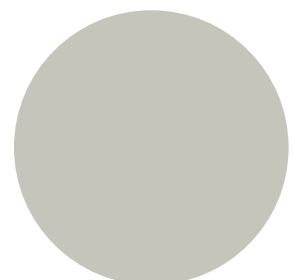
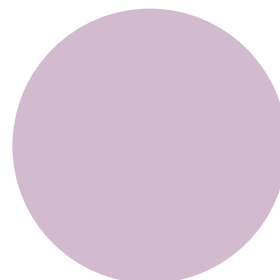
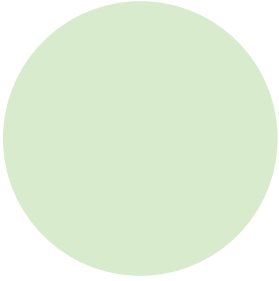
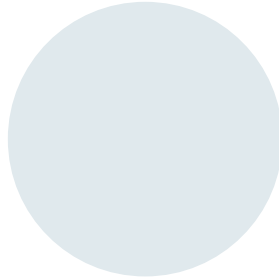
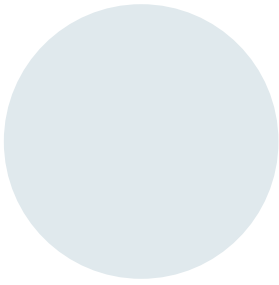


Programme of Work 2023



Our Vision:

Healthy, safe and
productive lives and
enterprises



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01

Foreword

This is the second year of implementation of our Strategy Statement 2022-2024 and the Strategy for Accreditation 2022-2026. The work programme presented here reflects the current trends and direction in workplaces and society and how the Authority will respond as it delivers on its vision of healthy, safe and productive lives and enterprises.

As a result of the establishment of a new division with a focus on Occupational Health, the Authority is now positioned to give even greater focus to occupational health hazards such as those arising from exposure to chemical and biological agents and from psychosocial and ergonomic risks. This focus will be visible in our inspection efforts across all sectors and in how we provide guidance and advice to employees and employers.

As an Authority, we are committed to collaboration, consultation and communication with all stakeholders. We believe that this model is also one that needs to be in place in all workplaces so that everyone contributes to the vision for healthy and safe lives and enterprises. In this regard, we will build on the work commenced in 2022 on driving awareness and uptake of the safety representative role. This role is of strategic importance to the Authority and, together with employees and employers, we will provide advice and supports to increase the numbers of safety representatives across all sectors and engage with them as we complete inspections. We will also explore options for influencing and enhancing engagement with several sectors including health and social care, which is a priority sector for us.

While we continue to emphasise the importance of prevention in our occupational safety and health programmes, we know that an inspection is not just about holding duty holders to account but also is important in preventing workplace fatalities, injuries and illness. That is why we are increasing our inspections numbers and focusing on particular work activities and workplaces through a range of proactive inspections and targeted campaigns.

In this, the second year of implementing the Strategy for Accreditation, we will be focusing on increasing engagement with current and future clients and building awareness of the role that accreditation can play in society and business. We will also continue to work with Government colleagues to drive uptake and use of accreditation in the provision of public services and in the development of national policies and legislation.

Our chemicals and market surveillance programmes will have a strong EU focus in the coming year as we participate in joint EU enforcement activities and contribute as a Competent Authority to developments in relation to the EU Chemicals Strategy for Sustainability Towards a Toxic Free Environment. Through this work, we will target products placed on the Irish market to ensure that they are compliant with chemicals and industrial products legislation and that consumers, professional and industrial users are safe when they use them too.

We will remain focused on building an Authority that works for all. We will continue to recruit and develop staff so that we can fully resource our new organisational structure. We will phase in our new core IT platform to support all our regulatory programmes. We will implement our new People, Data and Communication strategies. As these internal efforts are implemented, our stakeholders, colleagues and collaborators will see an Authority that is meeting their expectations and requirements not just in 2023 but in the future too.



Mark Cullen
Interim Chief Executive Officer



Vision, Mission, Mandate and Values

Vision

Healthy, safe and productive lives and enterprises.

Mission

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

Mandate

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



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

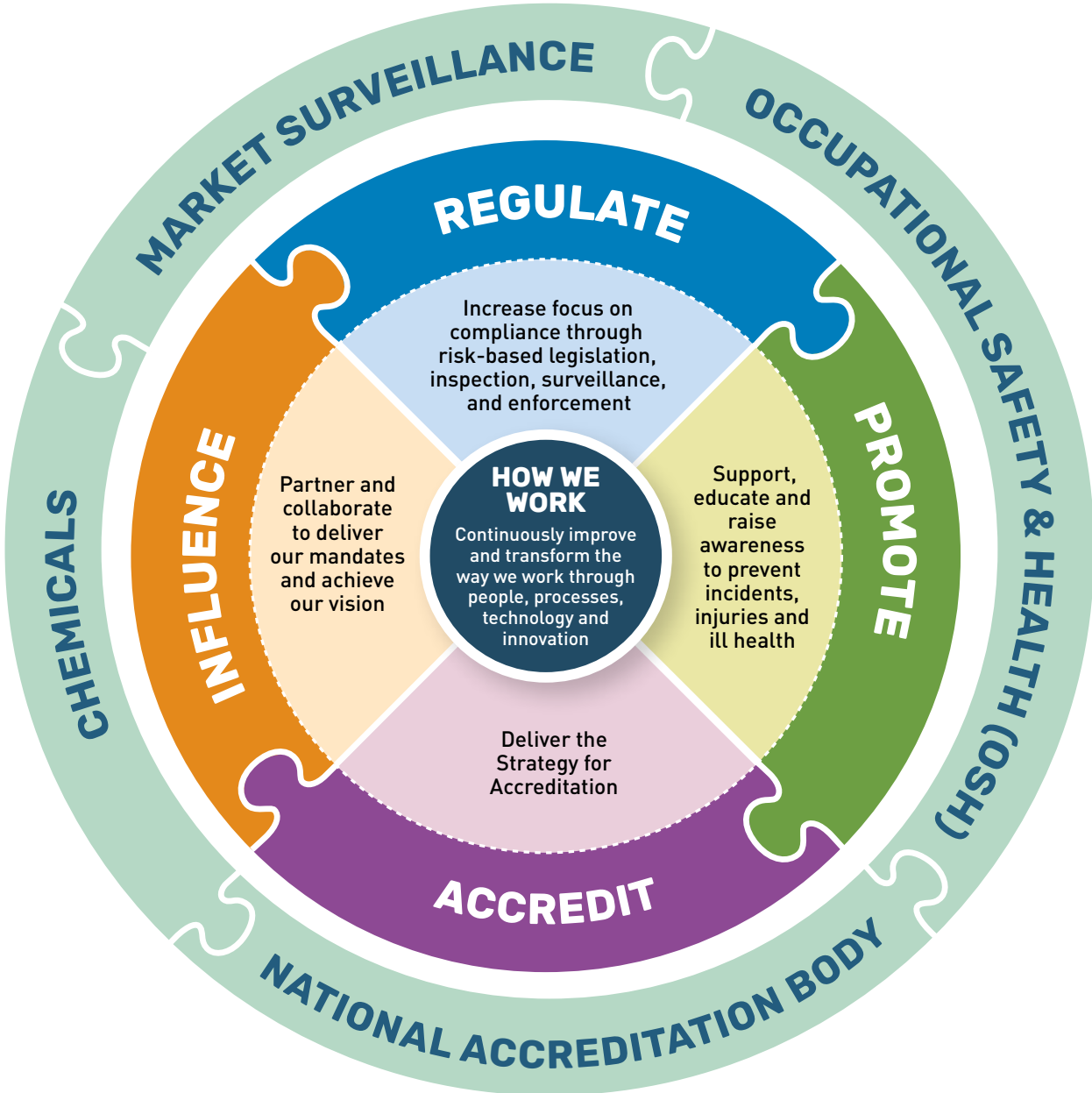
Values

Our **CORE** Values:

- **Collaboration**
We listen, consult and collaborate with employees, employers, stakeholders and partners.
- **Openness**
We embrace diverse perspectives while striving to be inclusive in all that we do. We encourage open and honest communication.
- **Responsiveness**
We adapt to changing circumstances and drive continuous improvement through innovation. We use data to inform what we do, and we evaluate and share learnings.
- **Ethics**
We uphold the highest professional, governance and ethical standards. We will earn trust by being accountable and delivering our services in a fair, independent and transparent manner.

03

Strategic Priorities



04

Delivering our Strategy

Programme of Work 2023

The Authority's Programme of Work 2023 is designed to deliver on our strategic priorities. Key programme areas under each strategic priority are set out below.

Regulate

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

Inspection and Investigation

We will increase the number of inspections we complete as part of our enforcement programmes across all our mandates - occupational safety and health (OSH), chemicals and market surveillance. We will carry out proactive and risk-based inspections across all sectors, with particular focus on high risk and priority sectors - agriculture, construction, transport and storage, health and social care, and chemical production and storage. We will develop new regulatory and compliance programmes for the utilities, waste and the manufacturing sectors. We will prioritise investigation activity to hold to account duty holders who expose their employees and others to unacceptable levels of risk arising from their non-compliance with the statutory requirements. All work-related fatalities will be investigated.

Competent and Designated National Authority Functions

We will fulfil the Authority's Competent Authority functions as set out in legislation in the following areas - REACH, COMAH, CLP, Detergents, Export-Import, Market Surveillance, Dangerous Substances, transport of dangerous goods by road, machinery, lifts, personal protective equipment, ATEX, pressure equipment, non-domestic gas appliances and transportable pressure equipment.

This will involve engagement with other Competent Authorities and the provision of technical advice, approvals and inspections. We will continue to provide the national Chemicals Helpdesk for REACH, CLP and other chemical legislation.

Market Surveillance

We will assess compliance with all relevant EU legislation within our mandate through proactive and reactive surveillance inspections of products imported, sold online and distributed in the Irish market. We will continue to support and advise businesses importing products as they work to meet EU regulatory requirements and product standards, in particular those importing from Great Britain. We will continue to raise awareness among consumers and workers of the importance of purchasing and using products safely.

Support the Minister and DETE

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

Promote

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

Enterprise and Employee Support

We will continue to provide supports and advice to employers and workers through our Contact Centre, website, publications and e-tools (farmsafely.com, hsalearning.ie, BeSMART.ie and WorkPositive.ie) to enable them to meet their OSH obligations. Our resources will take account of the specific needs of those at greatest risk, such as vulnerable and migrant workers and those in the gig economy, ensuring that guidance, advice and support to them and their representative bodies is clear and accessible. We will develop online awareness courses and risk assessments to provide clear and accessible information on workplace safety, health and welfare.

Future Workers and Work

We will support the Government's implementation of its remote working strategy and legislation by keeping guidance and advice on remote working arrangements up to date. We will develop a new interactive resource for primary schools to add to the existing resources available for primary and post primary students.

Influence

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

Stakeholder Engagement

In agriculture, we will work with the Farm Safety Partnership Advisory Committee to implement the third year of the Farm Safety Partnership Action Plan 2021-2024. In construction, we will build on the progress made to date in the Construction Safety Partnership Action Plan 2022-2024. We will look at options for collaborations or engagement with sectors such as health and social care. We will support events held to mark NISO's 60th anniversary.

EU Policy Input

We will ensure that the Authority makes an effective contribution to EU committees and working groups that are developing policies relating to OSH, chemicals, market surveillance and accreditation.

We will continue to seek opportunities to assume lead roles on specific committees and working groups in line with our national and strategic interests. In the chemicals area, we will continue to actively participate in European Commission and European Chemicals Agency (ECHA) committees and working groups on the implementation of the EU Chemicals Strategy for Sustainability and the revision of the REACH and CLP Regulations. We will continue to partner with the EU Member State group assessing the risks to consumers from exposure to chemical sensitizers. We will prepare and submit dossiers to harmonise the classification and labelling (CLH) of substances to ECHA. Our members on ECHA's committees will also undertake rapporteurships to develop scientific opinions.

Accredit

We will deliver the strategy for accreditation.

The programme in 2023 will implement and deliver on actions for year 2 of the strategy for accreditation. INAB will continue to focus on awarding new accreditations and monitoring conformance of the existing accreditations in the INAB programme. We will provide support and expert advice to clients, industry and Government on conformity assessment and accreditation, including the impact of Brexit.

New areas of accreditation will also be developed as necessary. We will be represented at key European and international committees on technical issues and the application of accreditation.

How We Work

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

Recruitment

We will continue our extensive programme of recruitment and development of new staff to support our revised organisational structure. We will develop and implement our People and Organisational Development strategy to align staff development, support and engagement with our strategic priorities. We will adapt our organisational model to address remote and flexible working. We will have due regard to the target that at least 6% of the Authority's staff should represent persons with disabilities, in line with the Government's Comprehensive Employment Strategy for Persons with Disabilities.

Systems and Data

We will continue developing our core ICT platform to achieve more efficient and effective work practices to support the delivery of our OSH, chemicals and market surveillance mandates. We will implement our data strategy to ensure the Authority is a data driven and evidence-based organisation. This strategy will address how we collate, report, analyse, share and evaluate information and data across the Authority and outside the organisation.

Meeting Wider Public Sector Requirements

We will meet requirements in other public sector strategies including the Public Sector Equality and Human Rights Duty (the Public Sector Duty) by public bodies as set out in Section 42 of the Irish Human Rights and Equality Commission Act 2014 as well as public sector climate targets and actions.



We will continue our extensive programme of recruitment and development of new staff to support our revised organisational structure

05

Occupational Safety and Health



We will:

- investigate all fatal accidents reported to the Authority,
- deliver 10,000 proactive inspections by way of specific campaigns and targeted inspections across all economic sectors,
- have a particular focus in our inspections of specific sectors, work activity and hazards as follows:
 - work activity involving renewable energy, leisure and entertainment, transport and logistics,
 - psychosocial risks including workplace bullying and stress,
 - vulnerable workers and workers in the gig economy,
 - violence and aggression,
 - exposure to biological agents,
 - exposure to industrial products and process generated substances that can cause cancer or mutations (carcinogenic and mutagenic chemicals) and silica dust,
 - manual handling and people handling activities,
 - cargo security, traffic management, machinery safety and engineering activities,
- prepare supports and advice in the following areas:
 - safe manufacture, design and erection of timber frame housing,
 - work-related road use,
 - slips, trips and falls in the accommodation and food sector,
 - management of OSH in waste facilities,
 - workplace fire safety,
 - specific risks and control measures for lone workers,
- promote the Authority's guidance on remote working and support further Government initiatives in this area,
- promote the role of the safety representative by engaging with employee and employer representatives. In all our inspections, we will actively engage, advise and communicate with the safety representative,

- promote all new guidance, supports, etools and legislation with a particular emphasis on the following:
 - legislation on all-terrain vehicles (ATVs) and quads, which comes into force in November 2023,
 - guidance for content moderators,
 - guidance on laboratories working with biological agents,
 - psychosocial and mental health resources and supports,
 - reporting of accidents, injuries and illness by all sectors, including asbestos and biological agent notifications,
- develop three new eLearning courses as well as an interactive safety course for primary schools,
- provide technical support to the Department of Enterprise, Trade and Employment on the following:
 - proposed revisions to Quarries Regulations and Construction Regulations,
 - transposition of the most recent Carcinogens Mutagens Directive into national legislation,
 - commence the update of the Code of Practice on Occupational Exposure Levels to reflect new exposure limit values,
- publish and promote a Code of Practice on Indoor Air Quality to support compliance with new Government legislation in this area,
- consider options for influencing and enhancing engagement with sectors including the health and social care sector,
- complete actions assigned to the Authority in the Road Safety Strategy 2021-2024, specifically in relation to the development of a joint intervention strategy between the Authority, the Road Safety Authority and An Garda Síochána. We will support the development of a data sharing protocol to facilitate the identification of work-related road collisions,
- participate in the EU Commission's Senior Labour Inspectorate Committee (SLIC) and its Working Parties to monitor the enforcement of EU legislation at national level. We will chair the SLIC MACHEx subgroup on Digitisation and Robotics and co-ordinate Ireland's involvement in the system for sharing enforcement-related information between Member States, and
- participate in the EU Commission's Advisory Committee on Safety and Health (ACSH) and contribute to the updates of the EU Workplaces Directive, the EU Display Screen Equipment Directive and proposals for the EU occupational exposure limits for lead.



06

Chemicals

Regulate

Promote

Influence

We will:

- deliver 920 inspections targeting high risk chemical activities, focusing on areas with a greater potential for exposure to chemicals including chemicals processing, transportation, manufacture and use in the workplace,
- prioritise the inspection of high-risk chemical use sites, including an assessment of the quantities and categories of hazardous substances stored at ports,
- complete appropriate follow-up of reported serious accidents, complaints and ECHA referrals,
- participate in EU expert groups for the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) and the Classification, Labelling and Packaging (CLP) Regulations,
- prepare five scientific opinions for ECHA Scientific Risk Assessment Committee and Socio-Economic Committees on uses of substances of high concern and proposals for restriction,
- prepare and submit harmonised classification and labelling (CLH) proposals for chemical substances to ECHA and bring our 2022 substance (piperonal) through the EU regulatory process,
- contribute to the development of a new EU-wide restriction proposal under REACH to address sensitisers in consumer mixtures,
- provide expertise to ECHA's Forum on Enforcement for developing and delivering EU-wide enforcement projects on the compliance of safety data sheets and classification of mixtures,
- host a national conference for stakeholders, addressing recent and emerging developments in chemicals regulation,
- develop land use planning, storage and transport advice for the energy production sector (e.g. hydrogen, biomethane),
- publish and promote recently developed chemicals guidance,
- update existing guidance on the appointment and duties of a Dangerous Goods Safety Advisor, and
- provide technical support to DETE to implement amendments to the annexes to the ADR agreement which are applicable from 1 January 2023.

07

Market Surveillance

Regulate

Promote

Influence

We will:

- assess 1,500 chemical products and 500 industrial products, intended for industrial and consumer use, for compliance with EU requirements,
- check relevant non-compliant products on the Irish market which have been notified to the European Rapid Alert System for dangerous non-food products (Safety Gate) or the Information and Communication System for Market Surveillance (ICSMS),
- inform other Member States (through the ICSMS and Safety Gate systems) of non-compliant products found on the Irish market that may also be traded on EU markets,
- check machinery sold at auction houses and machinery hire companies,
- provide regulatory support and advice to businesses manufacturing, importing or distributing chemical and industrial products including those from Great Britain,
- contribute to the EU Technical Harmonisation discussions on the new Machinery Regulations,
- participate in the EU-wide REACH Enforcement (REF) projects,
- promote and raise awareness on the safe use of chemicals and industrial products among consumers,
- advise and support those supplying chemical and industrial products on the market regarding their duties, and
- conduct the following EU and national campaigns focused on:
 - product assessments of circular saws and scissors lifts,
 - compliance of Safety Data Sheets for hazardous substances or mixtures,
 - restricted substances in glues, adhesives and room scents,
 - compliance of chandleries and marine suppliers with hazardous chemicals or articles supplied online,
 - the presence of asbestos in brake pads for two wheeled vehicles, and
 - the presence of dichloromethane and N Methyl Pyrrolidone in products.

08

Accreditation



We will:

- maintain the programme of accreditation for existing and applicant clients,
- process new applications for accreditation from new and existing clients,
- drive uptake of applications for new accreditation activity introduced (for example medical imaging, validation and verification and vehicle inspections),
- fulfil all representation at European and international accreditation committees,
- discharge all legislative responsibility as the Good Laboratory Practice monitoring authority,
- deliver on Year 2 of the Strategy for Accreditation and in particular:
 - conclude research and analysis to inform and influence national policy,
 - develop a suite of communications material to raise awareness on the benefits of accreditation and promote through publications and events,
 - continue engagement with Government and national stakeholders to influence the use of accreditation in provision of public services and development of national policies,
 - establish a forum for engagement with current clients, and
 - target sectors to drive demand for accreditation.



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

09

Operational Effectiveness

How We Work

We will:

- Further strengthen and build capability through targeted recruitment campaigns and continuous professional development opportunities,
- continue the development of a new ICT platform to optimise our core business processes, bringing benefits such as more efficient ways of working, end-to-end case management, better work planning, improved customer experiences, access to accurate, clean and complete data, and better insights,
- implement a pilot scheme for blended working to facilitate increased flexibility for our staff and to build a more agile and responsive organisation,
- develop an appropriate framework for the management of serious or crisis events,
- implement all actions set out for the first year of our Data Management Strategy 2023-2025, and
- define and implement an Information Security Improvement Programme as well as consolidate our business continuity and disaster recovery plans.



Continue the development of a new ICT platform to optimise our core business processes

10

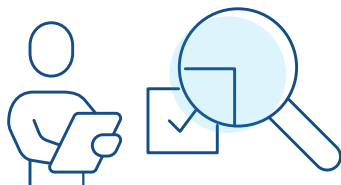
Measuring Performance

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

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

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

Key Performance Indicators	2023 Target
Proactive inspections (OSH)	10,000
Proactive inspections (Chemicals Act and Transport of Dangerous Goods by Road)	920
Reactive inspections	600
Market Surveillance assessments (Chemical Products)	1500
Market Surveillance assessments (Industrial Products)	500
New users of BeSMART	7000
Scientific opinions prepared for ECHA Committees	5
New proposals to harmonise the classification and labelling of substances	2
Accreditation decisions (new)	15
Accreditation decisions (renewed)	380



INSPECTIONS 2023:

11,520

Which includes:

10,000 proactive inspections (OSH),
600 reactive inspections, and
920 chemicals inspections

Our Vision: Healthy, safe and productive lives and enterprises



An tÚdarás Sláinte agus Sábháilteachta
Health and Safety Authority

Health and Safety Authority

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