Target Output/s | Update on Progress |
|--|--|--|
| Control of Major Accidents and Hazards (COMAH) | Conduct the COMAH inspection program, as agreed with the NIEA at all nine upper tier establishments in Northern Ireland by 31 March 2023 | Target Achieved Nine Upper Tier and two Lower Tier site inspections completed. |
| Control of Major Accidents and Hazards (COMAH) | Arrange the preparation and testing of external emergency plans for Upper Tier COMAH sites and major accident hazard pipeline operators in line with statutory requirements by 31 March 2023 | Target Achieved Two Emergency Plan exercises were completed. |

GAS SAFETY

| Action/ Intervention | Target Output/s | Update on Progress |
|----------------------|---|---|
| Gas Safety | Protecting the public from unsafe gas work and ensuring compliance of gas safety by responding to all complaints and incidents reported through RIDDOR notifications using a risk-based approach, considering severity and in accordance with HSENI's compliance handbook | Target Achieved All complaints associated with Gas Safety and unsafe gas work followed up and investigated as required. |
| Gas Safety | Continue to manage the operation of the Gas Safe Register to ensure gas engineers are registered and the implementation of a UK wide GSR platform with the same facilities/ services remains available in Northern Ireland. | Target Achieved a) Gas Installer Registration Scheme maintained. b) Gas Safety Regulators Group meetings during the year. c) Initiative on the management of gas safety in commercial catering completed. |

IONISING RADIATION

| Action/ Intervention | Target Output/s | Update on Progress |
|---|--|--|
| Inspections focussing on Ionising Radiation | Complete a total of 15 visits (inspections and advisory visits) with a focus on highest risk activities (i.e. activities requiring consent under regulations) | Target Achieved 24 Ionising Radiation specific Inspections completed during the reporting period (included eight associated with a Consent). |
| Implement IRRS audit recommendation in relation to employers applying for consent | In line with IRRS audit recommendations, introduce a revised system to process applications for high risk activities that require consent. (Requiring change control to CMS for application process) | Target Achieved Work completed to meet the go-live date of the new system in Oct 2023 and the return IRRS Audit in January 2024. |

TRANSPORT SAFETY

| Action/ Intervention | Target Output/s | Update on Progress |
|-------------------------------------|---|--|
| Inspections of the Transport Sector | Identify operators in the road haulage industry with the greatest probability of having MSD problems and target a proportion for inspection (min. 20 companies) | Target Achieved a) Transport MSD Initiative launched January. b) 32 Transport Sector inspections were completed during the reporting period (28 addressed MSD problems within the Road Haulage and Logistics Industry). |

CHEMICALS TEAM

| Action / Intervention | Target Output/s | Update on Progress |
|---|--|--|
| Campaign to promote compliance with the Registration, Evaluation, Authorisation and Restriction of Chemicals in NI | Inspection visits to 20 chemical suppliers with a focus on Substances of Very High Concern (SVHC), to check on supply chains, Classification Labelling and Packaging (CLP) and REACH compliance. | Target Achieved a) Inspection plan, press release, social media prepared and published. b) 20 site visits completed. c) Information sheet prepared detailing key issues raised during inspection visits. |
| Campaign in respect of chromates to promote compliance with the Registration, Evaluation, Authorisation and Restriction of Chemicals in NI in the plating industry including the supply chain | Visit five NI based suppliers to assess compliance with both REACH and CLP in respect of chromates | Target Achieved a) Inspection plan, press release, social media prepared and published. b) Five site visits completed and follow up advisory work undertaken. |
| Campaign in respect of chromates to promote compliance with the Registration, Evaluation, Authorisation and Restriction of Chemicals in NI in the plating industry including the supply chain | Visit 10 companies to assess compliance with both REACH and CLP in respect of chromates | Target Achieved a) Inspection plan, press release, social media prepared and published. b) 20 site visits completed. c) Information sheet prepared to advise on duties relating to use of authorised and restricted chemicals. |
| Campaign to raise awareness hazardous chemicals found in tattoo inks and permanent make-up which are restricted under the REACH Regulation from January 2022 (the restriction covers, for example: Chemicals that cause cancer or genetic mutations and chemicals that are toxic to reproduction as well as skin sensitisers and irritants) | Visits to 20 tattoo artists to assess compliance with the REACH restrictions in respect of tattoo inks | Target Achieved a) Inspection plan, press release, social media prepared and published. b) Questionnaire sent to all registered premises. c) 25 site visits completed to tattoo artists. d) Two site visits to tattoo ink suppliers. e) Attended two tattoo conventions held in Belfast and Londonderry. f) Information leaflet for manufacturers, suppliers and users published and circulated during site visits. |

PRODUCT SAFETY TEAM

| Action / Intervention | Target Output/s | Update on Progress |
|--|--|---|
| Campaign to promote compliance with the Machinery Directive in respect of the supply of Powered Gates in NI. | Site visits to 25 powered gate installers and manufacturers in NI to carry out detailed compliance check against the Directive. Most site visits are likely to take place in Quarters three and four | Target Achieved 25 site visits have taken place and compliance was checked and achieved at all visits. |
| Campaign to promote compliance with the Machinery Directive in respect of the supply of Chain Saws in NI. | Site visits to 25 powered arborists and chain saw training providers to carry out detailed compliance checks against the Directive. Most site visits are likely to take place in Quarters 3 and 4 | Target Achieved 26 site visits carried out and compliance was checked and achieved at all visits. |
| Inspection initiative to ensure compliance with the Personal Protective Equipment (PPE) Directive in respect of the supply of Respiratory Protective Equipment (RPE) in NI | 25 visits to a mix of those supplying RPE in NI (will include public sector/private sector / end users) | Target Achieved List of PPE companies identified; leaflet designed, printed and distributed. 26 site visits to PPE suppliers and compliance was checked and achieved at all visits. |

Services Division

COMMUNICATIONS

| Action / Intervention | Target Output/s | Update on Progress |
|---|---|---|
| Utilise HSENI's website and social media as a main channel of health and safety information and advice. | To provide information in line with HSENI's operational year 2022-2023 | Target Achieved a) 80,489 website downloads b) 277 Facebook (FB) posts c) 367,641 people reached via FB d) 17,546 visitors viewed FB page e) 277 Twitter tweets f) 166,400 people reached via Twitter g) 50,756 visitors viewed Twitter page h) 123 Instagram posts i) 11,282 people reached via Instagram j) 1,056 visitors viewed our Instagram page k) 50,602 views of our videos on our YouTube channel l) 70 new subscribers gained |
| Campaign work | Farm Safety campaign Continue multimedia Farm Safety campaign in line with the FSP Action Plan Asbestos Campaign Continue delivering the Asbestos Campaign focusing on Tradespeople and Duty-holders who are responsible for premises. | Target Achieved The Farm Safety Campaign focused on the 8 Farm Safe Essentials messages. TV, radio, Press, website and social media were all utilised to spread the messages. We also posted out the 8 essentials posters to Farmers marts and farming supply stores across NI for further promotion. Over 65's campaign launched in December at the Winter Fair. The Asbestos Campaign assets have been promoted throughout the year on all social media platforms. The campaign went live 16.01.23. The campaign ran across TV, radio, social media, press local/UK and outdoor including Adshel until the end of Quarter four. |

COMPLAINTS

| Action / Intervention | Target Output/s | Update on Progress |
|--|---|---|
| Implement HSENI's Complaints Handling Policy | All complaints triaged and responded to in accordance with HSENI's policy. Investigate 250 low/medium risk complaints and conduct site visits where necessary across all sectors. | Target Achieved 35 site visits completed 416 advisory contacts completed |

CORPORATE SUPPORT

| Action / Intervention | Target Output/s | Update on Progress |
|--|--|---|
| Access to information Annual Report production | Prepare and lay HSENI's Annual Report and Accounts (ARA) in accordance with FReM 2021-22. The administrative deadline for laying, presenting or depositing the NDPB ARA is as soon as possible after the auditor has audited and signed off the accounts. As a guideline it is expected that this will in most cases be no later than two weeks after that date. | Target Achieved ARA approved at the Audit and Risk Management Committee (ARMC) and Board meetings on 31.08.2022 ARA was laid on 22.09.2022 |
| Equality Annual Equality Report | Complete and submit annual report for the Equality Commission within the operating year. | Target Achieved Annual Equality Report submitted on 15.09.22 |

FINANCE

| Action / Intervention | Target Output/s | Update on Progress |
|--|--|--|
| Budget Management Prepare HSENI's Statement of Accounts and Remuneration Report for 2021-22 and liaise with representatives of NIAO to ensure these are audited and finalised before the laying deadline. The administrative deadline for laying, presenting or depositing the NDPB ARA is as soon as possible after the auditor has audited and signed off the accounts. As a guideline it is expected that this will in most cases be no later than 2 weeks after that date. | Annual HSENI accounts completed, audited and published | Target Achieved Accounts approved at ARMC and Board meetings on 31.08.2022 Accounts contained with ARA was laid 22.09.22 |
| Prompt Payment Policy Administer Programme payments within the prompt payment targets set by Treasury (30 days) and where possible within Better Payment Practice (10 days) | Prompt payment target achieved | Target Achieved During the year, 99.79% of invoices were paid within Better Payment Practice targets (10 days). 100% were paid within 30 days. |

LEGISLATION UNIT

| Action / Intervention | Target Output/s | Update on Progress |
|---|---|---|
| EU Exit Conclude outstanding work relating to EU exit and alignment with the Northern Ireland Protocol. | Bring new draft legislation to DfE to allow it to maintain operable H&S regulatory framework (partly dependent on progress made by GB counterparts) | Target Not Achieved One set of NI Protocol regulations completed by HSENI but not passed into legislation. Another set is with Departmental Solicitor's Office (DSO). No progress expected until formation of next Executive. A third set of NI regulations have been repatriated to the Department for Business and Trade (GB). These are matters outwith HSENI's control. |
| Consultative and discussion documents | Launch consultation documents | Target Not Achieved Four planned consultations have not concluded in the period due to the pressures of other work. |
| Consultative and discussion documents | Bring Statutory Rule (SR) proposals forward to DfE to allow regulations to be made. | Target Not Achieved Two planned SR proposals have not concluded in the period due to the pressures of other work. |
| Consultative and discussion documents | Bring Approved Code of Practice (ACoP) proposals forward to DfE | Target Not Achieved Two planned ACoP proposals have not concluded in the period due to the pressures of other work. |

Management Commentary

Field Operations Division

Agriculture and Food

HSENI's Agriculture and Food Team (AFT) have enforcement responsibility for all industries within the agriculture sector which employs approximately 52,195 people and food and drink processing sectors which employ approximately 22,000 direct people. We proactively worked with stakeholders in the Agri/Food sector including industry bodies, the Farm Safety Partnership and Affiliates alongside other charitable and governmental organisations to raise the profile of health and safety at work across the sectors.

This year, in addition to our normal field work, we developed new promotional material targeting older farmers including a radio advertisement and suitable visuals. We attended three large agricultural events including Balmoral, Clogher Shows and the Winter Fair to promote key messages. We promoted the 'Farm In Mind' website and had a HSENI representative sit on the board of the Northern Ireland Agri Rural Health Forum in recognition of the importance of promoting health and wellbeing in farmers and farming families.

There were three fatalities in the sector.

Extractive Industries

The group has enforcement responsibility for mines, quarries and concrete products sectors in Northern Ireland which employ more than 2,000 people. These sectors have a number of significant hazards such as vehicle pedestrian safety, machinery guarding, edge protection etc. The environments are often harsh.

This year, in addition to our normal field work, we had a particular focus in the quarry sector, where large vehicles are a known hazard, on safe vehicle pedestrian interfaces. Our initiative was highlighted to the industry in advance and concentrated on safe vehicles, safe environment, safe and competent drivers.

There were no fatalities in the sector.

Waste Industry

The group has enforcement responsibility for the private waste and recycling sector in Northern Ireland. The waste industry employs approximately 5,000 people. We supported and worked closely with Waste Industry Safety and Health Forum (WISHNI) to identify, devise and promote activities to improve industry health and safety standards. The sectors have a number of significant hazards such as those caused by heavy earth-moving plant and vehicles. The sites are very busy and the environments are harsh.

This year, in addition to our normal field work, we had a particular focus on workplace transport safety in the waste sector. Our initiative was highlighted to the industry in advance and concentrated on safe vehicles, safe environment, safe and competent drivers.

There were no fatalities in the sector.

Manufacturing

The group has enforcement responsibility for all manufacturing businesses in Northern Ireland. The manufacturing industry employs approximately 90,000 people.⁴

The breadth of different industry types in this sector continues to be a challenge. This year, in addition to our normal field work, we had a major initiative to focus on welding safety. This initiative built on last year's survey and information videos developed for industry. 324 premises were visited as part of the initiative. 141 enforcement notices were served. The notices mainly related to lack of local exhaust ventilation (LEV) for the control of welding fume, lack of maintenance and thorough examination of LEV systems and lack of health surveillance. To date 69% of notices have been complied with.

Overall, the response to the initiative from duty holders has been positive, with the majority acknowledging the need to have suitable control measures in place.

Advisory visits to business premises were also completed providing free face-to-face health and safety advice to small businesses.

There was one fatality in the sector.

Utilities and Docks

The group has enforcement responsibility for all utilities and docks businesses in Northern Ireland. This year we investigated complaints and incidents across Utilities and Docks sectors where there were concerns of serious health and safety failings. Recurring areas of concern included workplace transport, machinery guarding and lifting operations. Advisory visits to business premises were also completed providing free face-to-face health and safety advice to small businesses.

There were no fatalities in the sector.

⁴ This figure includes food and drinks manufacturing.

Specialist Sectors Division

Public Sector and Fairgrounds

The group has enforcement responsibility for Health and Social Care, Education, Disciplined Services, Local and Central Government and associated activities and Agencies in Northern Ireland. These sectors employ some 222,460 people.

40% of all RIDDOR reports received by HSENI come from these sectors.

In the period the group undertook 2013 interactions including 841 inspections or investigations and 488 complaint investigations across the Public Sector. Again the group had to deal with a number of unique situations given the very diverse nature of the undertakings. The Group recorded 133 advisory contacts across all sectors during this period, as well as providing briefing and advice to the Interdepartmental Health and Safety Forum, the Local Authority Safety Advisors Network, the Regional Health Trusts Safety Forum, the Education Authority Safety Forum, the Department of Justice Health and Safety Forum and the Regulation and Quality Improvement Authority (RQIA).

Education

Within the Education Sector, we dealt with complaints and requests for advice on a wide range of subjects including asbestos, chemicals, transport and welfare concerns. Our work extended beyond the health and safety of staff to include the health and safety of pupils, parents and visitors. Through the Education Authority Northern Ireland and the Department of Education we brought a focus on health and safety risks associated with facilities management in the Education sector. Slips, trips, falls and gas safety were among the key issues addressed by the group.

There were no fatalities in the sector.

Healthcare

The Group in partnership with HSENI's Major Hazards, Gas and Transport (MHGT) Group conducted inspections of downstream gas safety in several Health and Social Care Homes. In partnership with Medicines Regulatory Group at the Department of Health we completed work in relation to first aid provision, needlestick injuries and the storage of medicines. In the Health and Social Care Sector the Group provided advice and guidance to both the Health Trusts and the Private Sector including on the management of Legionella in Care Homes.

There was one fatality in the sector.

Genetically Modified Organisms (GMOs)

A Memorandum of Understanding was signed between HSENI and HSE relating to the provision of specialist technical support to HSENI regarding the processing of notifications under the Genetically Modified Organisms. We organised and carried out six inspections of Notified Sites supported by a specialist HSE Inspector from their Biotechnology Unit. The Group processed new notifications under the GM Regulations which were received mainly for research being undertaken by academic institutions. The Group also processed notifications under the Control of Substances Hazardous to Health Regulations (Northern Ireland) 2003 from workplaces involved in the use of Biological Agents.

Fairgrounds

In the period the Group has undertaken 58 interactions including 26 site visits/inspections and 27 in relation to complaints at Fairgrounds and Funfairs across Northern Ireland.

There were no fatalities in the sector.

Occupational Health and Hygiene Group

The Occupational Health and Hygiene Group continued to raise awareness of occupational health amongst Northern Ireland employers and led on the occupational health priority areas as outlined within HSENI's Corporate Plan 2018-2023 which are: occupational lung diseases; occupational cancers; and work-related stress and musculoskeletal disorders.

This year, in addition to our normal field work, we added three new topics to the Occupational Health Risk Navigator Tool and promoted this alongside the Workplace Health Leadership Group Northern Ireland (WHLGNI). In conjunction with HSENI's manufacturing group and the Faculty of Occupational Medicine we held a seminar on "Controlling Welding Fume". The event was attended by 165 people, representing 120 different organisations from across Northern Ireland and further afield.

Mental Wellbeing at Work Advisory Service

The Mental Wellbeing at Work Advisory Service (MWAWAS) provides advice, guidance, and support on how to control the risks associated with work related stress. During 2022-23, we promoted three main seminars: managing work related stress; management standards and the line manager's role; and fatigue and burnout. Due to demand the presentations were video recorded and placed on HSENI's YouTube channel to widen their reach. These videos were viewed over 740 times. We delivered 10 workshops as well as seminars to public and private sector groups, universities and colleges as well as trade unions.

This year we successfully worked in partnership with organisations such as Northern Ireland Chest Heart and Stroke (NICHS) and Developing Healthy Communities NI (DHCNI).

Scientific Services

The team provided advice and field support for the organisation in areas such as: asbestos; noise; vibration; chemicals; Respirable Crystalline Silica (RCS); dust; isocyanates; welding fume; reviews of Local Exhaust Ventilation (LEV) systems and associated thorough examination and testing reports; and control of substances hazardous to health. Our asbestos advisory service provided advice on 24 occasions to members of the public and various stakeholders. The group also assisted the inspectorate with technical and investigative support in the wider field of occupational hygiene. The team provided an asbestos advisory service, primarily to the public, on asbestos related matters.

Scientific Services successfully maintained its accreditation to the international ISO17025 standard (accredited by the United Kingdom Accreditation Service) for a range of procedures.

Major Investigation Team (MIT)

The team is responsible for the investigation and case management through to prosecution of the most serious workplace incidents. In the period MIT commenced investigations into 10 new incidents adding to eight ongoing investigations, at various stages, carried forward from the previous operational year. The new investigations were linked to multiple industry sectors but machinery guarding and workplace transport related incidents accounted for the greatest numbers. A total of 10 investigation files recommending prosecution were completed and submitted to the Public Prosecution Service Northern Ireland (PPSNI).

18 prosecution cases progressed through the courts resulting in fines of £522,500 and three formal cautions were administered. We used press releases following successful prosecutions to highlight the failings that led to the incident occurring. This practice has enabled effective messaging to employers across all industry sectors.

Market Compliance and Operations Division

Construction

The construction group has enforcement responsibility for all construction based activities across Northern Ireland which employs approximately 37,000 people. The group also manages HSENI's statutory function as an asbestos licensing authority.

This year, in addition to its normal field work, there was a particular focus on falls from height and exposure to Respirable Crystalline Silica (RCS). Our 4,905 interactions with the industry included 1,670 site visits and 355 complaints resulted in 69 enforcement notices. Whilst this points to a sector which is performing well, it is disappointing that 51% of the enforcement notices related to unsafe work at height which continues to be the cause of the most serious and fatal accidents in the industry. Seven asbestos licence renewals were completed.

There was one fatality in the sector.

Major Hazards – Control of Major Accident Hazards (COMAH)

The group has joint enforcement responsibility with the Northern Ireland Environment Agency (NIEA) for 10 upper and 17 lower tier establishments in Northern Ireland which are subject to the COMAH Regulations 2015. The COMAH regulatory regime aims to provide assurance that risks are properly managed to prevent and mitigate the effects of major accidents involving dangerous substances.

This year HSENI and Northern Ireland Environment Agency (NIEA) continued with their targeted inspection programme. This included conducting joint inspections of establishments within scope of the COMAH Regulations and joint reviews of their operational and emergency arrangements. The focus of this work was to prevent major accidents involving dangerous substances thereby limiting the consequences to people and the environment. We also provided advice to the Local Planning Authorities with 108 consultations being completed during this period.

There were no fatalities in the sector.

Gas

The group has enforcement responsibility for downstream private, industrial and commercial gas sectors in Northern Ireland. The gas industry employs approximately 2,000 people. We work in partnership with Gas Safe Register and our local authority colleagues to improve standards and achieve compliance. The Joint HSENI and District Council Gas Safety Regulators Group met regularly and shared knowledge and sector intelligence. We had a particular focus on gas appliances and the safe installation and maintenance of gas equipment especially in the catering industry.

This is an industry undergoing significant expansion and technological change in terms of gas composition, unconventional gas produced by emerging energy technologies and developments in gas appliances etc.

With partners, our work included visits and inspections in all areas of the gas industry. Enforcement action was taken to ensure the safety of members of the public and employees being harmed by unsafe gas work.

There were no fatalities in the sector.

Transport

The group has enforcement responsibility for road haulage sector, bus operators, railways (mainline and heritage) and airports. The transport industry employs approximately 40,000 people.

This year, in addition to our normal field work, we completed a programme of targeted inspections within the Haulage and Logistics sector. Our focus was on Musculoskeletal Disorders (MSDs). During routine inspections and investigations we continued to focus on slips, trips and falls from vehicles during loading and unloading operations which continue to be the source of a significant number of reportable injuries within all parts of the transport sector. The group also continued to look at load safety, particularly the security of loads which can cause significant risks during transit and at delivery sites. Inspections were also used to remind operators about the requirements for tank testing, ADR vehicle testing and the need to appoint a Dangerous Goods Safety Advisor (DGSA).

There were no fatalities in the sector.

Market Compliance

Chemicals

HSENI's Market Compliance Chemicals Team is responsible for promoting and ensuring compliance with the relevant market standards for chemicals.

This year, in addition to our normal field work of responding to a wide range of general enquiries, complaints and concerns on chemicals, biocides, CLP, data sheets etc, the team undertook three initiatives. These were:

1. A REACH awareness campaign aimed at duty holders across the supply chain, identifying importers, suppliers and end users and measuring the level of compliance on REACH regulation at all levels. The team carried out duty holder visits to establish supply chain responsibility compliance.
2. A REACH compliance campaign on chromium (VI) substances in the metal surface treatment industry. The team visited all actors in the supply chain to assess the supply and use of these substances and to determine compliance with authorisation obligations.
3. A campaign to raise the awareness of hazardous chemicals found in tattoo inks and permanent make-up which were restricted under REACH in January 2022. This was a joint initiative carried out in partnership with local council officials.

Product Safety

HSENI's Market Compliance Product Safety Team is responsible for promoting and ensuring compliance with the relevant market standards for products primarily used within the workplace are safe and compliant before being placed on the Northern Ireland market.

This year, in addition to our normal field work of responding to a wide range of general enquiries, complaints and concerns on relevant products, the team undertook three initiatives. These were:

1. Ensuring that personal protective equipment entering NI's Health and Social Care system was fit for purpose.
2. A detailed piece of work was undertaken with 25 businesses on looking at the design, manufacture, installation and maintenance of powered gates across Northern Ireland. HSENI worked with the companies to ensure compliance with industry standards within this sector, to reduce the likelihood of serious injury and fatality.
3. Work in the extractive industries sector on guarding on conveyors. This work has successfully opened communication channels and developed stakeholder engagement across both HSENI and the industry. A focus was also placed on the development and compilation of Technical Files for associated equipment.

4. Development of business aides for industry to assist with compliance in relation to Supply of Machinery (Safety) Regulations. These aides cover the topics of Conformity Assessment, EC Declaration of Conformity, Importer Roles, and Technical Files.

HSENI also has responsibilities in respect of a diverse range of products including pressure vessels, electrical equipment, machines, lifts, right through to equipment for use in explosive atmospheres all within the workplace. The Product Safety Team worked in partnership with stakeholders, co-regulators and other Government Departments to create safer workplaces, and remove unsafe and non-compliant products from the Northern Ireland market.

Services Division

Communications

Communications again proved to be a means to get key health and safety messages to a huge number of people. This compliments physical inspections and interactions by our staff.

Website

388,779 people visited HSENI's website. We had 804,747 page views. The Manual Handling Questions and Answers page was the most viewed throughout the year. 80,489 publication files were downloaded. Our example Health and Safety policy template was the most downloaded online resource.

Our website continued to provide advice and guidance on work-related health and safety issues and all new material complied with the Web Content Accessibility Guidelines 2.1 AA standard to ensure that the web content is more accessible to people with a range of disabilities.

Social Media

We produced 277 Facebook and Twitter posts which reached 534,041 people. Our Facebook and Twitter followers grew and attracted 183,946 visitors throughout the year. Popular posts for HSENI social media channels included the launch of the 2022 EU restriction on hazardous substances for the use in tattoo ink and permanent make-up which reached 18,196 customers.



Social media post for launching 2022 EU restriction on hazardous substances joint campaign

We produced 123 Instagram posts which reached 11,282 customers. We opened a LinkedIn account to engage further with Northern Ireland workplaces. We created a number of engaging videos on vital health and safety messaging which we released on our YouTube channel. They achieved 50,600 views. Popular videos from the HSENI YouTube channel included: a 4-part social media video series in partnership with Air Ambulance NI focusing on child farm safety (which reached 65,562 customers through a sponsored post); the launch of the 2023 Farm Safety Calendar; and a series of Welding Information videos.



Chief Executive Robert Kidd at Air Ambulance NI headquarters promoting a child farm safety video

Events

With relaxation of COVID-19 restrictions, HSENI attended the following events: Balmoral Show where we promoted farm safety campaign and the importance of farmers recognising the dangers to children on our farms; Clogher Valley Show where we promoted farm safe essential messages; Winter Fair where we launched the awareness campaign for older farmers; Policing and Community Safety Partnerships (PCSP) Spring Safety Event where we promoted messages on asbestos and carbon monoxide; and HSENI's Occupational Health Team conference on Controlling Welding Fume.



HSENI staff at the Clogher Valley Show



HSENI Chairman and staff attending the Occupational Health Team's conference on Controlling Welding Fume

Publications

We produced twelve new published materials on the following: Tattoo inks and permanent make-up leaflets; Product Safety leaflet and Notices; REACH leaflet; HSENI Annual Report 2021-22; Child Farm Safe calendar 2023; RIDDOR booklet revamp; and six Workplace Transport Safety Leaflets. We distributed over 23,949 free publications giving health and safety advice to various customers throughout Northern Ireland.



HSENI RIDDOR booklet revamp 2022



HSENI REACH Leaflet 2022

Campaigns

Asbestos Campaign

HSENI re-launched its Asbestos Campaign to encourage tradespeople to 'Always Ask for the Asbestos Register', particularly when working on buildings constructed before the year 2000. It also aimed to inform duty holders of their legal duty to carry out a survey and hold an Asbestos Register available for tradespeople working in their building. The multimedia campaign was exposed almost 10 million times with a very low cost per thousand. It is estimated that 89% of Northern Ireland adults have seen or heard the campaign at least once. The average adult either saw or heard the campaign 5.7 times.



Asbestos Campaign to encourage tradespeople to 'Always Ask for the Asbestos Register'

Workplace Transport Safety

Throughout the last ten years in Northern Ireland 34 people have lost their life through workplace transport incidents and 162 people were seriously injured. We created two engaging 30 second TV adverts, two radio adverts, various online advertisements, social media messages, articles for national and local newspapers, as well as outdoor advertisements that will appear throughout Northern Ireland. The Workplace Transport Safety Campaign will launch in September 2023 across all HSENI enforced work sectors in Northern Ireland.



Workplace Transport Safety Campaign Press Advertisement

Farm Safety Campaign

The farm safety multimedia campaign continued to run with the existing creative assets during the year with focus on the development and launch of the older farmer awareness campaign and development of four new Farm Safe Essentials messages providing safety guidance on checking brakes, plan safe spaces, give slurry space and stay off roofs.

On 8 December 2022, as part of the farm safety campaign, HSENI launched an awareness campaign to help safeguard older farmers at the Winter Fair. The multimedia campaign is aimed at helping to keep older farmers safer in the workplace by asking them to consider their physical limitations before undertaking jobs on the farm.



HSENI Board member, Harry Sinclair, and HSENI Principal Inspector, Camilla Mackey, at the launch of the awareness campaign to help safeguard older farmers at the Winter Fair

We continued to assist employers, employees, trade union representatives, safety professionals and practitioners and members of the public with information and advice on health and safety matters. Our telephone helpline which allows customers to speak to an HSENI representative responded to 3,130⁵ requests. This service is accessed through HSENI's Freephone Helpline on 0800 0320 121.

⁵ Figure for full period is an estimate based on statistics available for the period 01.11.23 to 31.03.23

Employment Medical Advisory Service

The functions of The Employment Medical Advisory Service (EMAS) are delivered through the provision of occupational health advice on work-related health matters. Many organisations and individuals benefit from this advice including employers, employees, trade unions, regulators, healthcare professionals.

Appointed Doctors

HSE (GB), on behalf of HSENI, carries out the appointment, renewal, and review process of Appointed Doctors. HSENI appoints doctors under four sets of regulations to carry out statutory medical examinations. It also sets standards for their qualifications and for the conduct of the specific assessments and examinations. All doctors are the subject of periodic review.

On the 31 March 2023, there were a total of seven NI based appointed doctors, two of which held dual regulation appointments (and two further based in GB carrying out medical surveillance under HSENI Regulations). In this reporting period, appointed doctors based in Northern Ireland carried out approximately 80 statutory medical examinations.

HSENI Approved Medical Examiners of Divers (AMEDs)

Approved Medical Examiners of Divers are also appointed by HSENI (via HSE GB) under the Diving at Work Regulations (Northern Ireland) 2005. HSENI has adopted the Guidance on Fitness to Dive developed by the Health and Safety Executive in Great Britain as its standard. In 2022-23, HSENI's four Approved Medical Examiners of Divers conducted 94 'fitness to dive' assessments.

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (NI) 1997 (RIDDOR) Reported Diseases 2022-23

Under the RIDDOR Regulations, HSENI received 25 reports of diseases, all of which were reportable. There were nine cases of carpal tunnel syndrome cases, twelve cases of hand-arm vibration syndrome two cases of occupational dermatitis, one occupational asthma and one traumatic inflammation of the tendons of the hand or forearm. These notifications came from ten different employers.

Under the RIDDOR Regulations, HSENI received 40 reports of diseases, all of which were reportable under Infection Attributable to Specified Work (Schedule 3 NO. 27).

Health and Safety at Work Legislation

During 2022-23 HSENI continued to be involved in a significant amount of work to ensure the operability of the health and safety at work regulatory framework. HSENI also prepared relevant draft legislation following the UK's exit from the EU.

This year the team worked on preparing six consultation exercises and eight draft Northern Ireland Statutory Rules (three of which related to EU Exit). In addition Two Codes of Practice were approved for use in Northern Ireland. The latter half of the year has been dominated by work associated with the Retained EU Law Bill. This and the absence of an Executive have delayed the progress of some pieces of legislation we had planned to conclude in the period.

Statistics

The following information has been compiled for the work sectors that HSENI is responsible for under the Health and Safety (Enforcing Authority) Regulations (Northern Ireland) 1999. It must be borne in mind that all figures for 2022-23 are provisional.

Figure 1: Reported Fatal Injuries Analysis by work sector

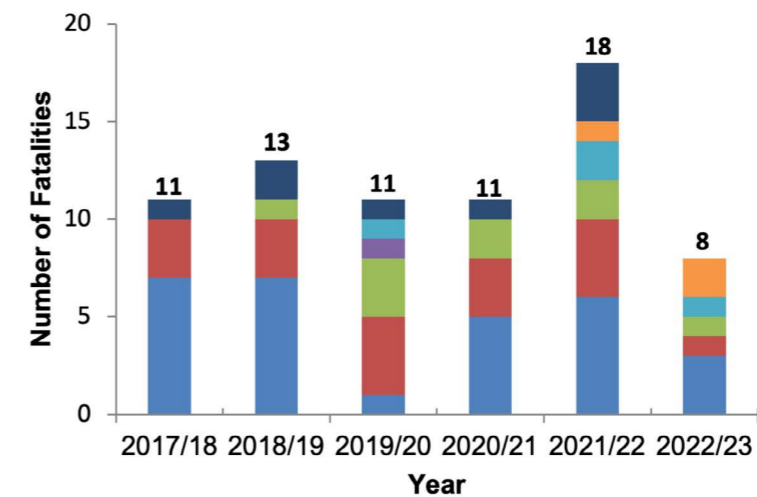
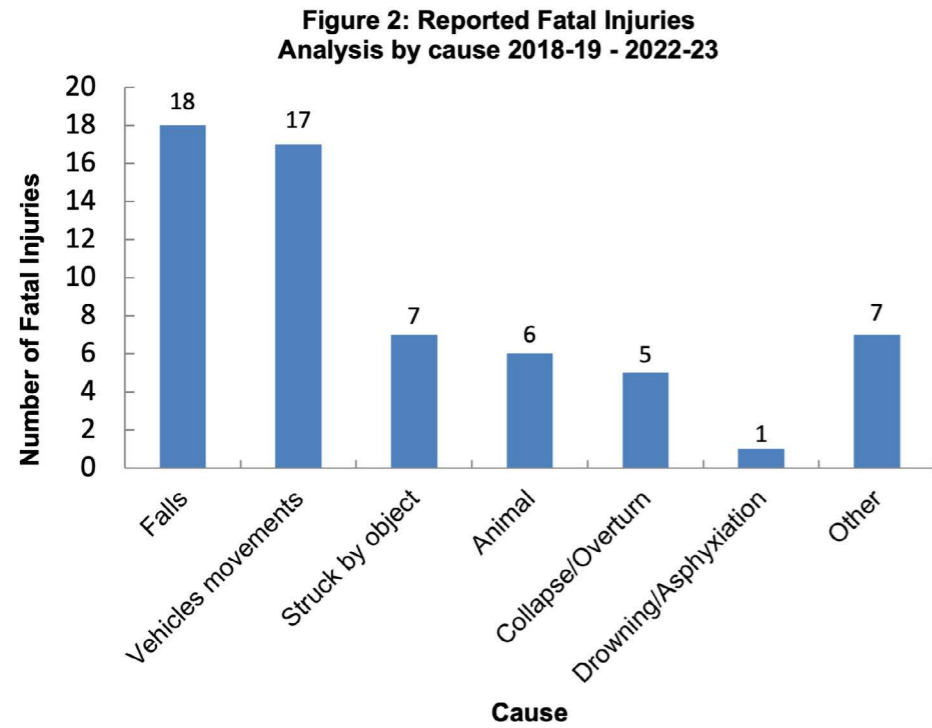


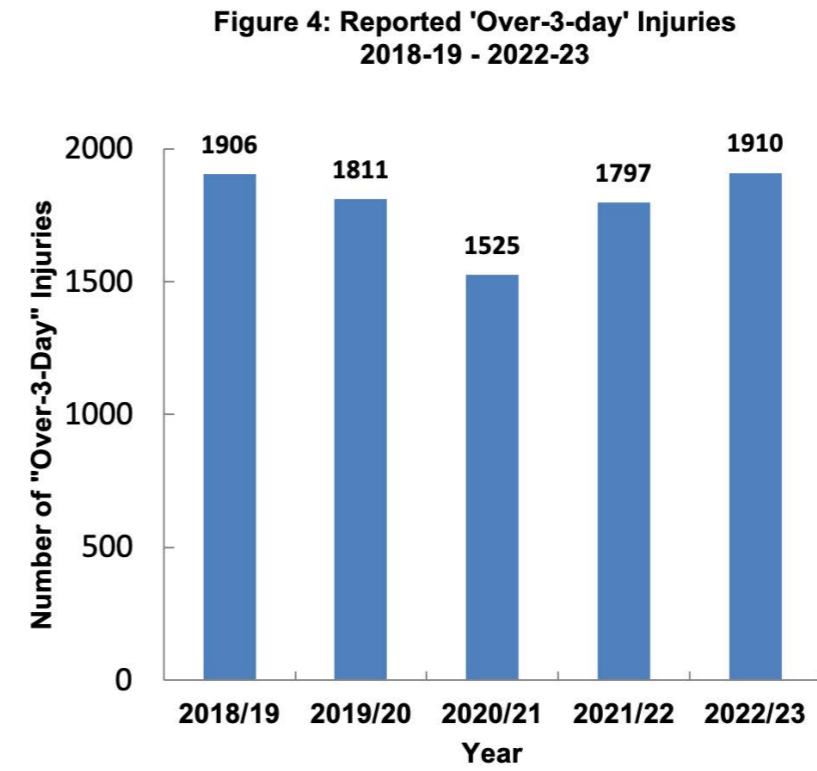
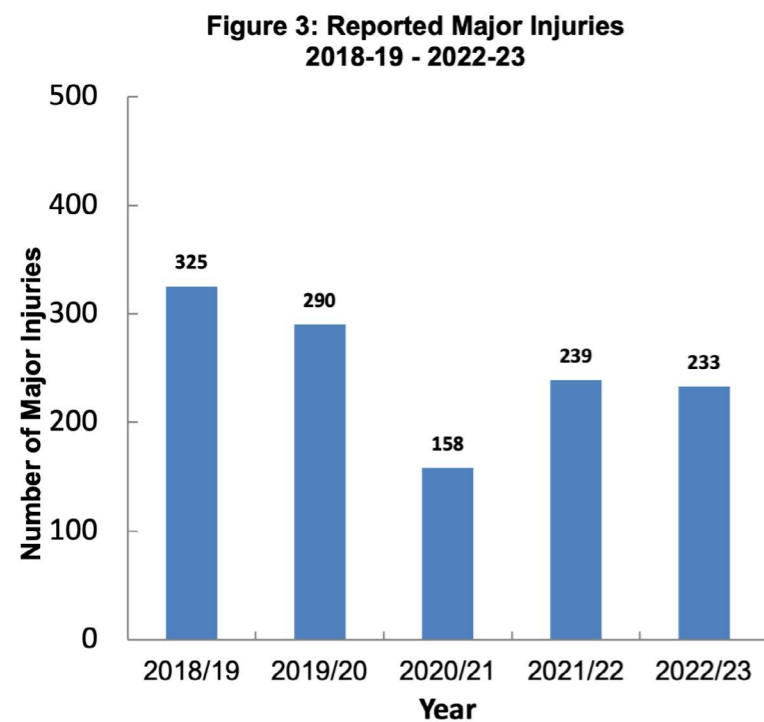
Figure 1 shows that there were eight (P)⁶ fatal injuries during the reporting period, which indicates a decrease of 10 on the previous year. Of the eight fatal injuries during 2022-23, three occurred in agriculture, one in construction, one in general manufacturing, one in health and two were peripatetic workers.

6 (P) These figures do not include fatalities where the investigation has not yet established sufficient details to make a decision on their inclusion



Because of the small statistical base, HSENI publishes analyses of fatal injury causations on the basis of five-year records. The most recent analysis is shown in Figure 2. The most frequent causations over the last five years were falls, vehicle movements, being struck by an object, animals, collapse/overtum and drowning/ asphyxiation.

While HSENI has confidence in the number of fatal injuries recorded, it is generally recognised that there is a significant degree of under-reporting of incidents in other categories. Nevertheless trends relating to these categories can provide a useful indicator as to general health and safety performance in Northern Ireland. During the year there was a very small decrease of six in the number of non-fatal major injuries reported to HSENI than in the previous year as illustrated in Figure 3.



There were 1,910 reported 'over-3-day' injuries during the year, which was an increase of 113 when compared to the number in the previous year as illustrated in Figure 4.

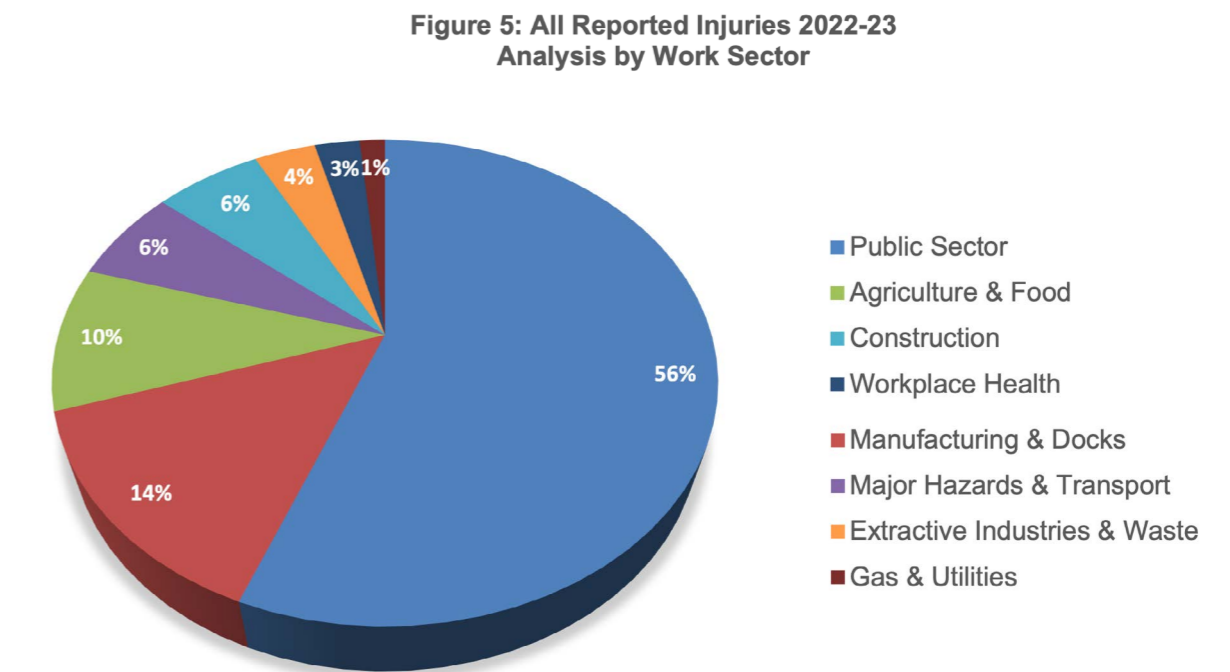
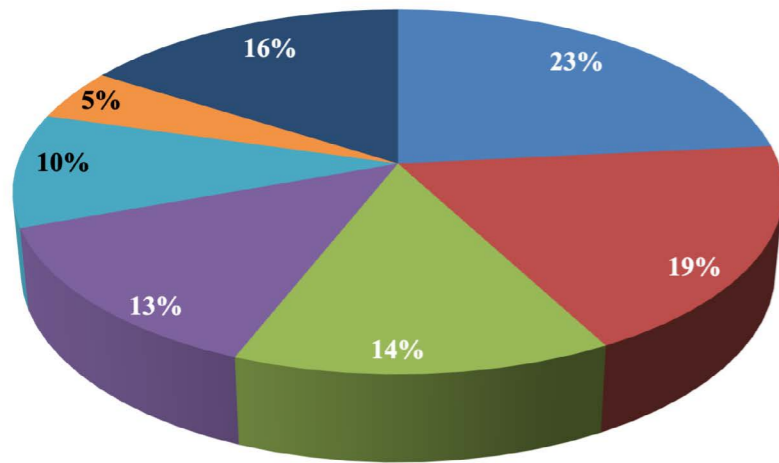


Figure 5 represents the analysis of all injuries by work sector. However due to variances in levels of under-reporting between sectors, caution should be applied when attempting to draw any firm inferences from these figures.

**Figure 6: Over 3 Day Injuries 2022-23
Analysis by Cause**



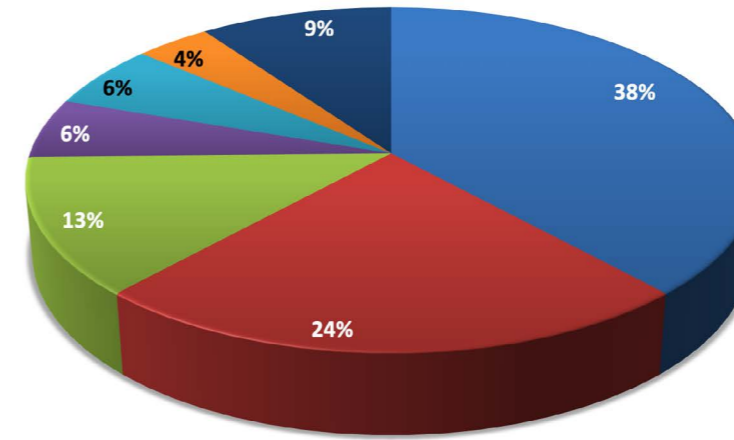
- Handling (23%)
- Slips / Trips (19%)
- Struck by (inc vehicles) (14%)
- Assault / Violence (13%)
- Fall from a height (10%)
- Machinery (5%)
- Other* (16%)

* Other causes are incident categories where the numbers are small. For over-three-days these were: Exposure to harmful or hot substance / Injury by animal / Fire / Explosion / Electricity.

For Majors these were: Drowning, suffocation or asphyxiation / Exposure to harmful or hot substance / Electricity

Figures 6 and 7 represent analyses of the causes of both 'Over-three-day' and 'major' injuries at work. Handling, slips and trips, being struck by an object or vehicle and assault/ violence accounted for the majority of 'over-three-day' injuries reported, while slips and trips, falls from a height and being struck by an object or vehicle accounted for the majority of 'major' injuries at work during 2022-23.

**Figure 7: Major Injuries 2022-23 Analysis
by Cause**



- Slips / Trips (38%)
- Fall from a Height (24%)
- Struck by (inc vehicles) (13%)
- Machinery (6%)
- Assault / Violence (6%)
- Handling (4%)
- Other* (9%)

*Other causes are incident categories where the numbers are small. For over-three-days these were: Exposure to harmful or hot substance / Injury by animal / Fire / Explosion / Electricity

For Majors these were: Drowning, suffocation or asphyxiation / Exposure to harmful or hot substance / Electricity

**Figure 8: Complaints Received
2018-19 - 2022-23**

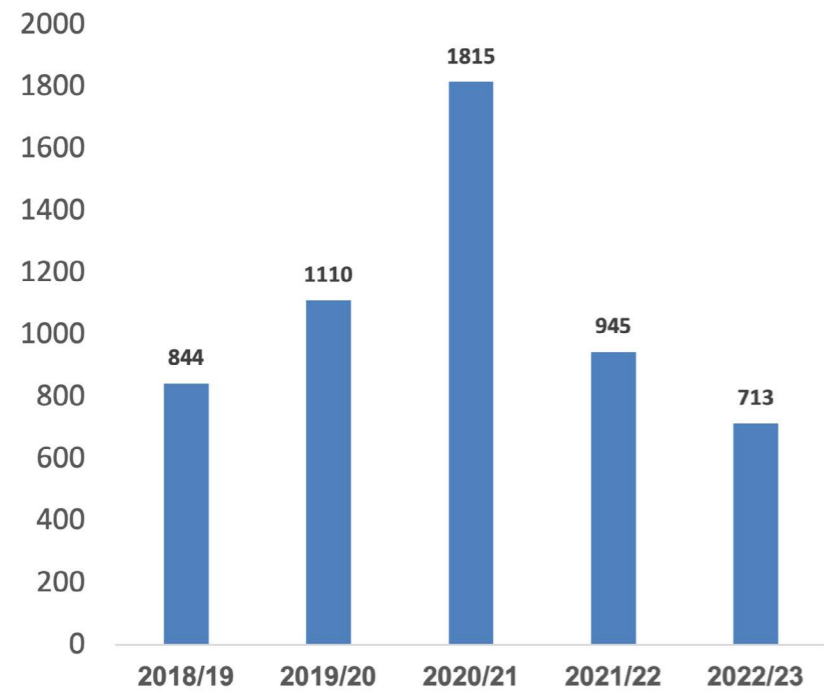


Figure 8 illustrates the number of complaints received by HSENI relating to alleged unsatisfactory working conditions and work-related activities. This year saw a decrease of 232 in the number of complaints being made when compared to the previous year.

**Figure 9: Reported Serious & Fatal Accidents
2018-19 - 2022-23**

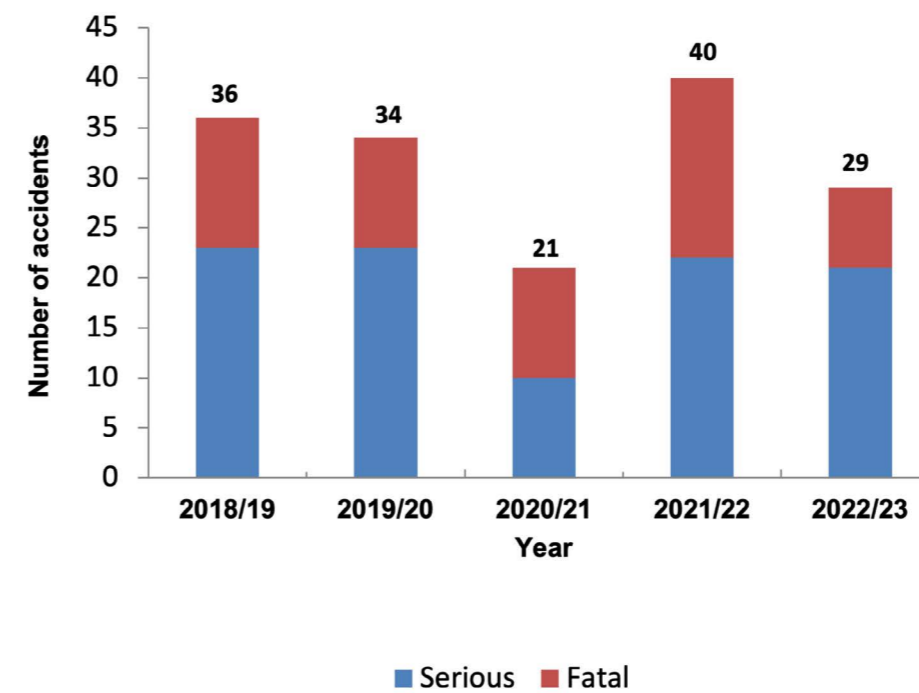


Figure 9 illustrates the number of serious and fatal accidents over the period 2018-19 to 2022-23. This figure provides details on whether or not HSENI is meeting its Corporate Plan target of an average of no more than 50 over the lifespan of the Corporate Plan (2018–2023). The graph shows that there was a decrease in this figure during 2022-23. As this figure represents the last year of the current Corporate Plan, we can now confirm that the Corporate Plan target of an average of no more than 50 reported serious and fatal accidents over the lifespan of the Corporate Plan has been met.

HSENI and District Council Statistics

The information below reflects the Northern Ireland position relating to all regulatory bodies (HSENI and District Councils). Previous year's final figures are shown in brackets. Figures for the current year are provisional.

1. Health and Safety at Work Statistics 2022-23

| | 2022-23 | 2021-22 |
|---------------------|---------|---------|
| Fatal Injuries | 10 | 19 |
| Major Injuries | 289 | 283 |
| Over-3-day Injuries | 2,276 | 2,106 |
| TOTALS | 2,575 | 2,408 |

2. Statistics by Enforcing Authority

| | Fatal Injuries | Major Injuries | Over-three-day Injuries |
|-------------------|----------------|----------------|-------------------------|
| HSENI | 8 (18) | 233 (239) | 1,910 (1,797) |
| District Councils | 2 (1) | 56 (44) | 366 (309) |
| TOTALS | 10 (19) | 289 (283) | 2,276 (2,106) |

3. Five Year Trends

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|-------------------------|---------|---------|---------|---------|---------|
| Fatal Injuries | 17 | 12 | 13 | 19 | 10 |
| Major Injuries | 364 | 334 | 188 | 283 | 289 |
| Over-three-day Injuries | 2,290 | 2,153 | 1,770 | 2,106 | 2,276 |
| TOTALS | 2,671 | 2,499 | 1,971 | 2,408 | 2,575 |

4. All Reportable Fatal Injuries – Five Year Trend by Enforcing Authority

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|-------------------|---------|---------|---------|---------|---------|
| HSENI | *13 | 11 | 11 | 18 | 8 |
| District Councils | 4 | 1 | 2 | 1 | 2 |
| TOTALS | *17 | 12 | 13 | 19 | 10 |

* This figure has been updated to reflect one further reportable fatality relating to 2018-19

5. Employee Fatal Injury Incident Rate⁷ – Comparison with Great Britain

| | 2018-19 | 2019-20 | 2020-21 | 2021-22 | 2022-23 |
|---|---------|---------|---------|---------|---------------|
| NI Employees at June rounded to nearest thousand ⁸ | 774 | 784 | 733 | 757 | 793 |
| NI Fatal Injuries (Employees only) | *6 | 6 | 4 | 9 | 3 |
| NI Fatal Injuries incidence rate per 100,000 employees | *0.78 | 0.77 | 0.55 | 1.19 | 0.38 |
| GB Fatal Injuries incidence rate per 100,000 employees | 0.45 | 0.34 | 0.44 | 0.38 | Not available |

* This figure has been updated to reflect one further reportable fatality relating to 2018-19

6. Deaths caused, or contributed to, by Asbestos-Related Diseases

Table 1: Asbestos-related deaths in Northern Ireland 2018-2022

| Registration Year | Mesothelioma without asbestosis | Asbestosis* without mesothelioma | Mesothelioma and asbestosis* | All primary or secondary cause |
|-------------------|---------------------------------|----------------------------------|------------------------------|--------------------------------|
| 2018 | 49 | 13 | 1 | 63 |
| 2019 | 36 | 25 | 2 | 63 |
| 2020 | 62 | 34 | 3 | 99 |
| 2021 | 45 | 31 | 0 | 76 |
| 2022** | Not available | Not available | Not available | Not available |

* For certain years these figures also include a small number of other asbestos related chest diseases and pulmonary fibrosis where there was coexisting asbestos exposure.

** Figures are supplied by NISRA (2022 figures not yet available)

Table 2: Asbestos-related deaths in Northern Ireland 2018-2022: where asbestosis or mesothelioma are coded as the primary cause of death

| Registration Year | Primary cause - Mesothelioma | Primary cause - Asbestosis* | All primary cause |
|-------------------|------------------------------|-----------------------------|-------------------|
| 2018 | 49 | 1 | 50 |
| 2019 | 37 | 8 | 45 |
| 2020 | 62** | 4 | 66 |
| 2021 | 42 | 8 | 50 |
| 2022*** | Not available | Not available | Not available |

* For certain years these figures also include a small number of other asbestos related chest diseases and pulmonary fibrosis where there was coexisting asbestos exposure.

** Revision notice: Deaths registered in 2020 where Mesothelioma was the underlying cause of death has been revised from 59 to 62. Three cases where Mesothelioma was the underlying cause but Asbestos was also mentioned on the death certificate were erroneously not included in this table. NISRA apologises for any inconvenience this error may cause.

*** Figures are supplied by NISRA (2022 figures not yet available)

⁷ The employee fatal injury incident rate confirms the number of employee fatalities per 100,000 employees working in NI and compares that with the same figure in GB. The figure only includes those workers who died as employees and therefore only included 4 fatalities for 2020-21 and 3 for 2022-23.

Accountability Report

Corporate Governance Report

Directors' Report

Directors

The Non-Executive Directors of HSENI during 2022-23 included the Chairman and eight Board Members. The Board Chair during 2022-23 was Derek Martin and Board members were Tom Wright, Harry Sinclair, Simon McDowell, Andrew Cooke, Siobhan Rooney, Pat Hart, Gerry Strong and Catherine Irwin. The Senior Management Team during 2022-23 was comprised of the Chief Executive, Robert Kidd, and four Deputy Chief Executives, Bryan Monson, Nicola Monson, Louis Burns and Kevin Neeson.

Principal Activities

The principal activities of HSENI in the course of the year are set out in detail in the Strategic Report, with the Performance section providing a good overview.

Donations

HSENI made no charitable or political donations during the year.

Pension Liabilities

Information on how pension liabilities are treated in the accounts is given in the Staff Report, and a reference to the statements of the relevant pension scheme is contained in the Remuneration Report.

Register of Interests

HSENI has a Conflicts of Interest Policy which is reviewed annually and issued with a Declaration of Interest form to all Board members and staff for completion. The HSENI Board is supported by a secretariat, located within Corporate Support Group, which is responsible for the maintenance of a register of interests that contains details of company directorships and other significant interests held by Board members which may conflict with their management responsibilities. The posts held by Board members at 31 March 2023 are outlined below on the Board's Register of Interests.

| Board Member | Company or Organisation | Position Held | Type of Interest (e.g. pay, fees, shareholding) | Other Relevant Information |
|---|--|---|---|----------------------------|
| Derek Martin (HSENI Non-Executive Board Chairman) | Construction Industry Training Board (CITB) NI | Board member (Appointment ended 31st May 2022) | Pay/fees | |
| | Institution of Structural Engineers | Retired Member | Unpaid | |
| Tom Wright (HSENI Non-Executive Board member) | Agri-Food & Bio Science Institute | Non-Executive Director | Paid position | |
| | Institute of Leadership and Management | Fellow | Unpaid position | |
| | Institution of Fire Engineers | Fellow | Unpaid position | |
| Harry Sinclair (HSENI Non-Executive Board member) | Farm at home | Owner (self-employed farmer) | Pay | |
| | Livestock and Meat Commission | Board Member | Paid position | |
| | Ulster Farmers' Union | Member | Unpaid position | |
| Siobhan Rooney (HSENI Non-Executive Board member) | NI Leadership Centre | Associate Consultant | Fees | |
| | Motor Neurone Disease Association | Trustee | Unpaid position | |
| | Motor Neurone Disease Association NI branch | Vice Chair, Branch Contact and an Association Visitor | Unpaid position | |
| | NINCA (Northern Ireland Neurological Charities Alliance) | Member | Unpaid position | |
| Andrew Cooke (HSENI Non-Executive Board member) | Nursing and Midwifery Council | Member | Unpaid position | |
| | John Graham Construction Ltd. | Safety, Health and Environment Director | Paid position | |
| Simon McDowell (HSENI Non-Executive Board member) | International Institute of Risk and Safety Management | Member | Unpaid position | |
| | Kilwaughter Minerals Ltd | Director | Paid position | |
| Simon McDowell (HSENI Non-Executive Board member) | Mineral Products Association Northern Ireland | Executive Member | Unpaid position | |

| | | | | |
|---|--|---|---|--|
| Gerry Strong (HSENI Non-Executive Board member) | Exceptional Circumstances Body PSNI | Board Panel Member Misconduct/ Disciplinary Board Independent Panel Member | Paid position Paid position | |
| Catherine Irwin (HSENI Non-Executive Board member) | Irwin Consulting Services Institute of Engineering and Technology (MIET) Girlguiding UK Rossorry Parish Church) | Director/ Shareholder Member Chair of the Board of Trustees Vestry Member (Trustee) | Shareholding/ Pay Unpaid position Expenses only Unpaid position | |
| Robert Kidd (HSENI Chief Executive) | Ballyhenry Presbyterian Church | Committee Member | Unpaid position | |
| Louis Burns (HSENI Deputy Chief Executive) | Deloitte | N/A | Relative is an employee | |
| Bryan Monson (HSENI Deputy Chief Executive) | Geological Society of London International Institute of Risk Management Institute of Explosives Engineers Institute of Quarrying Association of Royal Agricultural Societies | Fellow Fellow Member Member Associate | Unpaid position Unpaid position Unpaid position Unpaid position Unpaid position | |

Quality of Service

In order to support its key objectives and targets, HSENI:

- operates in a consistent and co-ordinated manner in the appliance of Service First principles;
- treats all its customers in an open, fair and impartial way;
- puts things right if they go wrong and explains how to complain if dissatisfied;
- ensures that suppliers are paid promptly in line with Better Payment Practice;
- maintains good industrial relations and liaises regularly with Trade Union representatives;
- has an independent customer satisfaction survey carried out within the lifetime of its Corporate Plan; and
- exploits the benefits of information technology in the delivery of its service.

Service First – Key Customer Standards

HSENI endeavours to operate at all times to its Service First standards as set out in HSENI's Customer Care Charter and which are reproduced below. We will:

- identify ourselves by name on the telephone and in letters. Field staff will carry identification;
- meet personal callers, with or without an appointment, within five minutes of arrival;
- provide a response to an enquiry within 10 working days;
- treat in confidence information that HSENI receives unless it is required to disclose that information for legal reasons;
- respond to requests for leaflets (subject to availability) within five working days; and
- ensure that complaints are dealt with quickly and effectively.

Service Complaints

The Head of HSENI's Services Division is responsible for ensuring that complaints are dealt with quickly and effectively. During 2022-23 there were five formal complaints received about the service provided by HSENI. Each of these complaints was dealt with in accordance with HSENI's published complaints procedure.

Data Security

HSENI continues to review and assess the effectiveness of its internal processes which support the Security Policy Framework. Throughout 2022-23 HSENI worked on implementing a number of recommendations made following an internal audit review of the organisation's compliance with the General Data Protection Regulations (GDPR) undertaken at the end of 2019-20. All of the internal audit's priority recommendations have been implemented.

We continue to monitor developments relating to the UK's exit from the EU.

HSENI's key objectives and risks are regularly assessed to ensure consistency of treatment. The risk to information security is considered as an integral part of this process, particularly in relation to risk of damage to HSENI's reputation.

HSENI continues the above processes and now also has the ability to run training reports on LINKs which allows us to ensure staff have completed mandatory training in relation to Data Security.

Personal Data Related Incidents

During the 2022-23 year, HSENI has had no Information Commissioner's Office (ICO) reportable data incidents.

Future Developments in Health and Safety

Following the development of HSENI's draft Corporate Plan for the period 2023-2028, HSENI will work towards achieving the aims of the organisation as outlined in its mission by focusing on:

- preventing the most serious workplace health and safety issues;
- high risk industries and activities;
- sensible and proportionate risk management;
- effective regulation; and
- supporting businesses and the economy.

During 2023-24, HSENI aims to:

- undertake a workplace transport safety campaign across all sectors;
- deliver a multimedia Farm Safety campaign in line with the FSP Action Plan;
- focus on unsafe work at height (WAH) in the construction sector;
- carry out machinery initiatives to focus on guarding, isolation and maintenance in quarries, concrete product premises and in the waste industry;
- maintain its focus as far as possible on occupational health issues, including occupational lung disorders, occupational cancers and mental health at work, in line with our aim to make workplaces healthier;
- focus on Slips, Trips and Falls and Manual Handling in the Public Sector;
- deliver online workshops to assist employers in dealing with work-related stress;
- promote compliance with the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) in Northern Ireland;
- continue to ensure an effective health and safety at work regulatory framework; and
- engage with those industries involved in developing and implementing new and emerging technologies to ensure that they adopt them safely and take account of potential risks to health and safety arising from their work activities.

Policy Development

HSENI is aware that strategies must continuously evolve and develop with changing circumstances and, therefore, HSENI will ensure that its strategies continue to be effective and consistent with the broader Government policy framework and meet the needs of the local economy.

Other Developments

There were no important events affecting HSENI which have occurred since the end of the financial year.

Audit

The financial statements are audited by the Comptroller and Auditor General for Northern Ireland (C&AG) in accordance with the Health and Safety at Work (Northern Ireland) Order 1978 as amended by the Health and Safety at Work (Amendment) (Northern Ireland) Order 1998. The C&AG is Head of the Northern Ireland Audit Office and she and her staff are wholly independent of the Health and Safety Executive for Northern Ireland. She reports her findings to the Northern Ireland Assembly. The audit of the financial statements for 2022-23 resulted in an audit fee of £14,600 and is included in the other operating charges in the Net Expenditure Account.

The C&AG did not provide any non-audit services during the year. As the Accounting Officer, HSENI's Chief Executive is responsible for maintaining a sound system of internal control that supports the achievement of HSENI's policies, aims and objectives whilst safeguarding the public funds and HSENI assets in accordance with the responsibilities set out in Managing Public Money Northern Ireland (MPMNI).

So far as the Accounting Officer is aware, there is no relevant audit information of which the auditor is unaware, and the Accounting Officer has taken all the steps that he ought to have taken to make himself aware of any relevant audit information and to establish that the auditor is aware of that information.

Statement of Accounting Officer's Responsibilities

Under the Health and Safety at Work (Northern Ireland) Order 1978 as amended by the Health and Safety at Work (Amendment) (Northern Ireland) Order 1998, the Department for the Economy has directed the Health and Safety Executive for Northern Ireland to prepare for each financial year a statement of accounts in the form and on the basis set out in the Accounts Direction. The accounts are prepared on an accruals basis and must give a true and fair view of the state of affairs of the Health and Safety Executive for Northern Ireland and of its income and expenditure, Statement of Financial Position and cash flows for the financial year.

In preparing the accounts, the Accounting Officer is required to comply with the requirements of the Government Financial Reporting Manual and in particular to:

- observe the Accounts Direction issued by the Department for the Economy including the relevant accounting and disclosure requirements, and apply suitable accounting policies on a consistent basis;
- make judgements and estimates on a reasonable basis;
- state whether applicable accounting standards as set out in the Government Financial Reporting Manual have been followed, and disclose and explain any material departures in the financial statements;
- prepare the financial statements on a going concern basis; and
- confirm that the Annual Report and Accounts as a whole is fair, balanced and understandable and take personal responsibility for the Annual Report and Accounts and the judgements for determining that it is fair, balanced and understandable.

The Accounting Officer of the Department for the Economy has designated the Chief Executive as Accounting Officer of the Health and Safety Executive for Northern Ireland. The responsibilities of an Accounting Officer, including responsibility for the propriety and regularity of the public finances for which the Accounting Officer is answerable, for keeping proper records and for safeguarding the Health and Safety Executive for Northern Ireland's assets, are set out in MPMNI published by HM Treasury.

As the Accounting Officer, I have taken all the steps that I ought to have taken to make myself aware of any relevant audit information and to establish that HSENI's auditors are aware of that information. So far as I am aware, there is no relevant audit information of which the auditors are unaware.

Governance Statement

Introduction

This is the ninth Governance Statement for the Health and Safety Executive for Northern Ireland (HSENI). It reflects HSENI's governance, risk management and internal control arrangements as they have operated during the 2022-23 financial year. It also provides details of future actions planned by the HSENI to mitigate risks and to address any internal control weaknesses that have been identified. The systems detailed below have been in place for the year under review and up to the date of approval of the annual report and accounts.

Organisation and Structures

The key organisational structures which support the delivery of corporate governance in HSENI are:

1. the HSENI Board;
2. the Audit and Risk Management Committee;
3. Monthly Senior Management Team meetings;
4. Quarterly Oversight and Liaison meetings with HSENI's sponsoring body, the Department for the Economy (DfE); and
5. The Annual Review Committee.

HSENI's Governance Framework

Corporate Governance refers to the way in which organisations are directed and controlled. HSENI's governance framework, which ensures the effectiveness of the direction and control of the Department, is set out in the following paragraphs.

1. HSENI's Board

HSENI's Board oversees the aims and objectives of the organisation within the wider strategic aims of DfE, HSENI's sponsor Department. It supports the Chief Executive by providing collective leadership and taking ownership of HSENI's performance.

During 2022-23, HSENI's Board comprised of nine members including the Chairman, Derek Martin. The Board is comprised entirely of independent members who are appointed for three years (renewable for a further period of up to three years) by the Departmental Minister, in line with the Code of Practice issued by the Commissioner for Public Appointments for Northern Ireland. The Board's membership during 2022-23 was as follows:



Derek Martin
Chairman



Tom Wright
Deputy Chair



Harry Sinclair



Simon McDowell



Andrew Cooke



Siobhan Rooney



Dr Pat Hart



Catherine Irwin



Gerry Strong

While HSENI is a Crown body and its staff are civil servants, the Board is the employer of HSENI staff and is responsible for appointing its Chief Executive. The Board contributes to the good governance of HSENI by offering constructive challenge across all of HSENI's business. This is with a view to ensuring that all aspects of strategy and delivery of policy are scrutinised for effectiveness and efficiency. Day-to-day operational matters are the responsibility of the Chief Executive and Deputy Chief Executives that make up HSENI's Senior Management Team.

The Board has corporate responsibility for ensuring that HSENI fulfils the aims and objectives set by DfE and approved by the Minister, and for promoting the efficient, economic and effective use of staff and other resources by HSENI. To this end, and in pursuit of its wider corporate responsibilities, the Board:

- establishes the overall strategic direction of HSENI within the policy and resources framework determined by the sponsor Minister and Department, particularly under the Department's Management Statement and Financial Memorandum for HSENI;
- constructively challenges the HSENI's executive team in their planning, target setting and delivery of performance;
- ensures that the Department is kept informed of any changes which are likely to impact on the strategic direction of HSENI or on the attainability of its targets, and determines the steps needed to deal with such changes;
- ensures that any statutory or administrative requirements for the use of public funds are complied with; that the Board operates within the limits of its statutory authority and any delegated authority agreed with the Department, and in accordance with any other conditions relating to the use of public funds; and that, in reaching decisions, the Board takes into account all relevant guidance issued by DoF and the Department;
- ensures that the Board receives and reviews regular financial information concerning the management of HSENI; is informed in a timely manner about any concerns about the activities of HSENI; and provides positive assurance to the Department that appropriate action has been taken on such concerns;
- demonstrates high standards of corporate governance at all times, including using the independent Audit and Risk Management Committee, to help the Board to address the key financial and other risks facing HSENI; and
- appoints with the Department's approval, a Chief Executive to HSENI.

2. HSENI's Audit and Risk Management Committee

The Board is supported in its role by HSENI's Audit and Risk Management Committee (ARMC), which is a sub-committee of the Board. During 2022-23 the ARMC was chaired by a Board Member, Tom Wright. The ARMC also included three other Board Members, Siobhan Rooney, Catherine Irwin and Simon McDowell. Other attendees include HSENI and DfE officials as well as representatives of Northern Ireland Audit Office (NIAO) and HSENI's externally appointed Internal Auditors. The role of the ARMC is to advise and provide assurance to the Board and Designated Accounting Officer on:

- The strategic processes for risk, control and governance and the Governance Statement;
- The accounting policies, the accounts and the annual report of the HSENI, including the process for review of the accounts prior to submission for audit, levels of error identified and management's letter of representation to the external auditors;
- The planned activity and results of internal audit;
- The results of external audit;
- The adequacy of the management's response to issues identified by audit activity, including external audit's management letter;

- Assurances relating to the management of risk and corporate governance requirements for HSENI;
- Assurances relating to cyber security and its associated risks;
- Proposals for tendering for internal audit services or for purchase of non-audit services from contractors who provide audit services;
- Assurances on anti-fraud and raising concerns 'whistleblowing' processes, including the effectiveness of procedures in place to prevent fraud and protect those who raise concerns;
- Information on any special investigations in relation to fraud, whistleblowing or governance issues which fall within the remit of the ARMC; and
- The review of the Internal Audit Charter.

The ARMC also periodically reviews its own effectiveness and reports the results of that review to the Board. The last review was completed in relation to the 2021-22 year in July 2022 and submitted to the Board at its meeting on 28 July 2022. The points highlighted for consideration following this self-assessment exercise were:

- The need to review the wording on the ARMC terms of reference to accurately reflect the roles and responsibilities of the committee; and
- HSENI's Fraud Risk Profile to be submitted to the ARMC for consideration following completion of its review.

3. Monthly Senior Management Team Meetings

HSENI's monthly Senior Management Team (SMT) Meeting is the regular formal meeting of senior management to discuss ongoing operational issues. It is chaired by the Chief Executive and attended by the four Deputy Chief Executives. Minutes of these meetings are published on HSENI's website.

4. Quarterly Oversight and Liaison Meetings

Oversight and Liaison meetings with DfE are held on a quarterly basis. The agendas for these meetings contain standing items which include performance monitoring, budgetary and finance matters, risk management, and corporate governance. HSENI's SMT and Board Chair attend these meetings with representatives from DfE's sponsor branch and any matters of note are reported to HSENI's Board by the Chief Executive and Board Chair.

5. Annual Review Committee

The Committee is made up of the Board Chair and two Board members. It meets once a year to consider the HSENI Chief Executive's performance in relation to the annual performance of the organisation and endorse the Chair's recommendations to the appropriate Grade 3 Officer of the Department for Economy for the Chief Executive's annual appraisal.

Corporate and Business Planning

Within the policy and resources framework set by the Department's Minister and the Executive, HSENI's Board sets the strategic and annual direction of the organisation through the corporate and business planning process. A Corporate Plan is developed which aligns with the Executive's Programme for Government and Budget. This was the final reporting period of the current five year Corporate Plan. During the year HSENI developed its new five year Corporate Plan to cover the period 2023-2028. The Plan was approved by the DfE Minister on 22 October 2022 and will be finalised and published during 2023-24. More detailed Operating Plans are prepared on an annual basis. The detailed stages of the corporate and business planning processes are built into the HSENI's Board work programme.

Secretariat

The Board is supported by a secretariat, located within Corporate Support Group, which is responsible for maintenance of a register of interests. An agenda and papers are circulated one week in advance of

each meeting and a record of meetings is circulated to Board members and posted on HSENI's website after the following board meeting. New members are provided with an induction pack and programme.

Board Attendance

During the 2022-23 year, HSENI's Board met a total of six times, five of which were held face to face and one extraordinary meeting which was held via videoconferencing. Details of the attendance of individuals who were BOARD members during the year are as follows:

| Board Member | Number of Meetings Attended | Out of a Possible |
|-----------------|-----------------------------|-------------------|
| Derek Martin | 6 | 6 |
| Tom Wright | 6 | 6 |
| Harry Sinclair | 5 | 6 |
| Andrew Cooke | 4 | 6 |
| Simon McDowell | 5 | 6 |
| Catherine Irwin | 3 | 6 |
| Siobhan Rooney | 6 | 6 |
| Pat Hart | 5 | 6 |
| Gerry Strong | 5 | 6 |

During the 2022-23 year, issues considered by HSENI's Board included:

- (i) HSENI's annual budget allocation and issues arising therefrom;
- (ii) management accounting information relating to the actual use of financial resources;
- (iii) human resource issues, including ongoing critical staff vacancies and managing attendance;
- (iv) legislative progress and proposals, with particular focus on the UK's Exit from the EU;
- (v) progress in relation to outputs and outcomes (performance targets); and
- (vi) the identification and management of risk.

Board Performance and Effectiveness

HSENI's Board members' performance is appraised annually by the Chair of the Board and the Chair's performance is appraised annually by the Grade 5 in the Department for the Economy's Partner Team. The Board also reviews its own performance to ensure compliance with the Corporate Governance Code. The last self-assessment exercise was completed in July 2019. An external Board Effectiveness Review was undertaken in March 2023 by the Chief Executives' Forum and the draft report issued on 23 May 2023. Board members will meet to discuss the report's findings on 22 June 2023.

Conflicts of Interest

HSENI has a Conflicts of Interest Policy for both Non-Executive Board members and all staff members. All interests of both Board members and SMT are recorded on a Register of Interests. This is updated following all new appointments to ensure that any perceived or potential conflict is recognised immediately. Conflicts of interest are also declared at the beginning of all Board and Audit and Risk Management Committee Meetings and members will excuse themselves from the relevant discussion as necessary. No conflicts of interest were declared at any of the Board meetings or Audit and Risk Management Committee meetings during the year.

Audit and Risk Management Committee Reports

Following each meeting of the ARMC, HSENI's Board is provided with the draft minutes of the meeting supplemented by a verbal report from the ARMC Chair.

The Chair also provides an annual report to HSENI's Board which summarises the Committee's work for the year. The report includes:

- (i) details of meetings, membership and attendance;
- (ii) a summary of the findings from the ARMC's review of its effectiveness;
- (iii) a summary of work undertaken during the year; and
- (iv) the ARMC's views on risk management.

The ARMC was content with the quality of assurances it received during 2022-23 including the management of risk and the results of internal and external audit.

Risk Management

HSENI's approach is to assign risks to those best placed to manage them, whilst maintaining clear accountability. HSENI manages risk at a corporate level, supported by internal processes. The systems detailed below have been in place for the year under review and up to the date of approval of the annual report and accounts

HSENI has its own Risk Management Policy which defines the roles and responsibilities within the organisation for the management and mitigation of risk. The policy was developed to align to the requirements outlined in HM Treasury's 'The Orange Book Management of Risk – Principles and Concepts'. The policy also outlines HSENI's risk appetite in relation to each of the nine key outputs (activities) the organisation carries out in order to achieve its objectives. The risk appetite is reviewed and approved by the Board at its first meeting of each financial year.

Corporate risks are managed collectively by the Senior Management Team, with ownership of the risks assigned to the Accounting Officer. HSENI's Senior Management Team formally reviews the Corporate Risk Register on a quarterly basis to determine if new risks should be added and any changes required to existing risks, including whether the risk rating should be increased or decreased.

Potential emerging risks are reported by Heads of Group to relevant Deputy Chief Executives to discuss at monthly SMT meetings, where 'Emerging Risks' is a standing agenda item. A decision is taken at SMT meetings as to whether these should be added to the corporate risk register.

The risk register is reviewed at each meeting of the ARMC, with feedback provided by members on the assessment of each risk. HSENI's Board also received a full copy of the Corporate Risk Register at each meeting throughout the period.

Corporate risks being managed at 31 March 2023 related to:

- Failure to manage HSENI's budget efficiently resulting in a significant under or overspend;
- Ineffective governance leading to poor value for money, fraud, loss of public funds or irregular expenditure;
- Damage to HSENI's reputation as regulator as a result of legal proceedings or adverse media coverage;
- Failure to manage, maintain and secure personal data and information leading to legal proceedings and fines from ICO and failure to comply with General Data Protection Regulation (GDPR) and ICO guidance;
- Disruption to service delivery; and
- Failure to maintain an up to date regulatory framework as a result of the UK's exit from the EU.

Risks relating to finance and budgeting issues, staff shortages, legislation and business disruption were all of particular focus throughout the period.

None of the risks included on the risk register had an 'extreme' inherent or residual rating and none are considered to have hindered the organisation in achieving its objectives.

Six Monthly Assurance Statements

Every six months HSENI's Chief Executive provides an Assurance Statement to DfE's Permanent Secretary, who is the Departmental Accounting Officer for DfE. This six monthly statement confirms the efficacy of the systems of internal control within HSENI and, where appropriate, draws the attention of the Permanent Secretary to any significant internal control issues during 2022-23. HSENI shared these Assurance Statements and associated Assurance Checklists with Board and ARMC members prior to submission to the Department.

Freedom of Information (FOI) and Environmental Information Regulations (EIR) Requests

The Freedom of Information Act 2000 and the Environmental Information Regulations 2004 give everyone the right to access government information and place a statutory duty on government to make certain information publicly available as a matter of course. A total of 118 'Requests for Information', falling within the terms of this legislation, were received within the period of this report.

Subject Access Requests

The Data Protection Act 2018 and the General Data Protection Regulations gives individuals the right to access their own personal data through the making of a Subject Access Requests. During the 2022-23 year, HSENI received a total of 16 requests falling within the terms of this legislation.

Internal Audit

HSENI has externally appointed Internal Auditors, who operate to HM Treasury's Public Sector Internal Audit Standards. CavanaghKelly was appointed as HSENI's internal audit service provider in 2020 for a three-year period. The Internal Auditors developed a Strategic Audit Plan covering the 2020-23 period based on their assessment of the risks faced by HSENI which may impact on its ability to achieve organisational objectives, including any emerging risks. The 2022-23 internal audit programme produced following this strategy was agreed by the ARMC.

HSENI's Internal Auditors submit regular reports to the ARMC which include the Head of Internal Audit's independent opinion on the adequacy, reliability and effectiveness of HSENI's system of internal control. During the year, HSENI received a 'satisfactory' assurance on all five areas reviewed. A 'satisfactory' assurance was provided on Internal Audit's Annual Assurance Report in relation to the adequacy of the systems of control in place within HSENI, in line with the Internal Audit Strategic Plan, and their operation for the period ended 31 March 2023.

Fraud and Raising Concerns

HSENI has effective processes in place to mitigate fraud and to deal with cases of suspected fraud should these arise. The Anti-Fraud Policy and Fraud Response Plan are reviewed and approved by the ARMC.

The organisation also has effective whistleblowing arrangements in place with Raising Concerns (Whistleblowing) Guidance outlining the processes in place to deal with concerns raised both internally by staff and externally by members of the public. This document is also approved by the ARMC. Guidance on how the public can raise concerns is available on HSENI's website. These documents are revised on a regular basis to ensure information is accurate and to take account of new guidance issued. HSENI has appointed a member of the Senior Management Team as its Raising Concerns Champion to deal with all correspondence received. Advice can be sought if required from DfE's Fraud & Raising Concerns Branch, which is responsible for providing a professional advice and guidance function.

Compliance with the Corporate Governance Code

HSENI is content that it is compliant with both the spirit and the principles of the 'Corporate Governance in Central Government Departments: Code of Good Practice NI 2013' issued by the Department of Finance and Personnel (now Department of Finance) in April 2013, in so much as they can be read across to NDPBs.

Quality of Data Used by HSENI's Board

HSENI's Board is issued with the most up-to-date data sources ahead of each Board meeting. The data is collated into a number of key reports, drawn from a wide range of sources, covering the core functions of the organisation, including budgets and finance, performance monitoring, legislation, human resources, investigations and prosecutions, all of which are subject to internal audit scrutiny. The Board also draws assurance from the fact that data relating to financial information and absenteeism is derived from NICS wide systems such as Account NI and HR Connect. These systems are subject to scrutiny by DoF's Internal Audit Service and information on absenteeism is supplied to departments by the Northern Ireland Statistics and Research Agency (NISRA). The data is subject to challenge or to requests for further information/clarification by the Board. The Board was content with the quality of information it received during 2022-23.

Efficiency and Value for Money

In order to ensure that the public resources allocated are used to best effect, HSENI is committed to:

- regularly monitoring performance;
- conducting Internal Audits of its operating systems;
- adopting a strategic approach to risk management;
- keeping its performance measurement mechanisms under review;
- following DoF's CPD guidelines for procurement and using its services wherever possible;
- keeping administrative costs to a minimum; and
- recovering costs where appropriate.

Ministerial Directions

No Ministerial Directions were issued during the 2022-23 financial year.

Public Accounts Committee Issues

HSENI was not required to provide evidence to the Assembly's Public Accounts Committee during 2022-23.

Non-Executive Directors' Report

Following a turbulent period over the last couple of years, 2022-23 saw a return to normality, although the post covid normality is not the same as before. The challenges Covid created for the new board members have largely been overcome. I am content with the professional manner in which the board is discharging its oversight responsibilities. I am grateful to a number of board members who accepted extensions to their terms in office but as their terms come to an end, the board will face another period of change with the appointment of a new chair and the loss of two experienced members. This year saw the conclusion of the current HSENI Corporate Plan (2018-2023). I am delighted to report that the organisation met the majority of its objectives and outputs. I particularly want to mention some of these which highlight the importance of the work done by HSENI:

- (i) The target of no more than an average of 50 serious and fatal incidents per annum was fully met, indeed the average over the last corporate plan period was 32.
- (ii) The target of no more than an average of 350 major incidents per annum was also achieved. The average over the last corporate plan period was 224.

As a board we appreciate the huge workload undertaken by the staff of HSENI and we are very encouraged that a small organisation delivers so much. This is in no small part because HSENI's staff are customer facing with a determined collective focus on improving the lives of working people in NI.

Like earlier boards, this one is very supportive of the work being undertaken in the area of health. The estimated cost of almost £265m per annum to the NI economy is a stark reminder to us all of the importance of preventing ill health caused by work.

The Board has and will continue to take a strong interest in the field of health across different work sectors.

During the year, the Board's Audit and Risk Management Committee met on four occasions to provide support and assurance on the work of the organisation. The committee reviewed the Corporate Risk Register at each meeting and received reports from the Internal Auditors on the robustness of HSENI's internal controls, policies, and procedures. The committee was once again able to report that an overall satisfactory assurance was achieved.

During the year, the board oversaw the development of the new corporate plan (2023-2028). The board was given every opportunity to shape this document and I am confident it will continue to build on the success of the outgoing plan. It will also be a guide for the staff and the board as we face into the next five years. The three big themes in years one, three and five are particularly exciting opportunities to raise awareness of work activities which are known to be associated with serious and fatal outcomes. The board have been briefed about the reach of these campaigns and see this as a vital tool in driving down the numbers of ill health and injury cases.

The board took a keen interest in how the organisation will manage its health and safety oversight of new technologies. This is undoubtedly a huge challenge to us as a regulator as the breadth and pace of change is unprecedented. The board is keen that the close working relationships with the Health and Safety Executive (HSE (GB)) and the Health and Safety Authority (HSA) in the Republic of Ireland be maintained so that there can be shared learning in this area. In addition, the board wants to see the continued investment in staff to keep pace with changes in new technologies.

As in previous years, the organisation carried vacancies both in the inspectorate and administration sides of the business. The board is pleased to note the Department's support of HSENI in filling its vacancies but I must put on record the board's frustration with NICSHR's inability to fill vacancies in an efficient and timely manner. This has given rise to business risks in some areas.

The board is pleased to note the progress made in developing a robust and verifiable training programme for new inspectors. This intensive work has already delivered results and will leave the organisation well positioned to develop staff resources in the future. The board acknowledges that HSENI's success is down to its people and we want to see continued investment across the entire staff body.

It is important to mention the impact of the absence of an Executive and Assembly and also the current challenges facing HSENI. Success in health and safety can be difficult to measure but failure is clear and stark. HSENI has always enjoyed the support of the relevant Minister and indeed the entire Departmental Assembly Committee, something which is vital for the organisation's work. Our operating budget is over 90% salaries (reflecting the fact that we are very much a people facing organisation) and we have a relatively small programme budget. The output from that programme budget is considerable and the impact is both vital and huge. The board is aware that even a modest reduction in HSENI's budget will potentially have a devastating effect on the lives of working people and the NI economy.

In conclusion I would like to thank our Chief Executive, Robert Kidd, the Senior Management Team and all the staff for their ongoing enthusiasm and commitment during the last year and for their dedication in ensuring that HSENI continues to fulfil its role of keeping workplaces safe in Northern Ireland despite all the current challenges.



Derek Martin

Remuneration Report

Remuneration Policy

The pay remit for the Northern Ireland Civil Service, including senior civil servants (SCS), is normally approved by the Minister of Finance. Following the Secretary of State for Northern Ireland's 24 November 2022 Written Ministerial Statement (WMS) on the Budget and the NI (Executive Formation) Act receiving Royal Assent on the 6 December 2022, the NI public sector pay policy guidance was published on 8 December 2022.

Annual NICS pay awards are made in the context of the wider public sector pay policy. The pay award for NICS non-industrial staff, including SCS, for 2022-23 has been finalised and is due to be paid in June 2023. The pay award for NICS industrial staff has not been agreed yet and negotiations continue with unions.

The pay of NICS staff is based on a system of pay scales for each grade, including SCS, containing a number of pay points from minimum to maximum, allowing progression towards the maximum based on performance.

Service Contracts

The Civil Service Commissioners (NI) Order 1999 requires Civil Service appointments to be made on merit on the basis of fair and open competition. The Recruitment Code published by the Civil Service Commissioners for Northern Ireland specifies the circumstances when appointments may be made otherwise.

Unless otherwise stated, the officials covered by this report hold appointments that are open-ended. Early termination, other than for misconduct, would result in consideration of the individual receiving compensation as set out in the Civil Service Compensation Scheme.

Further information about the work of the Civil Service Commissioners for Northern Ireland can be found at www.nicscommissioners.org

Salary and Pension Entitlements

(The following section is subject to Audit)

The following sections provide details of the remuneration and pension interests of the senior members of HSENI.

Remuneration and pension entitlements – Officials

Single total figure of remuneration

| Senior Management | 2022-23 | | | 2021-22 | | |
|--|-----------------|--|------------------|-----------------|--|------------------|
| | Salary £'000 | Pension Benefits (to nearest £1000)* | Total (£'000) | Salary £'000 | Pension Benefits (to nearest £1000)* | Total (£'000) |
| Robert Kidd Chief Executive | 75-80 | (22) | 50-55 | 75-80 | 38 | 115-120 |
| Louis Burns Deputy Chief Executive | 65-70 | (17) | 50-55 | 65-70 | 35 | 100-105 |
| Bryan Monson Deputy Chief Executive | 65-70 | (16) | 50-55 | 65-70 | 18 | 85-90 |
| Nicola Monson Deputy Chief Executive | 65-70 | (10) | 55-60 | 65-70 | 21 | 85-90 |
| Kevin Neeson Deputy Chief Executive | 60-65 | 25 | 85-90 | 60-65 | 24 | 85-90 |

* The value of pension benefits accrued during the year is calculated as (the real increase in pension multiplied by 20) plus (the real increase in any lump sum) less (the contributions made by the individual). The real increases exclude increases due to inflation and any increase or decrease due to a transfer of pension rights.

In some cases, the real increase in CETV and the pension benefits accrued for the single total figure of remuneration can be negative – that is, there can be a real decrease. This is particularly likely to happen during periods of pay restraint and/or where inflation is higher than pay increases.

None of the senior members of HSENI received bonuses in 2022-23 (2021-22: £NIL) and

none of the senior members received benefits in kind during the years 2022-23 or 2021-22.

| Board Members | 2022-23 | 2021-22 |
|--|--------------|--------------|
| | Salary £'000 | Salary £'000 |
| Derek Martin Chairperson | 20-25 | 20-25 |
| Harry Sinclair, Tom Wright, Andrew Cooke, Patricia Hart, Catherine Irwin, Simon McDowell, Siobhan Rooney, Gerry Strong | 0-5 | 0-5 |

Salary

'Salary' includes gross salary; overtime; reserved rights to London weighting or London allowances; recruitment and retention allowances; private office allowances and any other allowance to the extent that it is subject to UK taxation and any severance or ex gratia payments. This report is based on accrued payments made by HSENI and thus recorded in these accounts.

Benefits in kind

The monetary value of benefits in kind covers any benefits provided by the employer and treated by HM Revenue and Customs as a taxable emolument. No such benefits were received by HSENI staff or Board members.

Bonuses

HSENI operates under the rules of the NICS Special Bonus Scheme which was removed from use on 31st March 2021.

Fair Pay Disclosures

(The following section is subject to Audit)

Pay Ratios

HSENI is required to disclose the relationship between the remuneration of the highest-paid director in the organisation and the lower quartile, median and upper quartile remuneration of the workforce.

The banded remuneration of the highest-paid director in HSENI in the financial year 2022-23 was £75,000 - £80,000 (2021-22: £75,000 - £80,000). The relationship between the mid-point of this band and the remuneration of the organisation's workforce is disclosed below.

| 2022-23 | 25th percentile | Median | 75th percentile |
|------------------------|-----------------|--------|-----------------|
| Total remuneration (£) | 28,706 | 35,703 | 43,776 |
| Pay ratio | 2.7:1 | 2.2:1 | 1.8:1 |
| | | | |
| 2021-22 | 25th percentile | Median | 75th percentile |
| Total remuneration (£) | 28,990 | 36,690 | 43,980 |
| Pay ratio | 2.7:1 | 2.1:1 | 1.8:1 |

*The median salary in 2022-23 has fallen by £986 or 3% as compared with 2021-22.

Total remuneration includes salary, non-consolidated performance-related pay, and benefits-in-kind. It does not include severance payments, employer pension contributions and the cash equivalent transfer value of pensions. For 2022-23, the 25th percentile, median and 75th percentile remuneration values consisted solely of salary payments.

No employees received remuneration in excess of the highest-paid director (2021-22: £NIL).

Remuneration ranged from £20,000 to £77,500 (2021-22: £21,000 to £77,500).

Percentage Change in Remuneration

(The following section is subject to Audit)

The percentage changes in respect of HSENI are shown in the following table. It should be noted that the calculation for the highest paid director is based on the mid-point of the band within which their remuneration fell in each year.

| Percentage change for: | 2022-23 v 2021-22 | 2021-22 v 2020-21 |
|---|-------------------|-------------------|
| Average employee salary and allowances | (0.1) % | 2.4% |
| Highest paid director's salary and allowances | 0% | 6.9% ⁹ |

Northern Ireland Civil Service (NICS) Pension Schemes

Pension Entitlements – Officials (The following section is subject to Audit)

| | Accrued pension at pension age as at 31/3/2023 and related lump sum | Real increase in pension and related lump sum at pension age | CETV at 31/3/23 | CETV at 31/3/22* | Real increase in CETV |
|---|---|--|-----------------|------------------|-----------------------|
| Senior Management | £'000 | £'000 | £'000 | £'000 | £'000 |
| Robert Kidd Chief Executive | 35-40 plus a lump sum of 75-80 | 0 plus a lump sum of 0 | 698 | 651 | (31) |
| Louis Burns Deputy Chief Executive | 30-35 plus a lump sum of 60-65 | 0 plus a lump sum of 0 | 596 | 551 | (25) |
| Bryan Monson Deputy Chief Executive | 30-35 plus a lump sum of 55-60 | 0 plus a lump sum of 0 | 581 | 543 | (25) |
| Nicola Monson Deputy Chief Executive | 25-30 plus a lump sum of 45-50 | 05 plus a lump sum of 0 | 517 | 479 | (18) |
| Kevin Neeson Deputy Chief Executive | 15-20 | 0-2.5 | 152 | 132 | 9 |

*In some cases, the real increase in CETV and the pension benefits accrued for the single total figure of remuneration can be negative – that is, there can be a real decrease. This is particularly likely to happen during periods of pay restraint and/or where inflation is higher than pay increases.

Board members are not included in the NICS Pension Scheme.

⁹ If actual salary is used the percentage increase is 2.5%.

Northern Ireland Civil Service (NICS) Pension Schemes

Pension benefits are provided through the Northern Ireland Civil Service pension schemes which are administered by Civil Service Pensions (CSP).

The alpha pension scheme was initially introduced for new entrants from 1 April 2015. The alpha scheme and all previous scheme arrangements are unfunded with the cost of benefits met by monies voted each year. The majority of members of the Classic, Premium, Classic Plus and Nuvos pension arrangements (collectively known as the Principal Civil Service Pension Scheme (Northern Ireland) [PCSPS(NI)]) also moved to alpha from that date. At that time, members who on 1 April 2012 were within 10 years of their normal pension age did not move to alpha (full protection) and those who were within 13.5 years and 10 years of their normal pension age were given a choice between moving to alpha on 1 April 2015 or at a later date determined by their age (tapered protection).

McCloud Judgment

In 2018, the Court of Appeal found that the protections put in place back in 2015 that allowed older workers to remain in their original scheme, were discriminatory on the basis of age. As a result, steps are being taken by the Department of Finance to remedy those 2015 reforms, making the pension scheme provisions fair to all members. Some active members will have seen changes from April 2022.

The remedy is made up of two parts. The first part was completed last year with all active members now being members of alpha from 1 April 2022, this provides equal treatment for all active pension scheme members.

The second part is to put right, 'remedy,' the discrimination that has happened between 2015 and 2022. We are currently working on new scheme regulations and processes in readiness for this.

It is expected that, in due course, eligible members with relevant service between 1 April 2015 and 31 March 2022 may be entitled to different pension benefits in relation to that period. The different pension benefits relate to the alternative schemes e.g., legacy PCSPS(NI) 'Classic', 'Premium' or 'Nuvos' (legacy scheme) or alpha. Scheme regulations made in March 2022, closed the PCSPS(NI) to future accrual from 31 March 2022, and all remaining active PCSPS(NI) members (including partially retired members in active service) moved to 'alpha' from 1 April 2022. This completed Phase One to remedy the discrimination identified by the Courts. Any pension benefits built up in the legacy scheme prior to this date are unaffected and PCSPS(NI) benefits remain payable in accordance with the relevant scheme rules. Phase Two will see the implementation of the Deferred Choice Underpin. That is, giving eligible members a choice between legacy scheme and alpha scheme benefits for service between 1 April 2015 and 31 March 2022. At this stage, allowance has not yet been made within CETVs for this remedy. Further information on the remedy will be included in the NICS pension scheme accounts which, once published, are available at www.finance-ni.gov.uk/publications.

Alpha is a 'Career Average Revalued Earnings' (CARE) arrangement in which members accrue pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The current accrual rate is 2.32%.

From 1 April 2015, all new entrants joining the NICS can choose between membership of alpha or joining a 'money purchase' stakeholder arrangement with a significant employer contribution (Partnership Pension Account).

Information on the PCSPS(NI) – Closed Scheme

New entrants who joined on or after 30 July 2007 were eligible for membership of the legacy PCSPS(NI) Nuvos arrangement or they could have opted for a Partnership Pension Account. Nuvos was also a CARE arrangement in which members accrued pension benefits at a percentage rate of annual pensionable earnings throughout the period of scheme membership. The rate of accrual was 2.3%.

Staff in post prior to 30 July 2007 may be in one of three statutory based 'final salary' legacy defined benefit arrangements (Classic, Premium and Classic Plus). From April 2011, pensions payable under these arrangements have been reviewed annually in line with changes in the cost of living. New entrants who joined on or after 1 October 2002 and before 30 July 2007 will have chosen between membership of premium or joining the Partnership Pension Account.

Benefits in Classic accrue at the rate of 1/80th of pensionable salary for each year of service. In addition, a lump sum equivalent to three years' pension is payable on retirement. For Premium, benefits accrue at the rate of 1/60th of final pensionable earnings for each year of service. Unlike Classic, there is no automatic lump sum (but members may give up (commute) some of their pension to provide a lump sum). Classic Plus is essentially a variation of Premium, but with benefits in respect of service before 1 October 2002 calculated broadly as per Classic.

Partnership Pension Account

The Partnership Pension Account is a stakeholder pension arrangement. The employer makes a basic contribution of between 8% and 14.75% (depending on the age of the member) into a stakeholder pension product chosen by the employee. The employee does not have to contribute but where they do make contributions, the employer will match these up to a limit of 3% of pensionable salary (in addition to the employer's basic contribution). Employers also contribute a further 0.5% of pensionable salary to cover the cost of centrally provided risk benefit cover (death in service and ill health retirement).

Active members of the pension scheme will receive an Annual Benefit Statement. The accrued pension quoted is the pension the member is entitled to receive when they reach their scheme pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age. The normal scheme pension age in alpha is linked to the member's State Pension Age but cannot be before age 65. The Scheme Pension age is 60 for any pension accrued in the legacy Classic, Premium, and Classic Plus arrangements and 65 for any benefits accrued in Nuvos. Further details about the NICS pension schemes can be found at the website www.finance-ni.gov.uk/civilservicepensions-ni.

All pension benefits are reviewed annually in line with changes in the cost of living. Any applicable increases are applied from April and are determined by the Consumer Prices Index (CPI) figure for the preceding September. The CPI in September 2022 was 10.1% and HM Treasury has announced that public service pensions will be increased accordingly from April 2023.

Employee contribution rates for all members for the period covering 1 April 2023 – 31 March 2024 are as follows:

Scheme Year 1 April 2023 to 31 March 2024

| Annualised Rate of Pensionable Earnings (Salary Bands) | Contribution rates – All members | |
|--|----------------------------------|-------|
| | From | To |
| £0 | £25,049.99 | 4.6% |
| £25,050 | £56,999.99 | 5.45% |
| £57,000.00 | £153,299.99 | 7.35% |
| £153,300.00 | and above | 8.05% |

Cash Equivalent Transfer Values

A Cash Equivalent Transfer Value (CETV) is the actuarially assessed capitalised value of the pension scheme benefits accrued by a member at a particular point in time. The benefits valued are the member's accrued benefits and any contingent spouse's pension payable from the scheme. A CETV is a payment made by a pension scheme or arrangement to secure pension benefits in another pension scheme or arrangement when the member leaves a scheme and chooses to transfer the benefits accrued in their former scheme. The pension figures shown relate to the benefits that the individual has accrued as a consequence of their total membership of the pension scheme, not just their service in a senior capacity to which disclosure applies. The CETV figures, and from 2003-04 the other pension details, include the value of any pension benefit in another scheme or arrangement which the individual has transferred to the NICS pension arrangements. They also include any additional pension benefit accrued to the member as a result of their purchasing additional years of pension service in the scheme at their own cost. CETVs are calculated in accordance with The Occupational Pension Schemes (Transfer Values) (Amendment) Regulations 2015 and do not take account of any actual or potential benefits resulting from Lifetime Allowance Tax which may be due when pension benefits are taken.

Real increase in CETV

This reflects the increase in CETV effectively funded by the employer. It does not include the increase in accrued pension due to inflation, contributions paid by the employee (including the value of any benefits transferred from another pension scheme or arrangement) and uses common market valuation factors for the start and end of the period. However, the real increase calculation uses common actuarial factors at the start and end of the period so that it disregards the effect of any changes in factors and focuses only on the increase that is funded by the employer.

Compensation for loss of office (The following section is subject to Audit)

No amounts became payable in 2022-23 or 2021-22 in relation to loss of office.

Staff Report

Staff Costs (The following section is subject to Audit)

Staff costs comprise:

| | 2022-23 | | 2021-22 | |
|---|-------------------------------------|-----------------|----------------|----------------|
| | Permanently employed staff £'000 | Others £'000 | Total £'000 | Total £'000 |
| Wages and salaries | 4,452 | 15 | 4,467 | 3,997 |
| Social security costs | 465 | - | 465 | 417 |
| Other pension costs | 1,298 | - | 1,298 | 1,213 |
| Sub Total | 6,215 | 15 | 6,230 | 5,627 |
| Less Recoveries for Outward Secondments | - | - | - | - |
| Total Net Costs | 6,215 | 15 | 6,230 | 5,627 |

All HSENI staff costs are charged to programme expenditure in DfE Resource Accounts.

Pension

The Northern Ireland Civil Service main pension schemes are unfunded multi-employer defined benefit schemes but HSENI is unable to identify its share of the underlying assets and liabilities.

The Public Service Pensions Act (NI) 2014 provides the legal framework for regular actuarial valuations of the public service pension schemes to measure the costs of the benefits being provided. These valuations inform the future contribution rates to be paid into the schemes by employers every four years following the scheme valuation. The Act also provides for the establishment of an employer cost cap mechanism to ensure that the costs of the pension schemes remain sustainable in future.

The Government Actuary's Department (GAD) is responsible for carrying out scheme valuations.

The Actuary reviews employer contributions every four years following the scheme valuation. The 2016 scheme valuation was completed by GAD in March 2019. The outcome of this valuation was used to set the level of contributions for employers from 1 April 2019 to 31 March 2023.

The 2016 Scheme Valuation requires adjustment as a result of the 'McCloud remedy'. The Department of Finance also commissioned a consultation in relation to the Cost Cap element of Scheme Valuations which closed on 25 June 2021. The Cost Cap Mechanism (CCM) is a measure of scheme costs and determines whether member costs or scheme benefits require adjustment to maintain costs within a set corridor. By taking into account the increased value of public service pensions, as a result of the 'McCloud remedy', scheme cost control valuation outcomes will show greater costs than otherwise would have been expected. Following completion of the consultation process the 2016 Valuation has been completed and the final cost cap determined. Further information can be found on the Department of Finance website www.finance-ni.gov.uk/articles/northern-ireland-civil-service-pension-scheme-valuations.

A case for approval of a Legislative Consent Motion (LCM) was laid in the Assembly to extend the Public Service Pensions and Judicial Offices Bill (PSP&JO) to Northern Ireland. Under the LCM agreed by the NI Assembly on 1 November 2021 provisions are included in the Act for devolved schemes in NI. A second LCM was laid in the Assembly to implement the CCM changes in the Westminster Bill for devolved schemes. The second LCM, as agreed by the Assembly on 31 January 2022, ensured the reformed only scheme design and the economic check will now be applied to the 2020 scheme valuations for the devolved public sector pension schemes, including the NICS pension scheme. The PSP&JO Act received Royal Assent on 10 March 2022. The UK Act legislates how the government will remove the discrimination identified in the McCloud judgment. The Act also includes provisions that employees will not experience any detriment if the adjusted valuation costs breach the set cost cap ceiling but

any breaches of the cost cap floor (positive employee impacts) in the completed valuations will be honoured.

For 2022-23, employers' contributions of £1,763,525 were payable to the NICS pension arrangements (2021-22: £1,213,062) at one of three rates in the range 28.7% to 34.2% of pensionable pay, based on salary bands.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions of £NIL (2021-22: £NIL) were paid to one or more of the panel of two appointed stakeholder pension providers. Employer contributions are age-related and range from 8% to 14.75% (2021-22, 8% to 14.75%) of pensionable pay.

The partnership pension account offers the member the opportunity of having a 'free' pension. The employer will pay the age-related contribution and if the member does contribute, the employer will pay an additional amount to match member contributions up to 3% of pensionable earnings.

Employer contributions of £NIL, 0.5% (2021-22 £NIL, 0.5%) of pensionable pay, were payable to the NICS Pension schemes to cover the cost of the future provision of lump sum benefits on death in service and ill health retirement of these employees. Contributions due to the partnership pension providers at the reporting period date were £NIL. Contributions prepaid at that date were £NIL.

No exit packages were paid during the year (2021-22 NIL). No persons (2021-22: NIL persons) retired early on ill-health grounds; the total additional accrued pension liabilities in the year amounted to £NIL (2021-22: £NIL).

Average number of persons employed (The following section is subject to Audit)

The average number of whole-time equivalent persons, including senior management, employed during the year was as follows:

| | 2022-23 | | 2021-22 | |
|--------------------------|-----------------|----------|------------|------------|
| | Permanent staff | Others | Total | Total |
| Directly employed | 111 | - | 111 | 100 |
| Other | - | 1 | 1 | 1 |
| Total | 111 | 1 | 112 | 101 |

Staff Composition

A breakdown at 31 March 2023 showing the number of persons of each sex who were Board Members, senior managers and employees of HSENI, is shown below. Figures for the previous year are shown in brackets.

| | Male | Female |
|-----------------------|--------|---------|
| Board Members | 6 (6) | 3(3) |
| Senior Managers | 3(4) | 1 (1) |
| Senior Civil Servants | 1 (1) | 0 (0) |
| Employees | 54(55) | 58 (62) |

Staff Turnover Percentage

HSENI had an 6.8% (2021-22: 8.1%) staff turnover percentage for the 2022-23 period.

Staff Engagement Percentage Scores

The Head of the NI Civil Service issued a message on 7 November 2022 indicating that the launch of the next People Survey would be postponed until Spring 2023 and so no survey was conducted in 2022. The results of the survey conducted in 2023 were not available in advance of finalising the Annual Report and Accounts. However, the full survey is expected to be made available in Summer 2023 at www.finance-ni.gov.uk/publications/nics-people-survey-results.

Sickness Absence Data

The overall HSENI managing attendance figure for 2022-23 was a total of 853 (2021-22: 1,021) staff days lost. This equates to 7.7 (2021-22: 10.3) working days lost per staff member during the year.

Staff Policies applied during the Financial Year

HSENI adheres to all NICS policies in ensuring full and fair consideration is given to applications for employment by disabled persons, in continuing the employment of, and arranging appropriate training for, employees who have become disabled persons during the period when they were employed, and for the training, career development and promotion of disabled persons employed.

Human Resources

HSENI continues to manage its business and improve performance through effective staff deployment and performance management. This has been achieved through efficient people planning, active career management, and facilitation of staff transfer for the benefit of both the business and the individual concerned. HSENI maintains a skilled and motivated workforce created through a culture of development and well managed personal development plans.

HSENI's current staff in post is 117. As HSENI has Crown status, its employees are Civil Servants and enjoy Northern Ireland Civil Service terms and conditions of service. A significant number of our staff made use of the flexible working hours and work life balance policies available throughout the NICS. At 31 March 2023, there were 22 staff working on part time, partial retirement or term time arrangements.

HSENI continues to monitor and actively manage the sickness absence of its staff through the application of centrally agreed policies and procedures and the HR Connect Shared Service.

HSENI continues to:

- create an inclusive, safe and healthy working environment for all staff;
- actively pursue fairness and equality;
- encourage team working within an open and participative management culture; and
- maintain good industrial relations and liaise regularly with Trade Union representatives.

Employment, Training and Advancement of Disabled Persons

The NICS values and welcomes diversity and is committed to creating a truly inclusive workplace for all. The NICS Diversity Champions Network was established in 2015 and continues to drive diversity and inclusion across the service.

The NICS Disability Champion is supported by the NICS Disability Working Group, a consultative group that works to promote disability equality and inclusion across the service.

The NICS applies the recruitment principles as set out in the Recruitment Code of the Civil Service Commissioners for Northern Ireland, appointing candidates based on merit through fair and open competition. Panel members must complete mandatory recruitment and selection training prior to participating on any selection panel. This training includes specific learning on equality and diversity, relevant legislation and reasonable adjustments for disabled candidates. Unconscious bias training is available to all staff.

The NICS continues to be a lead partner of Employers for Disability NI (EFDNI) and is committed to the employment and career advancement of disabled people. A range of activities to encourage and promote Civil Service career opportunities to the disability sector were delivered during 2022-23 including positive action advertising, targeted advertising and outreach information sessions for large volume recruitment competitions. The NICS continues to have a permanent presence on EFDNI's Jobs Bulletin Board which is an online career opportunities service circulated to disability organisations.

The NICS operates a Guaranteed Interview Scheme (GIS) which applies to all external NICS recruitment competitions (at any grade and any discipline) where appropriate. This ensures a guaranteed number of disabled applicants, who meet the minimum essential eligibility criteria for the role they have applied for, are offered an interview. For more information refer to the "Information for disabled applicants" section of the NICS recruit website.

Due to the ongoing COVID-19 restrictions, the NICS Work Experience Scheme for Disabled People remained closed to applications until November 2022. The NICS continued its' participation in International Job Shadow Day (IJS) by facilitating 13 work placements in 2022. This initiative provides work experience for disabled people of all ages.

During this year the nine month placement work placement opportunities under the Job Start Scheme pilot within the Department for Communities (DfC) for 15 young disabled people (aged 16-24) concluded. As a result of an amendment to Recruitment Code merit principle approved by the Civil Service Commissioners, nine of the successful participants were made permanent offers of appointment in the NICS. Another three placement workers successfully obtained employment with other employers.

In June 2022, the Northern Ireland Executive, in partnership with the Harkin Institute, hosted the Harkin International Summit 2022. The event brought together leaders and activists across Business, Government, Philanthropy, the Third and Voluntary Sector, and Academia to highlight and address disability employment issues, showcase best practice and success, build relationships and challenge for change. The NCS as an employer participated, attended and supported the summit to promote its commitment to disability inclusion.

To maintain and promote a disability inclusive workplace, the NICS has policies in place to support reasonable adjustments to working practices or the work environment as required by disabled persons. During the year a programme of awareness training was available to all staff.

Health and Safety within HSENI

HSENI is committed to ensuring the health, safety and welfare of staff, and others who may be affected by its undertakings. HSENI's Corporate Plan for 2018-2023 sets out its commitment to create an inclusive, safe and healthy working environment for all staff. To underscore this commitment, health, safety and welfare at work is a standing item at all Senior Management Team and Board meetings.

Employee Consultation and Trade Union Relationships

The Department of Finance is responsible for the NICS Industrial Relations Policy. NICS HR, consults on HR policy with all recognised Trade Unions and local departmental arrangements are in place to enable consultation on matters specific to a department or individual business area.

Application of Business Appointment Rules (BARs)

The NICS Standards of Conduct Policy, (Section 8 and Annexes 4) sets out the rules on the acceptance of outside business appointments, employment or self-employment by Civil Servants after leaving the NI Civil Service, including procedures to make staff aware of these rules and provides that the Permanent Secretary of the Department is responsible for the effective operation of the Business Appointment Rules within their Department. Further detail is available in the NICS Standards of Conduct Policy.

| | |
|--|---|
| Number of exits from the Civil Service | 2 |
| Number of BARs applications assessed by the Department over the year (by grade) | 0 |
| Number of BARs applications where conditions were set (by grade) | 0 |
| Number of applications that were found to be unsuitable for the applicant to take up (grade) | 0 |
| Number of breaches of the Rules in the preceding year | 0 |

Employee Engagement and Learning and Development

The NICS recognises the importance of having skilled and engaged employees and continues to invest in learning and development.

Development and delivery of generic staff training is centralised in NICS HR¹⁰. Training is delivered using a variety of learning delivery channels (including on-line, webinars), providing flexible access to learning. Coherent learning pathways are aligned to both corporate need and the NICS Competency Framework.

Talent management is a key theme of the NICS People Strategy (www.finance-ni.gov.uk/publications/nics-people-strategy-2018-2022) and this year the focus was on improving the quality of the development conversation between managers and staff, with the introduction of a talent management toolkit. The NICS offers a wide range of career development opportunities through mentoring, secondment and interchange opportunities, elective transfers, temporary promotion, job rotation and job shadowing.

HSENI Human Resource policies, strategies and plans directly and tangibly support HSENI's business by ensuring that it has a highly skilled, knowledgeable and flexible workforce. HSENI is committed to the continuous development of its staff to meet the needs of its business areas and to reflect the variety of skills and competencies required for them to operate effectively both now and in the future. HSENI managers, at all levels, in line with HR policies contained in the NICS Staff Handbook ensure performance management, absence levels and employee relations are managed effectively. HSENI is committed to providing all staff with the development and training necessary for effective performance in their jobs and for the development of their potential in accordance with the business needs of HSENI and the agreed training priorities for the NICS. HSENI utilises the DoF Centre for Applied Learning shared service which provides a wide range of programmes for all generic learning and development needs.

During 2022-23 HSENI offered 'line of business' study opportunities where budget permitted. A sample of courses attended in the last year include:

- One staff member completed the BSC Practitioners Certificate in Freedom of Information;
- Four staff members completed the NEBOSH General Certificate in Occupational Health and Safety;
- Five staff members attended the Women into Business Conference; and
- 26 staff members completed Personal Safety Training.

Many of our staff also attend generic training courses provided by DoF, Centre for Applied Learning. Courses attended during this reporting period include Performance Management (Webinar), Mental Health Awareness for Staff Working from Home (Webinar), First Aid at Work, Effective Business Writing (Webinar) and Recruitment and Selection: Standards and Skills (Webinar).

Staff opinions and views are sought as part of the planning processes, for example, as part of the annual operational plan, as well as at events such as staff away days. SMT also encourages consultation and exchange of information within HSENI. SMT meets with Heads of Group on a regular basis. In addition, a system of team briefing provides the framework for managers to update staff on a monthly basis on Board and SMT decisions, organisational topics and issues.

¹⁰ NICS HR is the NICS' centralised human resources function. It falls under the responsibility of the Department of Finance

Equality, Diversity and Inclusion

In the NICS, we are committed to building an inclusive workplace culture where diversity is truly valued at all levels, where you are valued for who you are and where you can bring your true self to work. We want to make use of all the talent that exists across the NICS to ensure we are a well-led, high performing, outcome-focused service and a service that is a great place to work.

As a key element of the People Strategy, our ambitious diversity and inclusion programme of work is delivered through the implementation of an annual NICS Diversity Action Plan, and overseen by the leadership of the NICS Board, the NICS Diversity Champions Network, Departmental Diversity Champions and Thematic Diversity Champions, NICS colleague networks and NICS HR, as well as through partnership working with stakeholder organisations.

NICS HR is the NICS' centralised human resources function. It falls under the responsibility of the Department of Finance. Equality is a cornerstone consideration in the development and review of all HR policies which determine how staff are recruited and appointed, their terms and conditions, how they are managed and developed, assessed, recognised and rewarded.

As part of the NICS' efforts to ensure equality of opportunity, the NICS continually conducts comprehensive reviews into the composition of its workforce and recruitment activity, publishing a wide range of [NICS human resource statistics \(www.nisra.gov.uk/statistics/government/ni-civil-service-human-resource-statistics\)](http://www.nisra.gov.uk/statistics/government/ni-civil-service-human-resource-statistics).

The annual "Equality Statistics for the Northern Ireland Civil Service" reports work force composition and trends over time and, where appropriate, makes comparisons with the wider labour market and the Civil Service in Great Britain.

The NICS continues to meet its statutory obligations under the Fair Employment and Treatment (NI) Order 1998, which includes submission of an annual Fair Employment Monitoring Return and a tri-annual Article 55 Review to the Equality Commission for NI (ECNI), both of which assess the composition of the NICS workforce and the composition of applicants and appointees. In addition, the NICS conducts a similar formal review of the gender profile of its workforce. The findings are published in the [NICS Article 55 and Gender Review \(www.finance-ni.gov.uk/publications/article-55-and-gender-reviews\)](http://www.finance-ni.gov.uk/publications/article-55-and-gender-reviews)

The NICS uses the findings of all the equality monitoring and analysis to inform its programme of targeted outreach activity to address any areas of under-representation.

As a public authority, the NICS has due regard to the need to promote equality of opportunity and regard to the desirability of promoting good relations across a range of categories outlined in the Section 75 of the Northern Ireland Act 1998 in carrying out its functions. Further information can be obtained on [HSENI's Equality Scheme \(www.hseni.gov.uk/publications/hseni-equality-scheme\)](http://www.hseni.gov.uk/publications/hseni-equality-scheme).

HSENI has outlined how it will fulfil these obligations in its Equality Scheme and it submits Annual Progress reports to the Equality Commission in relation to this.

HSENI is currently working on revising its Equality Scheme to align with the new Corporate Plan.

During 2022-23 HSENI's equality related work included:

- continued its Farm Safety Partnership (FSP) work through the third Farm Safety Action Plan;
- partnered with organisations such as The Farm Safety Partnership, WHLGNI and Rural Support to produce a website entitled 'Farm In Mind';
- updated its website with new 'Be Aware Kids - Child Safety on Farms' resources;
- ran an online Child Safety on Farms Poster competition and distributed 43,500 copies of the calendar produced from the winning entries to 430 rural primary schools;

- delivered 10 work-related stress workshops and participated in several events to support a number of industries in promoting mental health in the workplace;
- provided several publications aimed specifically at providing information on HSENI's information services for migrant workers who do not have English as their first language. HSENI has provided these publications, in hard copy and on the web, in a number of ethnic minority languages;
- continued to provide the pictorial Universal Safety Booklet, for high risk work sectors, aimed at those who do not have English as their first language or have difficulty in reading; and
- worked throughout the year to ensure that HSENI's website adheres to Web Accessibility Standards and can be used by as many people as possible, including those with impaired vision, motor difficulties, impaired hearing or learning difficulties. An accessibility statement is available to view on our website.

Other Employee Matters

The 2018-21 NICS People Strategy sets out the shared view of the people priorities across the NICS under the following themes:

- A well-led NICS
- High performing NICS
- Outcomes-focused NICS
- An inclusive NICS in which diversity is truly valued – a great place to work

Expenditure on Consultancy

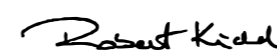
HSENI did not incur any expenditure on consultants during the 2022-23 financial year.

Off-payroll Engagements

HSENI did not engage in any off-payroll arrangements during the 2022-23 financial year.

Exit Packages

No exit packages were paid during the 2022-23 financial year.



Robert Kidd
Accounting Officer

Assembly Accountability and Disclosure Notes

Funding Report

Regularity of Expenditure (The following section is subject to Audit)

HSENI conducted its financial dealings throughout the year in line with relevant legislation, delegated authorities and appropriate guidance issued by HM Treasury and DoF, including Managing Public Money Northern Ireland.

Fees and Charges (The following section is subject to Audit)

HSENI had no material fees and charges income in the current financial year.

Losses and Special Payments (The following section is subject to Audit)

HSENI did not make any losses, gifts or special payments requiring disclosure in the current financial year.

Remote Contingent Liabilities (The following section is subject to Audit)

HSENI is not aware of any remote contingent liabilities.

Auditor's Report

Health and Safety Executive for Northern Ireland

The Certificate and Report of the Comptroller and Auditor General to the Northern Ireland Assembly

Opinion on financial statements

I certify that I have audited the financial statements of the Health and Safety Executive for Northern Ireland for the year ended 31 March 2023 under the Health and Safety at Work (Northern Ireland) Order 1978. The financial statements comprise: the Statements of Comprehensive Net Expenditure, Financial Position, Cash Flows, Changes in Taxpayers' Equity; and the related notes, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and UK adopted international accounting standards as interpreted and adapted by the Government Financial Reporting Manual.

I have also audited the information in the Accountability Report that is described in that report as having been audited.

In my opinion the financial statements:

- give a true and fair view of the state of the Health and Safety Executive for Northern Ireland's affairs as at 31 March 2023 and of the Health and Safety Executive for Northern Ireland's net expenditure for the year then ended; and
- have been properly prepared in accordance with the Health and Safety at Work (Northern Ireland) Order 1978 and Department for the Economy directions issued thereunder.

Opinion on regularity

In my opinion, in all material respects the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Basis for opinions

I conducted my audit in accordance with International Standards on Auditing (ISAs) (UK), applicable law and Practice Note 10 'Audit of Financial Statements and Regularity of Public Sector Bodies in the United Kingdom'. My responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of this certificate.

My staff and I are independent of the Health and Safety Executive for Northern Ireland in accordance with the ethical requirements that are relevant to my audit of the financial statements in the UK, including the Financial Reporting Council's Ethical Standard, and have fulfilled our other ethical responsibilities in accordance with these requirements.

I believe that the audit evidence obtained is sufficient and appropriate to provide a basis for my opinions.

Conclusions relating to going concern

In auditing the financial statements, I have concluded the Health and Safety Executive for Northern Ireland's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work I have performed, I have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Health and Safety Executive for Northern Ireland's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

The going concern basis of accounting for Health and Safety Executive for Northern Ireland is adopted in consideration of the requirements set out in the Government Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it anticipated that the services which they provide will continue into the future.

My responsibilities and the responsibilities of the Board and the Accounting Officer with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the annual report other than the financial statements, the parts of the Accountability Report described in that report as having been audited, and my audit certificate and report. The Board and the Accounting Officer are responsible for the other information included in the annual report. My opinion on the financial statements does not cover the other information and except to the extent otherwise explicitly stated in my report I do not express any form of assurance conclusion thereon.

My responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or my knowledge obtained in the audit or otherwise appears to be materially misstated. If I identify such material inconsistencies or apparent material misstatements, I am required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work I have performed, I conclude that there is a material misstatement of this other information, I am required to report that fact.

I have nothing to report in this regard.

Opinion on other matters

In my opinion, based on the work undertaken in the course of the audit:

- the parts of the Accountability Report to be audited have been properly prepared in accordance with Department for the Economy directions made under the Health and Safety at Work (Northern Ireland) Order 1978; and
- the information given in the Performance Report and Accountability Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which I report by exception

In the light of the knowledge and understanding of the Health and Safety Executive for Northern Ireland and its environment obtained in the course of the audit, I have not identified material misstatements in the Performance Report and Accountability Report. I have nothing to report in respect of the following matters which I report to you if, in my opinion:

- adequate accounting records have not been kept; or
- the financial statements and the parts of the Accountability Report to be audited are not in agreement with the accounting records; or
- certain disclosures of remuneration specified by the Government Financial Reporting Manual are not made; or
- I have not received all of the information and explanations I require for my audit; or
- the Governance Statement does not reflect compliance with the Department of Finance's guidance.

Responsibilities of the Board and Accounting Officer for the financial statements

As explained more fully in the Statement of Accounting Officer Responsibilities, the Board and the Accounting Officer are responsible for:

- the preparation of the financial statements in accordance with the applicable financial reporting framework and for being satisfied that they give a true and fair view;
- such internal controls as the Accounting Officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error;
- ensuring the annual report, which includes the Remuneration and Staff Report is prepared in accordance with the applicable financial reporting framework; and
- assessing the Health and Safety Executive for Northern Ireland's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Accounting Officer anticipates that the services provided by the Health and Safety Executive for Northern Ireland will not continue to be provided in the future.

Auditor's responsibilities for the audit of the financial statements

My responsibility is to examine, certify and report on the financial statements in accordance with the Health and Safety at Work (Northern Ireland) Order 1978.

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error and to issue a certificate that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

I design procedures in line with my responsibilities, outlined above, to detect material misstatements in respect of non-compliance with laws and regulation, including fraud.

My procedures included:

- obtaining an understanding of the legal and regulatory framework applicable to the Health and Safety Executive for Northern Ireland through discussion with management and application of extensive public sector accountability knowledge. The key laws and regulations I considered included governing legislation and any other relevant laws and regulations identified;
- making enquires of management and those charged with governance on the Health and Safety Executive for Northern Ireland's compliance with laws and regulations;
- making enquiries of internal audit, management and those charged with governance as to susceptibility to irregularity and fraud, their assessment of the risk of material misstatement due to fraud and irregularity, and their knowledge of actual, suspected and alleged fraud and irregularity;
- completing risk assessment procedures to assess the susceptibility of the Health and Safety Executive for Northern Ireland's financial statements to material misstatement, including how fraud might occur. This included, but was not limited to, an engagement director led engagement team discussion on fraud to identify particular areas, transaction streams and business practices that may be susceptible to material misstatement due to fraud. As part of this discussion, I identified potential for fraud in the following areas: expenditure recognition, and posting of unusual journals.
- engagement director oversight to ensure the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with the applicable legal and regulatory framework throughout the audit;

- documenting and evaluating the design and implementation of internal controls in place to mitigate risk of material misstatement due to fraud and non-compliance with laws and regulations;
- designing audit procedures to address specific laws and regulations which the engagement team considered to have a direct material effect on the financial statements in terms of misstatement and irregularity, including fraud. These audit procedures included, but were not limited to, reading board and committee minutes, and agreeing financial statement disclosures to underlying supporting documentation and approvals as appropriate and making enquiries to the Health and Safety Executive for Northern Ireland and relevant third parties; and
- addressing the risk of fraud as a result of management override of controls by:
 - performing analytical procedures to identify unusual or unexpected relationships or movements;
 - testing journal entries to identify potential anomalies, and inappropriate or unauthorised adjustments;
 - assessing whether judgements and other assumptions made in determining accounting estimates were indicative of potential bias; and
 - investigating significant or unusual transactions made outside of the normal course of business.

A further description of my responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website www.frc.org.uk/auditorsresponsibilities. This description forms part of my certificate.

In addition, I am required to obtain evidence sufficient to give reasonable assurance that the expenditure and income recorded in the financial statements have been applied to the purposes intended by the Assembly and the financial transactions recorded in the financial statements conform to the authorities which govern them.

Report

I have no observations to make on these financial statements.

Dorinnia Carville

Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
BELFAST
BT7 1EU

30 June 2023

Financial Statements for the year ended 31 March 2023

Statement of Comprehensive Net Expenditure

for the year ended 31st March 2023

| | Notes | 2022-23 £'000 | 2021-22 £'000 |
|---|-------|------------------|------------------|
| Income from activities | 4 | 62 | 115 |
| Total operating income | | 62 | 115 |
| Staff costs | 2 | 6,230 | 5,627 |
| Depreciation | 3 | 5 | 6 |
| Amortisation | 3 | 86 | 74 |
| Provision for Legal Fees | 3 | 100 | - |
| Other operating expenditure | 3 | 1,688 | 1,705 |
| Total operating expenditure | | 8,109 | 7,412 |
| Net operating expenditure for the year | | 8,047 | 7,297 |
| Other comprehensive net expenditure | | | |
| Net gain on revaluation of intangible assets | 6 | (69) | (45) |
| Comprehensive net expenditure for the year | | 7,978 | 7,252 |

All amounts above relate to continuing operations.

The notes on pages 97 to 108 form part of these accounts.

Statement of Financial Position

as at 31st March 2023

| | | 31st March 2023 | 31st March 2022 |
|---|-------|--------------------|--------------------|
| | Notes | £'000 | £'000 |
| Non-current assets: | | | |
| Property, plant and equipment | 5 | 44 | 10 |
| Intangible assets | 6 | 556 | 573 |
| Total non-current assets | | 600 | 583 |
| Current assets | | | |
| Trade and other receivables | 8 | 35 | 102 |
| Cash and cash equivalents | 9 | 239 | 172 |
| Total current assets | | 274 | 274 |
| Total assets | | 874 | 857 |
| Current liabilities | | | |
| Trade and other payables | 10 | 801 | 703 |
| Provision for Legal Fees | 11 | 100 | - |
| Total current liabilities | | 901 | 703 |
| Total assets less total liabilities | | (27) | 154 |
| Taxpayers' equity and other reserves | | | |
| General reserve | | (159) | 91 |
| Revaluation reserve | | 132 | 63 |
| | | (27) | 154 |

The financial statements on pages 93 to 108 were approved by the Board on 22 June 2023 and were signed on its behalf by;



(Derek Martin, Chairman)
Date: 30 June 2023



(Robert Kidd, Chief Executive)
Date: 30 June 2023

The notes on pages 97 to 108 form part of these accounts.

Statement of Cash Flows

for the year ended 31st March 2023

| | Notes | 2022-23 £'000 | 2021-22 £'000 |
|--|-------|------------------|------------------|
| Cash flows from operating activities | | | |
| Net operating expenditure | | (8,047) | (7,297) |
| Adjustment for depreciation charge on non-current assets | 3 | 5 | 6 |
| Adjustment for amortisation charge on intangibles | 3 | 86 | 74 |
| Adjustment for notional costs | 3 | 372 | 354 |
| Decrease/(Increase) in trade and other receivables | 8 | 67 | (81) |
| Increase/(Decrease) in trade and other payables | 10 | 98 | (64) |
| Less movements in payables relating to items not passing through the Net Expenditure account | | (1) | - |
| Increase in Provisions | 11 | 100 | - |
| Net cash outflow from operating activities | | (7,320) | (7,008) |
| Cash flows from investing activities | | | |
| Purchase of property, plant and equipment | 5 | (38) | - |
| Purchase of intangible assets | 6 | - | - |
| Net cash outflow from investing activities | | (38) | - |
| Cash flows from financing activities | | | |
| Grants from sponsoring department | | | |
| Capital Grant-in-Aid Financing | | 40 | - |
| Funding of Staff and Operating Expenditure* | | 6,637 | 6,126 |
| Funding of Programme Expenditure | | 748 | 796 |
| Net cash inflow from financial activities | | 7,425 | 6,922 |
| Net increase/(decrease) in cash and cash equivalents in the year | 9 | 67 | (86) |
| Cash and cash equivalents at the beginning of the year | 9 | 172 | 258 |
| Cash and cash equivalents at the end of the year | 9 | 239 | 172 |

* Staff and Operating Expenditure is paid by DfE on HSENI's behalf

The notes on pages 97 to 108 form part of these accounts.

Statement of Changes in Taxpayers' Equity

for the year ended 31st March 2023

| | General Reserve | Revaluation Reserve | Taxpayers' Equity |
|--|-----------------|---------------------|-------------------|
| | £'000 | £'000 | £'000 |
| Balance 31st March 2021 | 112 | 18 | 130 |
| Changes in taxpayers' equity 2021-22 | | | |
| Capital Grant-in-Aid Financing – DfE | - | - | - |
| Funding of Staff and Operating Expenditure – DfE | 6,126 | - | 6,126 |
| Funding of Programme Expenditure – DfE | 796 | - | 796 |
| Grants from Sponsoring department | 6,922 | - | 6,922 |
| Non-cash charges | 354 | - | 354 |
| Comprehensive net expenditure for the year | (7,238) | - | (7,238) |
| Auditor's remuneration | (14) | - | (14) |
| Net gain on revaluation of intangible assets | (45) | 45 | - |
| Total recognised income and expense | (6,943) | 45 | (6,898) |
| Balance at 31st March 2022 | 91 | 63 | 154 |
| Changes in taxpayers' equity 2022-23 | | | |
| Capital Grant-in-Aid Financing – DfE | 40 | - | 40 |
| Funding of Staff and Operating Expenditure – DfE | 6,637 | - | 6,637 |
| Funding of Programme Expenditure – DfE | 748 | - | 748 |
| Grants from Sponsoring department | 7,425 | - | 7,425 |
| Non-cash charges | 372 | - | 372 |
| Comprehensive net expenditure for the year | (7,963) | - | (7,963) |
| Auditor's remuneration | (15) | - | (15) |
| Net gain on revaluation of intangible assets | (69) | 69 | - |
| Total recognised income and expense | (7,675) | 69 | (7,606) |
| Balance at 31st March 2023 | (159) | 132 | (27) |

The notes on pages 97 to 108 form part of these accounts.

Notes to the Executive's Accounts

1. Accounting Policies

Statement of Accounting Policies

These financial statements have been prepared in accordance with the 2022-23 Government Financial Reporting Manual (FRoM) issued by the Department of Finance (DoF). The accounting policies contained in the FRoM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FRoM permits a choice of accounting policy, the accounting policy which is judged to be most appropriate to the particular circumstances of the Health and Safety Executive for Northern Ireland (HSENI) for the purpose of giving a true and fair view has been selected. The particular policies adopted by HSENI are described below. They have been applied consistently in dealing with items that are considered material to the accounts.

Significant accounting judgments and estimates

In preparing its Financial Statements, The Health and Safety Executive for Northern Ireland applies suitable accounting policies consistently and makes judgements, estimates and assumptions that are reasonable and prudent. These judgements, estimates and assumptions are informed by IFRS, as adapted or interpreted for the public sector in the FRoM, as well as by past experience. Management regularly review estimates to take account of any changes in the circumstances on which they are based or as a result of new information. The choice of specific accounting policy, accounting estimate or assumption to be followed could materially affect the reported results or net asset position of the organisation, should it later be determined that a different choice would be more appropriate. The significant judgements and estimates made here relate to accrued expenses and amortisation or depreciation of non-current assets.

Statutory Information

The Health and Safety Executive for Northern Ireland is a non-departmental public body. The principal place of business is 83 Ladas Drive Belfast BT6 9FR. A description of the entity's operations can be found in the Performance Overview section of the Performance Report.

1.1. Accounting Convention

These accounts have been prepared under the historical cost convention modified to account for the revaluation of intangible assets.

1.2. Property, Plant and Equipment

The assets of the Health and Safety Executive for Northern Ireland are carried at fair value. Depreciated historical cost is used as a proxy for fair value for all of the organisation's tangible assets given their low values and short useful lives. The minimum level of capitalisation of property, plant and equipment is £1,000.

1.3. Presentational currency and rounding

The financial statements are presented in British pound sterling (£) and all numbers are rounded to the nearest thousand pounds (£'000).

1.4. Depreciation

Depreciation is provided at rates calculated to write off the cost or valuation less estimated residual value of each asset over its expected useful life, as follows:

Transport equipment - 25% straight line

Furniture & fittings - 25% straight line.

1.5. Intangible Assets

Computer Software

A replacement CMS system was brought into operation at the beginning of the 2019-20 financial year. The useful economic life of this new system has been estimated at 10 years from April 2019.

HSENI acquired a license for accounting software, Microsoft Dynamics NAV in 2009-10. The useful economic life of the asset was estimated at 4 years to March 2014. An upgrade was brought into use in 2020-21 and the old system decommissioned. The useful economic life of the new system has been estimated at 6 years from November 2020.

These assets are recorded at fair value, as calculated using the Depreciated Replacement Cost method (DRC). Amortisation is calculated on a straight-line basis. Intangible assets are reviewed annually for impairment and are carried at fair value.

1.6. Operating Income

Operating income represents fees charged to businesses, licences, recharge of gas safety costs, recovery of accident investigation costs and sponsorship. Income is recognised in the period in which the service is provided.

Fees and Charges

HSENI obtains income from the following services in parity with Great Britain (GB):

COMAH income is obtained on a full cost recovery basis.

All these relate to services costing less than £1,000,000.

This information is provided for Fees and Charges purposes, not for IFRS 8 purposes.

1.7. Financial Instruments

Cash and cash equivalents

Cash and cash equivalents comprise cash at bank and in hand.

Trade and other receivables

Trade receivables do not carry any interest and are recognised and carried at the lower of their original invoiced value and recoverable amount. A bad debt provision is made when there is objective evidence that the recoverable amount is less than the original invoiced value. Balances are written off when the probability of recovery is assessed as being remote.

Trade and other payables

Trade payables are not interest bearing and are stated at their nominal value.

1.8. Grant-in-Aid

Grant-in-Aid financing is credited to the general reserve in the year that it is received. In the case of expenditure paid directly to third parties by DfE, the associated Grant-in-Aid funding credit to general reserve will match those third party payments and will not include funding credit for any year end accruals.

HSENI is funded in two distinct ways, both of which are considered to be Programme expenditure within the NI Block grant and are treated as Grant-in-Aid as defined above.

Budget for Staff and Operating Expenditure within HSENI is retained by DfE on behalf of HSENI and used to administer this type of expenditure through HSENI's existence as a separate cost centre within DfE's finance system. Payments are approved by HSENI budget holders but the payment is made from DfE's bank account. HSENI is accountable for the level and propriety of spend but does not physically receive the cash funding.

Budget for Programme Expenditure, being HSENI spend on health & safety programmes, campaigns and events, is obtained from DfE as a cash drawdown and is administered from within HSENI on the organisation's own finance system.

1.9. Going Concern

All liabilities of HSENI are met by future grant-in-aid, received from and annually approved by DfE for Staff and Operating Expenditure and Programme Expenditure.

The going concern basis of accounting for HSENI is adopted in consideration of the requirements set out in the Government Reporting Manual, which require entities to adopt the going concern basis of accounting in the preparation of the financial statements where it is anticipated that the services which they provide will continue into the future.

At 31st March 23 The Statement of Financial Position shows net liabilities of £27k caused by a delay in final budget allocation for 22/23 of £281k. Delayed funding was received in full on 4th April 23. The going concern basis for account preparation is still deemed appropriate.

1.10. Value Added Tax

HSENI does not charge output VAT on income and is ineligible to reclaim input VAT on programme expenditure. Therefore all programme expenditure is inclusive of VAT.

Staff and Operating expenditure is exclusive of VAT as it is administered by DfE on HSENI's behalf.

1.11. Pensions

Present and past employees are covered by the provisions of the NICS pension arrangements which are unfunded multi-employer defined benefit schemes. HSENI is unable to identify its share of the underlying assets and liabilities. HSENI recognises the expected cost of providing pensions on a systematic and rational basis over the period during which it benefits from employees' services by payment to the NICS pension arrangements of amounts calculated on an accruals basis.

The rate for the employer's contribution is set by the Government Actuary and for 2022-23 was dependent on salary range. All contributions are charged to the Statement of Comprehensive Net Expenditure as incurred.

1.12. Operating Segments

The Chief Operating Decision Maker considers HSENI as one operating unit in making decisions. Management information is generated on a holistic basis for the organisation.

1.13. Reserves

The General Reserve serves as the chief operating fund. The General Reserve is used to account for all financial resources except those required to be accounted for in another fund.

The Revaluation Reserve records the unrealised gain or loss on the revaluation of intangible assets.

1.14. Impending application of newly issued accounting standards not yet effective

Management has reviewed new accounting standards that have been issued but are not yet effective, nor adopted early, for these accounts. Management consider that these are unlikely to have any significant impact on the accounts in the period of initial application.

2. Staff costs and numbers

2 (a) Staff costs comprise:

| | | | 2022-23 | 2021-22 |
|-----------------------|----------------------------|--------|---------|---------|
| | Permanently employed staff | Others | Total | Total |
| | £'000 | £'000 | £'000 | £'000 |
| Wages and salaries | 4,452 | 15 | 4,467 | 3,997 |
| Social security costs | 465 | - | 465 | 417 |
| Other pension costs | 1,298 | - | 1,298 | 1,213 |
| | 6,215 | 15 | 6,230 | 5,627 |

2 (b) Pension arrangements:

The Northern Ireland Civil Service main pension schemes are unfunded multi-employer defined benefit schemes but HSENI is unable to identify its share of the underlying assets and liabilities.

The Public Service Pensions Act (NI) 2014 provides the legal framework for regular actuarial valuations of the public service pension schemes to measure the costs of the benefits being provided. These valuations inform the future contribution rates to be paid into the schemes by employers every four years following the scheme valuation. The Act also provides for the establishment of an employer cost cap mechanism to ensure that the costs of the pension schemes remain sustainable in future.

The Government Actuary's Department (GAD) is responsible for carrying out scheme valuations. The Actuary reviews employer contributions every four years following the scheme valuation. The 2016 scheme valuation was completed by GAD in March 2019. The outcome of this valuation was used to set the level of contributions for employers from 1 April 2019 to 31 March 2023.

The 2016 Scheme Valuation requires adjustment as a result of the 'McCloud remedy'. The Department of Finance also commissioned a consultation in relation to the Cost Cap element of Scheme Valuations which closed on 25 June 2021. The Cost Cap Mechanism (CCM) is a measure of scheme costs and determines whether member costs or scheme benefits require adjustment to maintain costs within a set corridor. By taking into account the increased value of public service pensions, as a result of the 'McCloud remedy', scheme cost control valuation outcomes will show greater costs than otherwise would have been expected. Following completion of the consultation process the 2016 Valuation has been completed and the final cost cap determined. Further information can be found on the Department of Finance website <https://www.finance-ni.gov.uk/articles/northern-ireland-civil-service-pension-scheme-valuations>.

A case for approval of a Legislative Consent Motion (LCM) was laid in the Assembly to extend the Public Service Pensions and Judicial Offices Bill (PSP&JO) to Northern Ireland. Under the LCM agreed by the NI Assembly on 1 November 2021 provisions are included in the Act for devolved schemes in NI. A second LCM was laid in the Assembly to implement the CCM changes in the Westminster Bill for devolved schemes. The second LCM, as agreed by the Assembly on 31 January 2022, ensured the reformed only scheme design and the economic check will now be applied to the 2020 scheme valuations for the devolved public sector pension schemes, including the NICS pension scheme. The PSP&JO Act received Royal Assent on 10 March 2022. The UK Act legislates how the government will remove the discrimination identified in the McCloud judgment. The Act also includes provisions that employees will not experience any detriment if the adjusted valuation costs breach the set cost cap ceiling but any breaches of the cost cap floor (positive employee impacts) in the completed valuations will be honoured.

For 2022-23, employers' contributions of £1,763,525 were payable to the NICS pension arrangements (2021-22: £1,213,062) at one of three rates in the range 28.7% to 34.2% of pensionable pay, based on salary bands.

Employees can opt to open a partnership pension account, a stakeholder pension with an employer contribution. Employers' contributions of £NIL (2021-22: £NIL) were paid to one or more of the panel of two appointed stakeholder pension providers. Employer contributions are age-related and range from 8% to 14.75% (2021-22, 8% to 14.75%) of pensionable pay.

The partnership pension account offers the member the opportunity of having a 'free' pension. The employer will pay the age-related contribution and if the member does contribute, the employer will pay an additional amount to match member contributions up to 3% of pensionable earnings.

Employer contributions of £NIL, 0.5% (2021-22 £NIL, 0.5%) of pensionable pay, were payable to the NICS Pension schemes to cover the cost of the future provision of lump sum benefits on death in service and ill health retirement of these employees. Contributions due to the partnership pension providers at the reporting period date were £NIL. Contributions prepaid at that date were £NIL.

No exit packages were paid during the year (2021-22 NIL). No persons (2021-22: NIL persons) retired early on ill-health grounds; the total additional accrued pension liabilities in the year amounted to £Nil (2021-22: £NIL).

2 (c) Average number of persons employed:

The average number of whole-time equivalent persons, including senior management, employed during the year was as follows:

| | | | 2022-23 | 2021-22 |
|-------------------|-----------------|--------|---------|---------|
| | Permanent staff | Others | Total | Total |
| Directly employed | 111 | - | 111 | 100 |
| Other | - | 1 | 1 | 1 |
| Total | 111 | 1 | 112 | 101 |

3. Other Expenditure

| | Notes | 2022-23 £'000 | 2021-22 £'000 |
|--|-------|------------------|------------------|
| Advertising and publicity | | 481 | 591 |
| Motor and travel expenses | | 100 | 69 |
| Staff training | | 180 | 130 |
| Inspection and enforcement | | 131 | 135 |
| Provision for Legal Fees | | 100 | - |
| IT costs | | 74 | 112 |
| Other Staff Related Costs | | 92 | 91 |
| Telephone | | 61 | 53 |
| Scientific services | | 30 | 32 |
| Printing, postage and stationery | | 15 | 23 |
| Contract cleaning | | 19 | 15 |
| Premises costs | | 15 | 6 |
| Staff equipment | | 12 | 9 |
| Heat and light | | 30 | 20 |
| Internal audit and accountancy | | 18 | 17 |
| Auditor's remuneration | | 15 | 14 |
| Legal and professional fees | | 12 | 8 |
| Staff development | | 21 | 9 |
| Recruitment costs | | - | 14 |
| Catering and hospitality | | 4 | 1 |
| Car parking | | 2 | - |
| Office maintenance | | 4 | 2 |
| Non-cash items | | | |
| Depreciation | 5 | 5 | 6 |
| Amortisation | 6 | 86 | 74 |
| Notional accommodation charge | | 338 | 307 |
| Notional Departmental Solicitors Office charge | | 30 | 43 |
| Notional welfare charge | | 4 | 4 |
| | | 1,879 | 1,785 |

4. Income from activities

| | 2022-23 £'000 | 2021-22 £'000 |
|----------------------|------------------|------------------|
| Gas Safety Recharges | 0 | 46 |
| Asbestos Licences | 22 | 29 |
| Inspection Fees | 9 | 12 |
| Other income | 31 | 28 |
| | 62 | 115 |

Other income relates to recovery of accident investigation costs, share of income from Driver Vehicle Standards Agency (DVSA) in relation to the Carriage of Dangerous Goods (CDG) Act and sponsorship.

5. Property, plant and equipment

| 2022-23 | Transport equipment £'000 | Furniture & fittings £'000 | Total £'000 |
|--|---------------------------------|----------------------------------|----------------|
| Cost or valuation | | | |
| At 1 April 2022 | 24 | 268 | 292 |
| Additions | - | 39 | 39 |
| Disposals | - | - | - |
| At 31 March 2023 | 24 | 307 | 331 |
| Accumulated Depreciation | | | |
| At 1 April 2022 | 24 | 258 | 282 |
| Charged in year | - | 5 | 5 |
| Disposals | - | - | - |
| At 31 March 2023 | 24 | 263 | 287 |
| Carrying value at 31 March 2023 | - | 44 | 44 |
| Carrying value at 31 March 2022 | - | 10 | 10 |
| Asset financing: | | | |
| Owned | - | 44 | 44 |
| Carrying value at 31 March 2023 | - | 44 | 44 |

Given that the assets of the Health and Safety Executive for Northern Ireland have short useful lives and are of low values, depreciated historical cost has been used as a proxy for fair value. HSENI owns all its assets.

| 2021-22 | Transport equipment £'000 | Furniture & fittings £'000 | Total £'000 |
|--|------------------------------|-------------------------------|----------------|
| Cost or valuation | | | |
| At 1 April 2021 | 24 | 268 | 292 |
| Additions | - | - | - |
| Disposals | - | - | - |
| At 31 March 2022 | 24 | 268 | 292 |
| Accumulated Depreciation | | | |
| At 1 April 2021 | 24 | 252 | 276 |
| Charged in year | - | 6 | 6 |
| Disposals | - | - | - |
| At 31 March 2022 | 24 | 258 | 282 |
| Carrying value at 31 March 2022 | - | 10 | 10 |
| Carrying value at 31 March 2021 | - | 16 | 16 |
| Asset financing: | | | |
| Owned | - | 10 | 10 |
| Carrying value at 31 March 2022 | - | 10 | 10 |

6. Intangible assets

Information Technology

| 2022-23 | Total £'000 |
|--|----------------|
| Valuation | |
| At 1 April 2022 | 816 |
| Additions | - |
| Disposals | - |
| Revaluations | 110 |
| At 31 March 2023 | 926 |
| Accumulated Amortisation | |
| At 1 April 2022 | 243 |
| Charged in year | 86 |
| Disposals | - |
| Revaluations | 41 |
| At 31 March 2023 | 370 |
| Carrying value at 31 March 2023 | 556 |
| Carrying value at 31 March 2022 | 573 |

| | |
|--|------------|
| Asset financing: | |
| Owned | 557 |
| Carrying value at 31st March 2023 | 557 |

| 2021-22 | Total £'000 |
|-------------------------|----------------|
| Valuation | |
| At 1 April 2021 | 749 |
| Additions | - |
| Disposals | - |
| Revaluations | 67 |
| At 31 March 2022 | 816 |

| | |
|---------------------------------|------------|
| Accumulated Amortisation | |
| At 1 April 2021 | 147 |
| Charged in year | 74 |
| Disposals | - |
| Revaluations | 22 |
| At 31 March 2022 | 243 |

| | |
|--|------------|
| Carrying value at 31 March 2022 | 573 |
| Carrying value at 31 March 2021 | 602 |

| | |
|--|------------|
| Asset financing: | |
| Owned | 573 |
| Carrying value at 31st March 2022 | 573 |

Intangible assets comprise a Case Management System (CMS) to store relevant data on Health & Safety investigations and the accounting software, Microsoft Dynamics NAV, which is used to administer HSENI's programme expenditure.

HSENI values its intangible assets at 31st March using the Depreciated Replacement Cost method. It is estimated by restating the value annually by reference to indices compiled by the Office of National Statistics.

The Revaluation reserve balance relates to the revaluation of intangible assets. At 31 March 2023, the balance on the revaluation reserve amounted to £132k (2021-22: £63k).

7. Financial Instruments

As the cash requirements of the Health and Safety Executive for Northern Ireland (HSENI) are met through Grant-in-Aid provided by the Department for the Economy, financial instruments play a more limited role in creating and managing risk than would apply to a non-public sector body. The majority of financial instruments relate to contracts to buy non-financial items in line with HSENI's expected purchase and usage requirements and HSENI is therefore exposed to little credit, liquidity or market risk.

8. Trade receivables and other current assets

| | 2022-23 £'000 | 2021-22 £'000 |
|---|------------------|------------------|
| Amounts falling due within one year: | | |
| Trade receivables | 5 | 52 |
| Prepayments | 28 | 34 |
| Accrued income | 2 | 16 |
| Total | 35 | 102 |

9. Cash and cash equivalents

| | 2022-23 £'000 | 2021-22 £'000 |
|---|------------------|------------------|
| Balance at 1 April | 172 | 258 |
| Net change in cash and cash equivalent balances | 67 | (86) |
| Balance at 31 March | 239 | 172 |

The following balances at 31 March were held at:

| | 2022-23 £'000 | 2021-22 £'000 |
|-----------------------------------|------------------|------------------|
| Commercial banks and cash in hand | 239 | 172 |
| Balance at 31 March | 239 | 172 |

10. Trade payables and other current liabilities

| | 2022-23 £'000 | 2021-22 £'000 |
|--|------------------|------------------|
| Amounts falling due within one year | | |
| Trade and other payables | 70 | 30 |
| Accruals | 731 | 673 |
| Total | 801 | 703 |

11. Provisions for liabilities and charges

HSENI has recognised a provision in the financial statements to account for the obligation arising from a judicial review. The judicial review case was concluded on 16th March 2023, and the payment is expected to be due in the upcoming financial year.

A provision of £100k has been included in the financial statements in relation to this issue.

Due to the inherent uncertainties involved in legal proceedings, the actual liability may differ from the estimated provision. The assumption of cost has been provided by The Departmental of Solicitors Office (DSO). The assumption of timing of settlement of liability is based on the judicial review case being concluded on 16th March 2023.

| | 2022-23 Legal Fees £'000 |
|---|-----------------------------|
| Amounts falling due within one year: | |
| Opening balance | - |
| Provided in the year | 100 |
| Closing balance | 100 |

12. Commitments under leases

HSENI does not hold any leases.

Department of Finance own the property at 83 Ladas Drive and Properties Division are tasked with managing the site.

13. Capital and other Commitments

13.1 Capital commitments

HSENI had no other contracted capital commitments at 31 March not otherwise included in these financial statements. (2021/22: NIL)

13.2 Other financial commitments

HSENI has entered into non-cancellable contracts (which are not leases or PFI contracts or other service concession arrangements), for Case Management System (CMS) IT support and maintenance costs. The total payments to which the NDPB is committed are as follows:

| | 2022-23 £'000 | 2021-22 £'000 |
|---|------------------|------------------|
| Not later than one year | 50 | 50 |
| Later than one year and not later than five years | 202 | 202 |
| Later than five years | 51 | 101 |
| Total | 303 | 353 |

14. Related Party Transactions

The Health and Safety Executive for Northern Ireland (HSENI) is a Non-Departmental Public Body (NDPB) sponsored by the Department for the Economy (DfE). The Department for the Economy is regarded as a related party. During the year, the HSENI has had various material transactions with DfE. HSENI had one outstanding creditor balance of £31k at the reporting date. This balance relates to a capital purchase, which had to be purchased via a NICS contract and for which Account NI needed to be used. HSENI made the capital purchase using a HSENI cost centre for administration on DfE's Account NI system and then re-charged it to the capital account code.

In addition, HSENI had various transactions with other government departments and their agencies, and other central government bodies. Most of these transactions have been with Department of Finance (DoF) and Health and Safety Executive GB (HSE). There were no material outstanding balances with these bodies, local authorities, HSS Trusts, public corporations or trading funds.

No board member, key manager or other related party has undertaken any material transaction with the Health and Safety Executive for Northern Ireland during the year.

15. Events after the reporting period

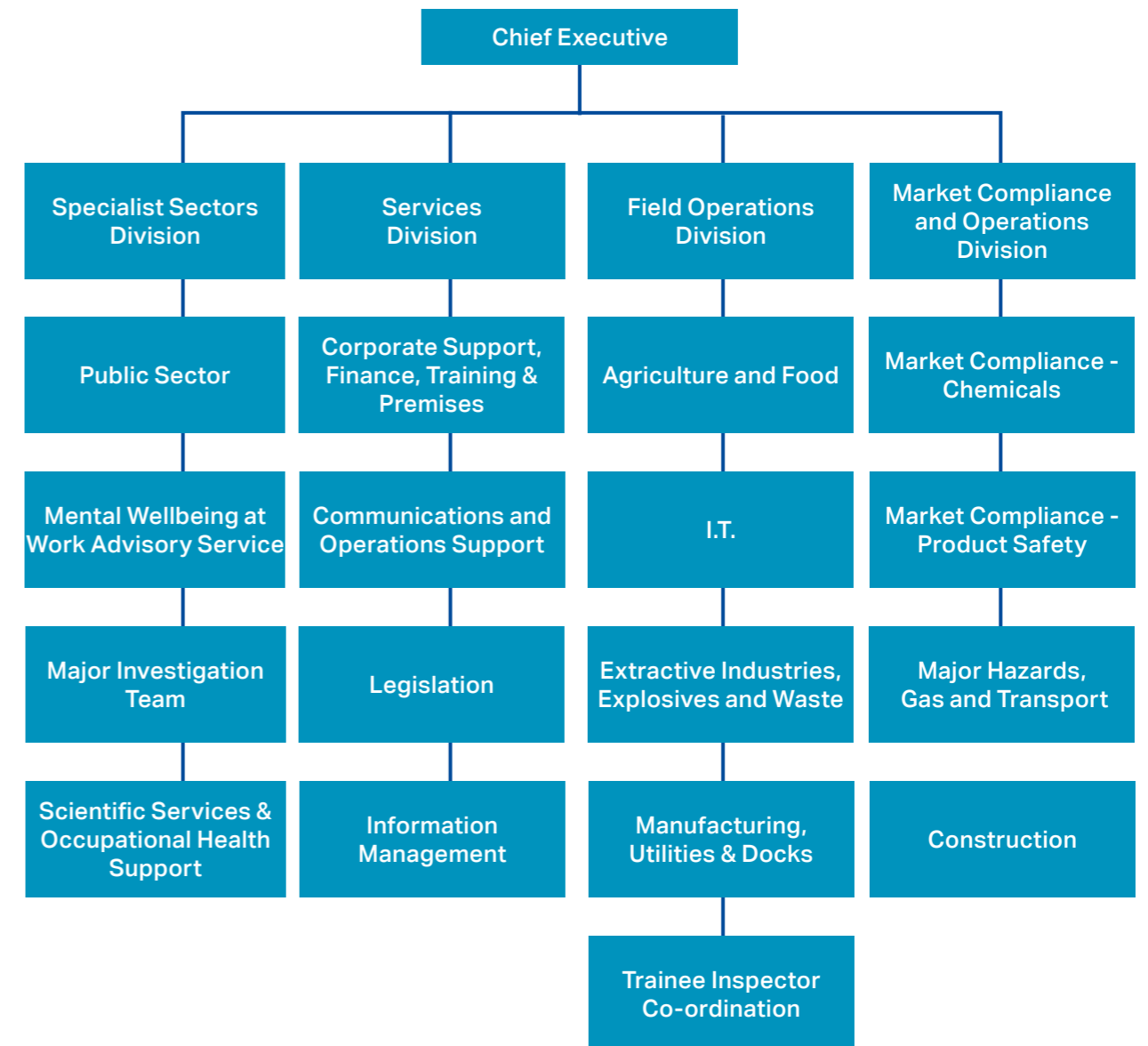
There were no events after the reporting period which would require adjustment to the financial statements.

Date of authorisation for issue

The Accounting Officer authorised the issue of these financial statements on 30 June 2023.

Appendix 1

HSENI Organisation Structure 2022-23



Appendix 2

Fatal Accidents 2022-23

(Total = 8; HSENI enforcement responsibility only)

These figures do not include fatalities where the investigation has not yet established details to make a decision on their inclusion.

Construction

| Occupation/Age | Employment Category | Description | Date |
|--------------------------|---------------------|------------------|------------|
| Resident in premises, 52 | N/A | Fell down stairs | 11.12.2022 |

Agri-Food

| Occupation/Age | Employment Category | Description | Date |
|------------------|---------------------|-------------------|------------|
| Farmer, 82 | Self employed | Animal | 26.06.2022 |
| Lorry driver, 44 | Employed | Overtaken vehicle | 09.07.2022 |
| Farmer, 44 | Self employed | Fall from height | 10.09.2022 |

Manufacturing

| Occupation/Age | Employment Category | Description | Date |
|----------------|---------------------|--------------------------------------|------------|
| Operative, 65 | Employed | Struck by object / Lifting operation | 16.05.2022 |

Health

| Occupation/Age | Employment Category | Description | Date |
|----------------|---------------------|---------------------------|------------|
| Patient, 87 | N/A | Patient handling incident | 26.06.2022 |

Peripatetic

| Occupation/Age | Employment Category | Description | Date |
|----------------|---------------------|-------------------|------------|
| Contractor, 68 | Self employed | Electrocution | 12.09.2022 |
| Driver, 62 | Employed | Struck by vehicle | 24.11.2022 |

Appendix 3: Prosecutions 2022-23

David Horner T/A EDH Plumbing and Ian Campbell T/A Ian Campbell Gas Services

On 12 April 2022, David Horner was fined £2,500 and Ian Campbell was fined £1,500 for a number of Health and Safety breaches in relation to gas safety.

David Horner had been conducting gas work despite being suspended as a gas engineer from the Gas Safe Register. It was found that between February 2017 and October 2017, David Horner completed multiple gas safety checks and a gas boiler installation at various residential properties within the Greater Belfast area. This was in spite of having been prohibited from carrying out such work following the service of a prohibition notice in June 2017 by an HSENI Inspector.

A total of 34 gas safe checks were sub-contracted to him by Ian Campbell, who had initially failed to check and ensure that David Horner was a registered Gas Safe engineer before any gas work commenced.

NK Holdings Ltd

On 21 June 2022, NK Holdings Ltd was fined £120,000 at Belfast Crown Court following the death of an employee at the factory site. The incident occurred on 23 September 2020 when a metal storage rack fell from the forks of a counterbalance fork-lift truck, resulting in fatal injuries to the employee.

Cullen Asbestos Ltd

On 29 June 2022, Cullen Asbestos Ltd was fined £15,000 for the unsafe removal of asbestos containing material at a commercial premises in East Belfast in April 2014. Extensive breakage of asbestos cement ceiling panels was evident within the work area. Poor working practices, which occurred during the removal process, resulted in an increased risk of worker exposure to asbestos fibres. Suitable control measures had not been put in place by Cullen Asbestos Limited to prevent unnecessary damage to the ceiling panels during the removal process.

Leslie Wright & Sons and Miskimmin Limited

On 7 July 2022 Leslie Wright & Sons was fined £90,000 and received a nine month custodial sentence, suspended for two years. Miskimmin Limited was fined £45,000 for Health and Safety breaches. The cases arose from the death of an employee on 28 May 2014 when the deceased, aged 43, fell five metres through the roof of the disused factory and tragically passed away from his injuries the following day.

M Care Limited

On 22 September 2022 M Care Limited was fined £20,000 for Health and Safety breaches following a choking incident that occurred on 21 November 2016 at Ringdufferin Nursing Home in Killyleagh, County Down which resulted in the death of an 89-year-old resident in the nursing home. The failure to effectively communicate dietary restrictions resulted in a tragic death which was avoidable.

Jerome McCaffrey

On 17 October 2022, Jerome McCaffrey was fined £2,500 for Health and Safety breaches following the death of a 57-year-old male on 27 November 2020. Jerome McCaffrey was overseeing the replacement of perspex roof lights at a farm building in Camlough, Newry when the deceased fell through the fragile roof structure and died at the incident scene from his injuries.

James (Gary) Wadsworth and Paul McMullan

On 18 October 2022 James (Gary) Wadsworth and Paul McMullan were each fined £1,000 for Health and Safety breaches following the death of a 58-year-old, self-employed contractor who fell from height during a re-roofing project in 2020. Three men were working on the replacement of a shed roof at a farm in Hillsborough on 1 September 2020. During the construction work, the contractor fell approximately 4.4 metres from an unguarded platform and tragically died at the scene.

Flintridge Resources Limited, the operator of Cavanacaw Mine in Omagh

On 18 November 2022 Flintridge Resources Limited was fined £120,000 for Health and Safety breaches following a fall of rocks from the roof of an underground roadway within the mine in July 2018 which exposed mine employees to risk. The unstable portion then migrated to the surface causing an inrush of water to enter and flood a portion of the mine, further exposing employees to the risk of drowning.

James Callaghan

On 13 December 2022 James Callaghan was fined £1,000 following the death of a self-employed roofing contractor on site, who fell from height during the re-roofing of an outbuilding on a County Fermanagh farm.

BC Plumbing and Heating Limited

On 17 January 2023 BC Plumbing and Heating Limited was fined £12,000 for a number of Health and Safety breaches arising from health and safety failings between 2016 to 2018 that led to dangerous gas installations in several new build domestic properties at sites in County Antrim and County Londonderry.

John Thompson and Sons Limited

On 19 January 2023 HSENI successfully led the prosecution following an investigation into an incident on 21 December 2019 that resulted in an agency worker sustaining life changing injuries. John Thompson and Sons Ltd was fined £40,000 in total for Health and Safety breaches.

Gordon Brown, owner of Gordon Brown Agricultural Engineering

C&V Loane Limited, and Jamie Loane, a director and employee of C&V Loane Limited

On 15 February 2023 HSENI led this prosecution following an investigation into a workplace fatality which took place in Enniskillen on 22 May 2018, resulting in the death of a 17-year-old part-time engineering student. Gordon Brown was fined £20,000, Jamie Loane Limited was fined £10,000 and C&V Loane Limited was fined £20,000. For Health and Safety breaches.

William Patton Agricultural Contractor Limited

On 22 March 2023 HSENI successfully led a prosecution following the death of an employee on 15th September 2021, who was operating a tractor and manure spreader on farmland at Islandmagee, County Antrim. The company was fined £1,000 for failing to ensure the safety of all employees by not maintaining the brakes of the manure spreader.



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