

Annual Report

and Statement of Accounts
1 April 2011 – 31 March 2012

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CONTROLLING RISK TOGETHER

Health and Safety Executive for Northern Ireland



Health and Safety Executive for Northern Ireland

Annual Report and Statement of Accounts

For the year ended 31 March 2012

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 of Enterprise, Trade and Investment

6 July 2012

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This publication is also available for download from our website at www.hse-ni.gov.uk .

The Health and Safety Executive for Northern Ireland (HSENI)

Our Values

- We value people as our most important resource.
- We are committed to ensuring exemplary standards of health and safety for everyone.
- We are committed to equal opportunity, openness, respect for individual differences and a workplace free from harassment.
- We foster an environment that encourages personal development allowing everyone to reach his, or her, full potential.
- We believe in a team approach to work with everyone feeling involved, valued and supported.
- We value commitment, motivation, enthusiasm, innovation and creativity.
- We strive for professionalism, quality and excellence in all that we do.

Vision

“A place where the sensible control of work-related risk is the norm and work-related deaths, injuries and ill health are the exception.”

Mission

“To significantly reduce the number of work-related fatalities, injuries and cases of ill health in Northern Ireland.”

Key Objectives:

- To provide the highest standards of service delivery at the regional level.
- To promote key workplace health and safety messages and themes to targeted sectors and groups.
- To communicate appropriate, timely and practical workplace health and safety information and advice.
- To improve compliance with health and safety standards through inspection and investigation activities.
- To ensure that an effective and up-to-date health and safety at work regulatory framework is maintained.





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Foreword

We are pleased to present HSENI's thirteenth Annual Report and Statement of Accounts.

From a health and safety regulator's point of view, the year under review has been a harbinger of change with the outworking of both Lord Young's Review and that of Professor Löfstedt with its focus on health and safety regulation.

Notwithstanding these developments, HSENI has in the first year of the Assembly's Programme for Government firmly aligned with the programme's priority of "Growing a Sustainable Economy and Investing in the Future" through the building block of Northern Ireland's shared Health and Safety at Work Strategy.

Again, encouragement can be taken by the continuing downward trend of reportable non-fatal work-related injuries with a fall of 7% on last year and down 18% since 2007/08.

Regrettably, and in sharp contrast, are the increasing numbers of work-related fatalities up from 14 in 2010/11 to 18 in 2011/12. Again, the farming sector dominates the statistics with the majority of deaths involving older farmers.

This state of affairs led HSENI to approach both the Ulster Farmers' Union and the Department of Agriculture and Rural Development and ask them to join a Farm Safety Partnership to pool resources in a shared effort to eliminate work-related farm deaths.

On the campaigning front, HSENI delivered a major safe maintenance campaign "Saves Time, Saves Money, Saves Lives" aimed at raising awareness of the too often fatal consequences of poorly planned maintenance work. HSENI also continued to promote awareness of the risks of carbon monoxide poisoning through the "Watch Out Carbon Monoxide Kills" campaign.

Additionally, HSENI staff provided front line services and support covering a wide range of activities including:

- Mentoring nearly 400 small businesses;
- Inducting Du Pont UK Industrial Limited onto the Recognising Excellence Programme;
- Developing a campaign aimed at protecting young children who visit open farms from E Coli infection;
- Expanding the BuildHealth construction industry HSENI partnership;
- Launching a Construction Support Pack for SMEs; and
- Undertaking 6,637 inspections and distributing 155,000 free publications both in hard copy and as downloads.

HSENI has also devoted considerable resources to the investigation of serious incidents. The majority of these led to a file being referred to the Public Prosecution Service for Northern Ireland for a decision on prosecution. Subsequently, in the past year, 29 court cases have been concluded





resulting in fines totalling £486,500. Indeed, HSENI's prosecution record is commendable with a 97% conviction rate over the five years since 2007. These convictions resulted in fines and compensation orders totalling £1.97 million.

HSENI has always prided itself in creating a working environment that encourages everyone to reach their full potential and thereby help in the delivery of the right services to the right people at the right time.

Therefore it was pleasing to see HSENI again perform well in the NICS Staff Attitude Survey. The results of the survey gave HSENI an employee engagement index of 72%, which

compares very favourably with the NICS overall average of 48%.

This high level of engagement in HSENI has enabled goals to be achieved and targets met.

During the year, HSENI also retained its Investors in People accreditation.

In conclusion, we can look back on a year that has seen HSENI continue to steer the course it set itself and which was outlined in its Corporate Plan for the period 2011 to 2015. A course that has been strongly supported by its Board and by its highly professional and dedicated staff whose efforts are greatly appreciated.

Jim Keyes
Chief Executive

George Lucas
Chairman

Corporate Governance Report

Introduction

This Corporate Governance report has been prepared in accordance with HM Treasury guidance.

Risk management continues to be explicitly linked to the corporate and operating planning process and, in addition, is linked to the planning process for annual programmes of internal audit work.

The Health and Safety Executive for Northern Ireland (HSENI) is an executive Non-Departmental Public Body (NDPB), sponsored by the Department of Enterprise, Trade and Investment, established on 1 April 1999 under Article 12 of the Health and Safety at Work (Northern Ireland) Order 1978 as amended by the Health and Safety at Work (Amendment) (Northern Ireland) Order 1998.

It is answerable to the Minister for the Department of Enterprise, Trade and Investment (DETI), which is HSENI's sponsoring body. HSENI is the lead authority for health and safety at work in Northern Ireland and in this capacity plays a leading role for overseeing all aspects of health and safety legislation, enforcement of legislation and health and safety advice relating to work.

The structure of the organisation during 2011/12 is set out in Appendix 1.



The HSENI Board

In 2011/12 the HSENI Board comprised of nine members including the Chairman. On 1 April 2011 George Lucas formally took up the appointment of Chairman, replacing the outgoing Chair, Professor Peter McKie, CBE. All members are appointed by the Departmental Minister and all appointments are regulated by the Office of the Commissioner for Public Appointments. The Board members are:

			
George Lucas Chairman	Stephanie Lowry Deputy Chairperson	Brenda Maitland	Jim Collins
			
Brendan Mackin	Pat Lyons	Crosby Cleland	Lyn Fawcett
			
Gerard Campbell			

The Board, which is comprised entirely of independents, meets five times a year and contributes to the good governance of HSENI by offering constructive challenge across all of the Executive's business. This is with a view to ensuring that all aspects of strategy and delivery of policy are scrutinised for effectiveness and efficiency.

The HSENI Board as a whole considers issues which affect the corporate governance of the organisation. These include:

- progress against performance targets;
- finance issues;
- issues relating to audit, risk and accountability; and
- policy issues.

A register of HSENI Board Members' interests is available for inspection at 83 Ladas Drive, Belfast, BT6 9FR.

The Board has established three sub committees: the Audit and Risk Management Committee, the Health and Safety Executive/Local Authority Liaison (HELANI) Committee and the Remuneration Committee. The work of these committees is described in more detail below.

Audit and Risk Management Committee

The Audit and Risk Management Committee meets on a quarterly basis to provide the HSENI Board with assurance on risk management, governance and internal control. Members of the committee during 2011/12 were Stephanie Lowry (Chair),

Jim Collins, Gerard Campbell and Pat Lyons.

During the financial year 2011/12, the Audit and Risk Management Committee dealt with a wide range of issues relating to governance, internal control, accountability and risk management. These included:

- consideration of assurance provided to the Accounting Officer in relation to the Statement of Internal Control and the provision of advice on its content;
- consideration of internal audit reports and plans;
- consideration of the external audit strategy for the audit of annual accounts;
- consideration of the Report to those Charged with Governance produced following the external audit of accounts;
- consideration of risks reported by way of the quarterly risk management process; and
- tracking progress on the implementation of audit recommendations.

Health and Safety Executive/Local Authority Liaison (HELANI) Committee

The HELANI Committee, which meets three times a year, is a liaison committee. Its aim is to develop and maintain a productive and effective working partnership with HSENI's co-enforcers, the NI District Councils. The committee is chaired by a HSENI Board member, Brenda Maitland, who is joined by one other Board member, Lyn Fawcett.





Remuneration Committee

The Remuneration Committee meets once a year to review the performance of the Chief Executive and to recommend to the Department the Chief Executive's pay award.

The committee comprises the Chairman and Deputy Chairman together with two other Board members. The composition of the committee during 2011/12 was George Lucas, Stephanie Lowry, Brenda Maitland and Jim Collins.

Relationships with Department of Enterprise, Trade and Investment

The current Management Statement and Financial Memorandum for HSENI received DFP approval early in 2008 and subsequently came into effect from 1 April 2008. This has been benchmarked against the best practice model developed by HM Treasury and contained in Managing Public Money NI.

The Department's stewardship arrangements with HSENI are reinforced through quarterly oversight and liaison meetings which take place between the Department's Sponsor Division and HSENI's Chairman and Chief Executive. These meetings cover performance against targets, finance issues, policy issues, and audit and accountability issues.

Departmental Delegations

During 2011/12, Departmental approval was required for any external consultancy expenditure over £10,000, IT projects over £100,000 and capital expenditure over £200,000. Ministerial approval was also required for any external consultancy expenditure over £10,000 and IT projects and capital expenditure over £1 million.

Performance

This section summarises HSENI's performance against operating plan targets during 2011/12.

Service Delivery

To provide the highest standards of service delivery at the regional level.

Key Areas	Targets	Progress
Quality of Service	<ul style="list-style-type: none"> Continue to operate a quality management scheme and maintain UKAS Accreditation for HSENI's scientific services by 31 March 2012. 	Target Achieved
	<ul style="list-style-type: none"> Monitor service delivery targets to ensure that the standards set out in HSENI's Customer Care Charter are being met by 31 December 2011. 	Target Achieved
Efficiency	<ul style="list-style-type: none"> To explore and make recommendations regarding the viability of a centralised accident reporting system for HSENI and District Councils by March 2012. 	Target Achieved
	<ul style="list-style-type: none"> During 2011/12, all case files will be presented to the Public Prosecution Service for Northern Ireland (PPSNI) in accordance with the Service Level Agreement in place. 	Target Achieved
	<ul style="list-style-type: none"> Through a range of Cross Border Working Groups, involving representatives from both HSENI and the Rol's Health and Safety Authority, facilitate the sharing of information and best practice in areas such as construction, agriculture, quarrying and major hazards during 2011/12. 	Target Achieved
Access to information	<ul style="list-style-type: none"> Publish minutes of all HSENI Board and Senior Management Team meetings held during 2011/12 on HSENI's website. 	Target Achieved
	<ul style="list-style-type: none"> Publish an Annual Report and Statement of Accounts for 2010/11 by 30 September 2011. 	Target Achieved
	<ul style="list-style-type: none"> Publish information on HSENI's website relating to enforcement notices served and prosecutions taken on HSENI's behalf during 2011/12. 	Target Achieved



Promotion

To promote key occupational health and safety messages and themes to targeted sectors and groups.

Key Areas	Targets	Progress	
Priority issues and high risk work sectors	<ul style="list-style-type: none"> Hold a series of targeted events in conjunction with partner organisations by 31 March 2012, including: <ul style="list-style-type: none"> at least two seminars in partnership with the construction industry addressing relevant health and safety topics a health and safety awareness day (HSAD) for the quarry and quarry products sector five seminars on maintenance issues for the manufacturing sector three asbestos awareness seminars under the BuildHealth initiative; and at least three seminars on work-related stress in conjunction with the Labour Relations Agency 	<p>Target Achieved</p> <p>Target Achieved</p> <p>Target Not Achieved Four seminars held</p> <p>Target Achieved</p> <p>Target Achieved</p>	
	<ul style="list-style-type: none"> Promote the 2011 European Week of Safety and Health, the theme of which is “Safe Maintenance”, by end October 2011. 	Target Achieved	
	<ul style="list-style-type: none"> Deliver a campaign to advise the public on the need to check that gas installers are registered with Gas Safe Register by 30 November 2011. 	Target Achieved	
	Vulnerable groups	<ul style="list-style-type: none"> Deliver a Safe Machinery Operation Competition aimed at young farmers at the Balmoral Show by 31 May 2011. 	Target Achieved
		<ul style="list-style-type: none"> Deliver farm safety presentations to children in 90 rural primary schools by 31 March 2012. 	Target Achieved
	Recognising excellence	<ul style="list-style-type: none"> Undertake an audit of at least one further organisation invited to participate in HSENI's Recognising Excellence Programme (REP) based on OSHA's Voluntary Protection Program in the US by 31 March 2012. 	Target Achieved
<ul style="list-style-type: none"> In conjunction with NIC ICTU, present an award that recognises the contribution Health and Safety Representatives have made in improving health and safety standards in their workplace by 30 November 2011. 		Target Achieved	

Promotion – continued

To promote key occupational health and safety messages and themes to targeted sectors and groups.

Key Areas	Targets	Progress
Working in partnership	<ul style="list-style-type: none"> Deliver a premier health and safety conference for workplace health and safety practitioners in partnership with the Northern Ireland Safety Group, the Institution of Occupational Safety and Health, NIC ICTU and Belfast City Council by 31 May 2011. 	Target Achieved
	<ul style="list-style-type: none"> In conjunction with the Gas Safe Register, the Consumer Council, OFTEC and other key stakeholders, including the fuel supply industry, launch a second campaign to raise public awareness of the risk of carbon monoxide poisoning from all fuels by 31 March 2012. 	Target Achieved
Small businesses	<ul style="list-style-type: none"> Through its small business advisory service, Health and Safety Works NI (HSWNI), deliver key health and safety messages to emerging businesses by actively participating in 100 seminars by 31 March 2012. 	Target Achieved

Information

To communicate appropriate, timely and practical occupational health and safety information and advice.

Key Areas	Targets	Progress
Priority issues and high risk work sectors	<ul style="list-style-type: none"> Develop a campaign aimed at protecting young children that visit open farms from E Coli infection due to animal contact by 31 March 2012. 	Target Achieved
	<ul style="list-style-type: none"> Develop sector specific guidance aimed at reducing the risk of exposure to silica dust amongst stone masons by 31 March 2012. 	Target Abandoned Following a review of existing information and guidance it was determined that excellent material already existed on this subject.
	<ul style="list-style-type: none"> Develop a training pack aimed at trade apprentices to highlight the risks of asbestos exposure by 31 August 2011. 	Target Achieved
	<ul style="list-style-type: none"> Develop guidance aimed at preventing musculoskeletal disorders amongst construction and rail workers by 31 March 2012. 	Target Achieved



Information – continued

To communicate appropriate, timely and practical occupational health and safety information and advice.

Key Areas	Targets	Progress
	<ul style="list-style-type: none"> Continue to work with a range of public sector bodies in reducing sickness absence associated with work-related stress during 2011/12. 	Target Achieved
	<ul style="list-style-type: none"> Launch a support pack for small to medium size construction companies giving advice on writing health and safety plans and method statements by March 2012. 	Target Achieved
	<ul style="list-style-type: none"> Issue four editions of the HSENI e-Newsletter by March 2012. 	Target Achieved
Vulnerable groups	<ul style="list-style-type: none"> Launch a new “Mind how you go” leaflet aimed at providing health and safety advice to students and young people entering the workplace for the first time by 31 December 2011. 	Target Not Achieved Launch postponed until Autumn 2012/13.
	<ul style="list-style-type: none"> Deliver six presentations to construction students and apprentices to raise awareness of health and safety in the construction industry by 31 March 2012. 	Target Achieved
	<ul style="list-style-type: none"> Continue with the “Be Aware Kids” Child Safety on Farms campaign by running a safety on farms poster competition aimed at primary school pupils in rural areas by 30 June 2011 and subsequently produce a calendar containing the key health and safety messages from the winning entries in the poster competition by 31 October 2011. 	Target Achieved
	<ul style="list-style-type: none"> In association with the Ulster Farmers’ Union, continue to deliver the “Older, Wiser, Safer?” awareness campaign, aimed at eliminating work-related fatalities involving older farmers, during 2011/12. 	Target Achieved
Workplace health	<ul style="list-style-type: none"> Deliver a seminar for building contractors on the management of workplace health, under the BuildHealth initiative, by 31 March 2012. 	Target Achieved
Small businesses	<ul style="list-style-type: none"> Through its small business advisory service, Health and Safety Works NI (HSWNI), provide mentoring to 300 small businesses to assist them with their management of health and safety by 31 March 2012. 	Target Achieved

Inspection

To improve compliance with health and safety standards through inspection and investigation activities.

Key Areas	Targets	Progress
Priority issues and high risk work sectors	<ul style="list-style-type: none"> In contributing to a joint HSENI/District Council project for 2011/12, at least 50% of all HSENI's inspection cases will address the issue of safe maintenance. 	Target Achieved
	<ul style="list-style-type: none"> Undertake inspection initiatives focussing on particular health and safety risks in the following areas: 	
	<ul style="list-style-type: none"> ➤ Maintenance of mobile plant used in construction; 	Target Achieved
	<ul style="list-style-type: none"> ➤ Machinery maintenance in the manufacturing, agriculture and quarry sectors; 	Target Achieved
	<ul style="list-style-type: none"> ➤ The management of legionella in high risk premises; 	Target Achieved
	<ul style="list-style-type: none"> ➤ The use of explosives at quarries; and 	Target Achieved
	<ul style="list-style-type: none"> ➤ Asbestos removal operations. 	Target Achieved
Vulnerable groups	<ul style="list-style-type: none"> Ensure that the health and safety needs of vulnerable groups such as young workers (including school leavers entering the workplace for the first time), older persons and migrant workers, is addressed during all inspection and investigation activities where appropriate. 	Target Achieved
Inspection (including Investigation)	<ul style="list-style-type: none"> 6,000 inspections will be conducted across all work sectors. 	Target Achieved
	<ul style="list-style-type: none"> RIDDOR incidents will be selected for investigation using HSENI's Incident Selection Procedure. 	Target Achieved
	<ul style="list-style-type: none"> All complaints about workplace health and safety standards will be investigated in accordance with HSENI's published procedure. 	Target Achieved
	<ul style="list-style-type: none"> All fatal incidents will be investigated. 	Target Achieved
Compliance/ Enforcement	<ul style="list-style-type: none"> All employers found to have an unsatisfactory level of compliance will be considered for enforcement action in accordance with HSENI's Enforcement Guidelines. 	Target Achieved

NOTE: The target date for all of the above was 31 March 2012.



Regulation

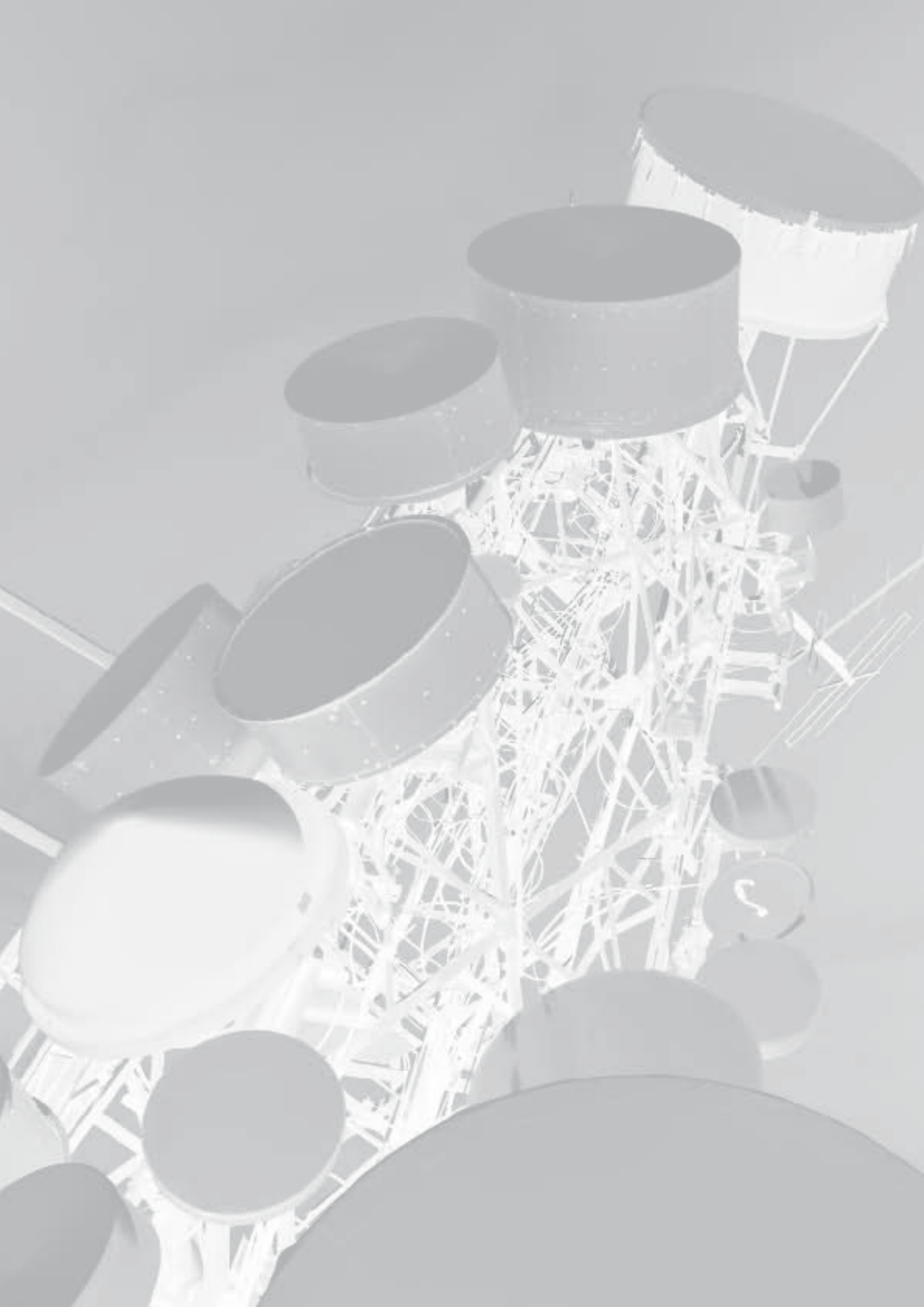
To ensure that an effective and up-to-date health and safety at work regulatory framework is maintained.

Key Areas	Targets	Progress
Consultative and Discussion Documents	<ul style="list-style-type: none"> Publish Consultative Documents in relation to proposals for health and safety regulations and Approved Codes of Practice in areas, including:: 	
	<ul style="list-style-type: none"> ➤ health and safety fees; and 	Target Achieved
	<ul style="list-style-type: none"> ➤ reporting of injuries, diseases and dangerous occurrences. 	Target Achieved
Health and safety regulations	<ul style="list-style-type: none"> Take forward primary legislative processes to extend powers of the Health and Safety at Work (Northern Ireland) Order 1978 to include animal pathogens. 	Target Abandoned Project aborted following GB decision to not proceed with amending its Act to cater for animal pathogens.
	<ul style="list-style-type: none"> Develop health and safety regulations to cover a variety of topics, including: 	
	<ul style="list-style-type: none"> ➤ Carriage of dangerous goods; and ➤ Petroleum licensing. 	Target Achieved Target Achieved
Approved Codes of Practice and Guidance	<ul style="list-style-type: none"> Adopt Approved Codes of Practice and Guidance developed by the Health and Safety Executive in Great Britain for use in Northern Ireland, where appropriate. 	Target Achieved
NOTE: The target date for all of the above is 31 March 2012.		

Other Corporate Targets

Key Areas	Targets	Progress
Health, safety and welfare	<ul style="list-style-type: none"> During 2011/12, through the leadership of the HSENI Senior Management Team, maintain and develop a health, safety and welfare culture that minimises the risk of incident, illness or injury. 	Target Achieved
Policy development	<ul style="list-style-type: none"> Submit an Annual Report to the Equality Commission on the implementation of HSENI's actions under equality and disability duties by August 2011. 	Target Achieved
	<ul style="list-style-type: none"> Revise HSENI's Equality Scheme in line with the Equality Commission's Guidelines and complete a public consultation exercise by March 2012. 	Target Achieved
Human resources	<ul style="list-style-type: none"> Seek re-accreditation of HSENI as an Investor in People organisation by 30 June 2011. 	Target Achieved
	<ul style="list-style-type: none"> Develop a HSENI Learning and Development Plan for 2011/12 by 31 July 2011. 	Target Achieved
Corporate Governance and Risk Management	<ul style="list-style-type: none"> Support the quarterly meetings of HSENI's Audit and Risk Management Committee during 2011/12, in its task of seeking assurances on the corporate governance and risk management processes and procedures within HSENI. 	Target Achieved
	<ul style="list-style-type: none"> Undertake a desk-top test of HSENI's Business Continuity Plan and identify necessary changes by 28 February 2012. 	Target Achieved
Financial	<ul style="list-style-type: none"> Prepare, finalise and lay before the Assembly, HSENI's Annual Report and Statement of Accounts for 2010/11, before the summer recess for 2011. 	Target Achieved





Management Commentary

Communications

An essential feature of HSENI's work programme is the promotion of key occupational health and safety information to targeted groups through conferences, seminars, workshops and exhibitions. Partnership working is very important to HSENI and partnership events such as the Spring Conference and the Quarry Safety Awareness Day enable access to health and safety information by a much wider range of customers than HSENI would be able to reach on its own.

During 2011/12, HSENI's Information and Advisory Services team organised the following eight events which attracted some 650 participants:

- Decision Makers Conference held in April 2011 in Jordanstown;
- Spring Health and Safety Conference, "Health and Safety in Challenging Times" held in May 2011 in Belfast;
- BuildHealth Seminar held in June 2011 in Jordanstown;
- Radon Issues Faced by Enforcers Seminar held in June 2011 in Lurgan;
- Quarry Health and Safety Awareness Day held in November 2011 in Ballymena;
- Addressing Stress, Improving Efficiency and Wellbeing Seminar held in March 2012 in Belfast;
- Health and Safety in Design Seminar held in March 2012 in Londonderry; and
- Asbestos Updates Seminar held in March 2012 in Templepatrick.

Child Safety Week was held in June 2011. Information and Advisory Services staff visited shopping centres in Ballymena and Magherafelt, engaging with parents and children, and distributing information leaflets relating to the safety of children on farms.

A Child Safety on Farms Poster Competition for rural primary schools and special schools was held during Spring 2011. This produced over 3,000 entries which made judging the excellent standard of artwork a difficult but enjoyable task. As a special schools category was introduced this year, there were three overall winners. The 13 winning entries were used to produce a Child Safety on Farms calendar for 2012. 37,500 calendars were produced and these were distributed through rural primary schools to ensure that a calendar was delivered to every rural home in Northern Ireland that has children of primary school age. George Lucas, HSENI Chairman, presented the prizes at Beechlawn Special School, at the launch of the calendar in November 2011.

During October 2011, HSENI promoted the European Week for Safety and Health campaign on "Safe Maintenance". The second year of this two-year campaign was aimed at employers, workers and safety representatives, and stressed the importance of safe maintenance in workplaces. A number of European information packs were issued but demand was generally lower this year as HSENI has been running its own Safe Maintenance Campaign in





conjunction with the District Councils. HSENI produced material for this campaign which was widely distributed to workplaces and was also available to download from the website.

In October 2011, the Health and Safety Representative's Award for 2011 (a bursary of £500) was presented to Harry Wade, a Trade Union representative and safety representative within Royal Mail. This annual award, organised by HSENI in partnership with NIC ICTU, recognises outstanding contributions by employee safety representatives in improving occupational health and safety standards in the workplace.

All these events were organised with the purpose of highlighting the importance of health and safety issues in the workplace. They helped to raise

awareness of key issues in order to prevent and reduce future occurrences of work-related injuries and ill health. They also showed that by effectively managing health and safety, operating costs can be reduced, profits improved and business competitiveness enhanced.

Information and Advisory Service

HSENI's Information and Advisory Service, which includes the Information and Advice Centre and free phone Helpline service, has continued to assist employers, employees, trade union representatives, safety representatives, safety professionals and practitioners and members of the public requiring help or information on



L-R Crosby Cleland, HSENI Board member; Dayna Morrow (Key Stage 2 winner), Meadow Bridge Primary School, Hillsborough; Lucy Mackey (Key Stage 1 winner), Mountnorris Primary School, Mountnorris; Natasha McCarten (Special Schools winner), Beechlawn Special School, Hillsborough; George Lucas, HSENI Chairman.

health and safety matters. Last year, the Information and Advice Centre at 83 Ladas Drive, Belfast, received over 330 visitors wishing to access the wide range of health and safety information provided for customers.

The one-to-one Advisory Service, which allows customers to speak to a duty Inspector who can give advice on all aspects of health and safety in the workplace, on a confidential basis if necessary, responded to 1,710 requests. This service is accessed through HSENI's freephone Helpline on 0800 0320 121

Throughout the year, HSENI also:

- distributed over 98,000 free publications giving health and safety advice;
- dealt with over 3,200 calls for information via its freephone Helpline; and
- website visitors downloaded some 57,000 publication files.

HSENI's Training and Resource Centre (TRC) at Ladas Drive was also used extensively throughout the year. The TRC is made available at no charge, to not-for-profit organisations, to run their own health and safety events. This facility has been used for training events and meetings organised by external organisations such as the British Safety Council, the Northern Ireland Safety Group and the Institution of Occupational Safety and Health. The TRC has also been used for training events and meetings attended by HSENI and District Council staff.

Health and Safety Works NI

Health and Safety Works NI (HSWNI), HSENI's dedicated small business advisory service, continues to provide practical and impartial advice on managing health and safety in the workplace to all small businesses (less than 50 employees) across Northern Ireland. The team of advisers provide three levels of service: information, advice and guidance, and support to a wide range of businesses in sectors as diverse as construction, manufacturing, agriculture and quarrying. The service is also available to enterprises in the social economy and service sector. HSWNI's service is free and confidential with no enforcement implications for the business.

During 2011/12, HSWNI mentored 390 new businesses, provided advice and guidance to 190 entrepreneurs participating in the Department of Employment and Learning's 'Steps to Work' programme, and to a further 54 clients enrolled in Invest NI's "Go for It" programme delivered through the Enterprise Agencies. HSWNI exhibited at 50 events to promote the service to the small business sector, delivered a total of 56 health and safety presentations and facilitated eight workshops. With the launch of HSENI's "Safe Maintenance" campaign, HSWNI also updated its information sheet on isolation and lockout procedures. The HSWNI website proved to be a useful resource with a steady increase in visits to the site, reaching over 60,000 during 2011/12. Templates and worked examples of health and safety policies, risk assessments and fire checklists were the most popular downloaded publications.



Health and safety information

HSWNI continued to work in partnership with CITB-ConstructionSkills NI delivering health and safety presentations to meet the specific needs of the construction industry at 27 seminars during 2011/12. It was at one of these seminars, on 28 September 2011 at La Mon Hotel, Belfast, that George Lucas, HSENI Chairman, launched HSWNI's health and safety resource pack for building contractors. The publication is designed to be a practical working document to help construction employers manage their health and safety, protect their workers and meet their legal duties. The pack contains useful information set out in colour coded sections complimented by blank templates, worked examples, checklists and record sheets. A CD containing electronic copies of the templates accompanies the pack.



L-R Mark Ward, SC Developments; George Lucas, HSENI Chairman; David Lowe, HSWNI Senior Adviser, at the launch of HSWNI's health and safety resource pack for building contractors.

Working in partnership

HSWNI continued to work in partnership with the Labour Relations Agency (LRA) and ran a total of six workshops from the LRA's Offices in Belfast and Londonderry. In response to demand from the small business sector, four of these workshops focused specifically on managing fire safety and were partnered by the Northern Ireland Fire and Rescue Service. HSWNI, in partnership with HSENI, also delivered two 'Safe Maintenance' workshops. The first, on 6 October 2011 at Ladas Drive, Belfast, was aimed at the waste and recycling industry and highlighted the health and safety issues of working at height and the need to implement effective lockout procedures and to manage lifting operations. The workshop was supported by the Chartered Institute of Waste Management and over 60 delegates attended. The second workshop, on 24 January 2012 at Oxford Island, Craigavon, was aimed at food and drink manufacturers and was supported by the Northern Ireland Food and Drink Association. Over 80 delegates, representing 47 companies, attended and heard presentations on the key maintenance issues of working at height and isolating machinery during maintenance operations and also what companies can expect during an HSENI accident investigation.

Mentoring

The demand for HSWNI's free and confidential mentoring service continued to grow, with 390 small businesses across Northern Ireland requiring help in managing health and safety and making use of the service during 2011/12. This mentoring service comprises of a premises visit

by an adviser to discuss health and safety concerns, the development of an action plan tailored to their needs or the use of a support pack, and the option of a follow-up visit. Many of the businesses using the service wanted advice on completing risk assessments and, with the availability of HSWNI's new construction pack, many small construction companies requested help with writing method statements and managing subcontractors. During 2011/12, there was a noticeable increase in demand for the service from voluntary organisations within the social economy and, as a consequence, HSWNI will be considering how best to meet this sector's needs during 2012/13.

SafeStart-NI

SafeStart-NI is HSENI's programme established specifically to address the health and safety needs of young people. Whether they are young people entering the workplace for the first time, either directly from school, after studying at college or university or those, such as apprentices, who have already entered the workplace, our aim is to provide them with the health and safety knowledge and skills to keep themselves safe in any occupational environments in which they find themselves.

During the 2011 autumn term, HSENI attended the 'Freshers' Fairs at 17 campuses of the South Eastern Regional College, Northern Regional College, South West College and the University of Ulster. HSENI also attended a careers convention on 7 March 2012 in Portrush and reached a further 850 students. HSENI distributed general health and safety information to the students including over 6,500

copies of "Mind how you go", the new "Be safe when you start" pocket cards and wristbands, and raised awareness of the SafeStart-NI programme.

HSENI was among 24 finalists that attended the Commissioner for Children and Young People's 2011 Participation Awards celebration event which took place on 23 November 2011 in the Long Gallery at Stormont. HSENI came away with a commendation for its engagement with school children from two Ballycastle schools, in developing a new publication aimed at raising awareness of health and safety issues among school leavers about to enter the world of work for the first time. HSENI exhibited at the Skillbuild Northern Ireland National Finals Competition on 13-14 April 2011 at Newtownards. The competition involved 13 crafts from the construction industry and was the largest multi-trade competition for young students and apprentices, aged 21 and under, in the country. Our aim was to highlight the dangers associated with working with asbestos to the students and lecturers in this high risk industry. As a consequence of attending, HSENI was invited to deliver 14 asbestos awareness talks to apprentice plumbers, joiners, electricians, engineers, bricklayers and construction students in five of the further education colleges in Northern Ireland.

HSENI also delivered five construction based health and safety presentations to graduates at Schools of Architecture and the Built Environment at the University of Ulster during 2011/12. HSENI continued to deliver health and safety induction presentations to the agriculture and horticulture students at Enniskillen College of Agriculture and Greenmount College in Antrim, and





L-R: Aaron Gorman, Youth Panel; David Lowe, HSENI; Patricia Lewsley, Northern Ireland Commissioner for Children and Young People; Audrey Haggan, HSENI; Julie Dickson, Youth Panel.

to the members of six young farmers' clubs in counties Antrim and Down.

In addition, HSENI delivered a further 16 health and safety presentations to young students and apprentices from a variety of industry sectors, including motor vehicle repair, sport and leisure, hair and beauty, engineering and science in further education colleges across Northern Ireland. HSENI also addressed the Unite Union Safety Representatives at their headquarters in Belfast and young entrepreneurs at both the Northern Regional College, Coleraine, and the Ards Enterprise Agency.

Recognising Excellence Programme

At the end of October 2011, an audit under HSENI's Recognising Excellence Programme (REP) was undertaken at DuPont (UK) Industrial Ltd, Maydown, Londonderry. The intensive audit which lasted five days involving five auditors

proved valuable for both the company and audit team and resulted in DuPont (UK) Industrial Ltd becoming the fourth organisation in Northern Ireland to achieve the prestigious REP standard. HSENI is currently discussing REP with several companies and organisations in Northern Ireland, including one from the public sector, with the aim of participation in the Programme. Preparing to join the REP involves major commitment from an organisation and has a considerable lead-in time, up to 24 months. Prospective organisations have to consider and undertake a rigorous self evaluation of their own health and safety management systems and benchmark these against the standards required by REP. This process can often identify opportunities for improvement which must be addressed before starting the Programme. During the year, we have maintained close links with the three existing REP Companies. They have networked with each other and provided advice, guidance and on occasions a mentoring service to local businesses.



DuPont staff receiving their REP Award. Back row (L-R): Janice Mc Callion, Site Safety Resource, DuPont; George Lucas, HSENI Chairman; Paul Kirkpatrick, Organisation Manager, DuPont; Jim Keyes, HSENI CE; Roy Allen, Contractor Coordinator, DuPont. Front row (L-R): Allan Chapman, Team Facilitator, DuPont; Allan Mallett, Occupational Health Coordinator, DuPont; Eamon English, Spinning Operational Resource, DuPont.

Partnership with District Councils

The 2011/12 operational year continued to see many important changes in terms of partnership working with the District Councils.

While recognising the long history of joint working between HSENI and the District Councils, there is also acknowledgement that the benefits derived from previous approaches tended to be fleeting and of the moment. However, it became increasingly apparent that a closer working relationship which encompassed joint planning and a more targeted approach to sharing resources would increase efficiency and make a greater impact on health and safety regulation in Northern Ireland.

In February 2011, the Enterprise, Trade and Investment Minister, Arlene Foster MLA, launched a joint strategy entitled “Health and safety at work: protecting lives, not stopping them”. This document manifests the commitment of both HSENI and District Councils to develop a shared strategic framework for the regulation of health and safety at work in Northern Ireland. The strategy sets out a shared vision, mission and goals that both HSENI and the District Councils will abide by as each delivers its services and meets its targets in their respective enforcement environments. It defines 10 specific goals which will act as a blueprint for joint working, planning and sharing of resources/expertise over the next decade and beyond, in order to achieve better efficiency and a more effective co-ordinated approach to the regulation of health and safety at work.

The strategy is delivered through a three-tiered approach to partnership

working to support the new working arrangements. Overseeing the partnership work is the Health and Safety Executive/Local Authority Enforcement Liaison Committee for Northern Ireland (HELANI), which meets three times a year and has a strategic input into the work of the partnership alongside monitoring the progress of joint working. The second tier is the Planning and Development Group, which comprises senior officials from HSENI and District Councils and will give direction on joint working based on key priorities for both organisations. This work is then directed through the third tier consisting of a range of operational groups to deliver the work.





2011/12 was an exciting year as, for the first time, the operational health and safety plans of HSENI and District Councils became complementary with common goals and objectives as envisaged under the joint strategy. The main focus of the first year of working formally together was to launch a high profile maintenance campaign aimed at raising the awareness of the need for employers to take account of maintenance activities in the workplace, which tragically accounted for one in three employees killed in 2009/10.

Other joint work involved promoting key information where there is the potential for public health outbreaks, for example, preventing E-coli infection at animal visitor attractions. This type of joint work is particularly useful where common work sectors covered by District Councils and HSENI are split by the enforcing authority regulations, such as is the case with open farms. There is therefore a potential for great synergy between both organisations, allowing them to work together to achieve better regulation for all those concerned. Joint working continues to be strengthened by the role played by the Partnership Liaison Officer, who's post is jointly funded by both the District Councils and HSENI and who has been able to assist greatly with the development and delivery of the partnership.

Much has been achieved in terms of enhanced partnership working in the 2011/12 operating year. However, work still remains to be done in embedding the new strategy's shared vision and mission. HSENI and the District Councils will continue to move forward together in the achievement

of this, building on the firm foundation laid down in the first year of the new partnership arrangements.

Safe Maintenance Campaign

In Northern Ireland, one in three workplace deaths in 2009/10 were related to maintenance work and more recent evidence suggests that the trend is continuing. Many maintenance accidents occur daily resulting in unnecessary injury to workers and unwanted delays, disruption and increased costs to businesses. In light of this, HSENI, in partnership with the 26 District Councils, launched a new campaign entitled "Safe Maintenance – Saves Time, Saves Money, Saves Lives" in September 2011.

All businesses carry out maintenance, but the risks involved and how they are managed can vary considerably, such as cleaning windows, repairing a roof or replacing parts of dangerous machinery. Safe maintenance not only prevents injury and ill health, but has positive business benefits in the shape of less downtime and fewer quality failures. However, accident statistics indicate that adequate planning to control risks in maintenance work, particularly non routine or emergency repairs, is simply overlooked. Successful businesses use well thought out health and safety management systems and by giving serious consideration to the health and safety needs of maintenance activities, have demonstrated that they really can save time, money and, most importantly, lives.

The Safe Maintenance campaign, which is planned to run over four years, aims primarily to reduce the number of workers who are being seriously injured or killed as a result of unsafe maintenance activities. However, it also aims to benefit businesses by way of less lost time incidents and fewer product quality failures. Promoting this message actively within a company is one way in which it can maintain its competitive edge, while demonstrating genuine care for its workforce. The concept behind the campaign is simple and can be summarised as “Plan Work and Work as Planned”. This applies to all things a successful business does, so why not manage maintenance tasks the same way?

Active promotion of safe maintenance within a workplace means checking maintenance work is done safely and according to how it was planned. Managers simply asking for paperwork or copies of risk assessments is not enough; visible leadership is required.

Under this joint campaign, HSENI and the District Councils adopted a multifaceted approach to getting the messages across to employers, involving radio advertising, distribution of information booklets, provision of website materials (including training tools), delivering seminars and events, and building it into workplace inspections.

The campaign encourages NI employers to adopt better risk management techniques and recommends the following five basic rules, which are:

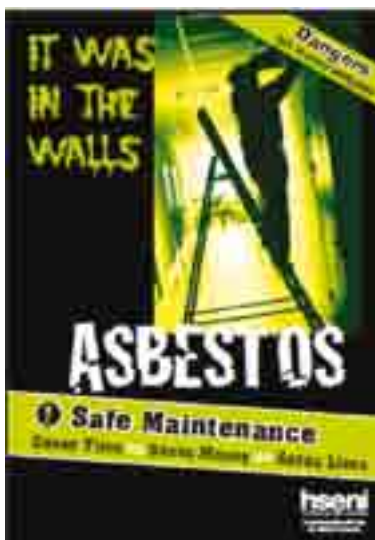
- Planning the work;
- Making the work area safe;
- Using the appropriate equipment;
- Working as planned; and
- Final check.

It further focuses on three key areas of concern which are responsible for the loss of people’s lives in workplaces in NI - specifically asbestos awareness, issues to be considered when working at heights and the importance of isolation i.e. keeping workers separate from the hazards.

In preparation for raising awareness of the campaign, training events were held for HSENI and Council colleagues in Belfast and Cookstown in June 2011.

As part of the campaign, supporting literature on each of the three key areas was developed and produced. These are entitled: 1 in 3 workplace deaths; Work at Heights; Asbestos and Isolation. The challenge was to produce literature whose principles apply across any size of business and to any risk level.





A range of posters designed for the joint HSENI/District Council Safe Maintenance campaign

A series of safe maintenance information leaflets was also produced to complement the campaign and in total 50,000 leaflets were distributed to interested groups and organisations. This series will be added to, as new topics are added to the campaign.

During the year, a number of events were held that included safe maintenance as a key topic, including:

a maintenance workshop, in partnership with the Northern Ireland Food and Drink Association, on 24 January 2012 in Lurgan;

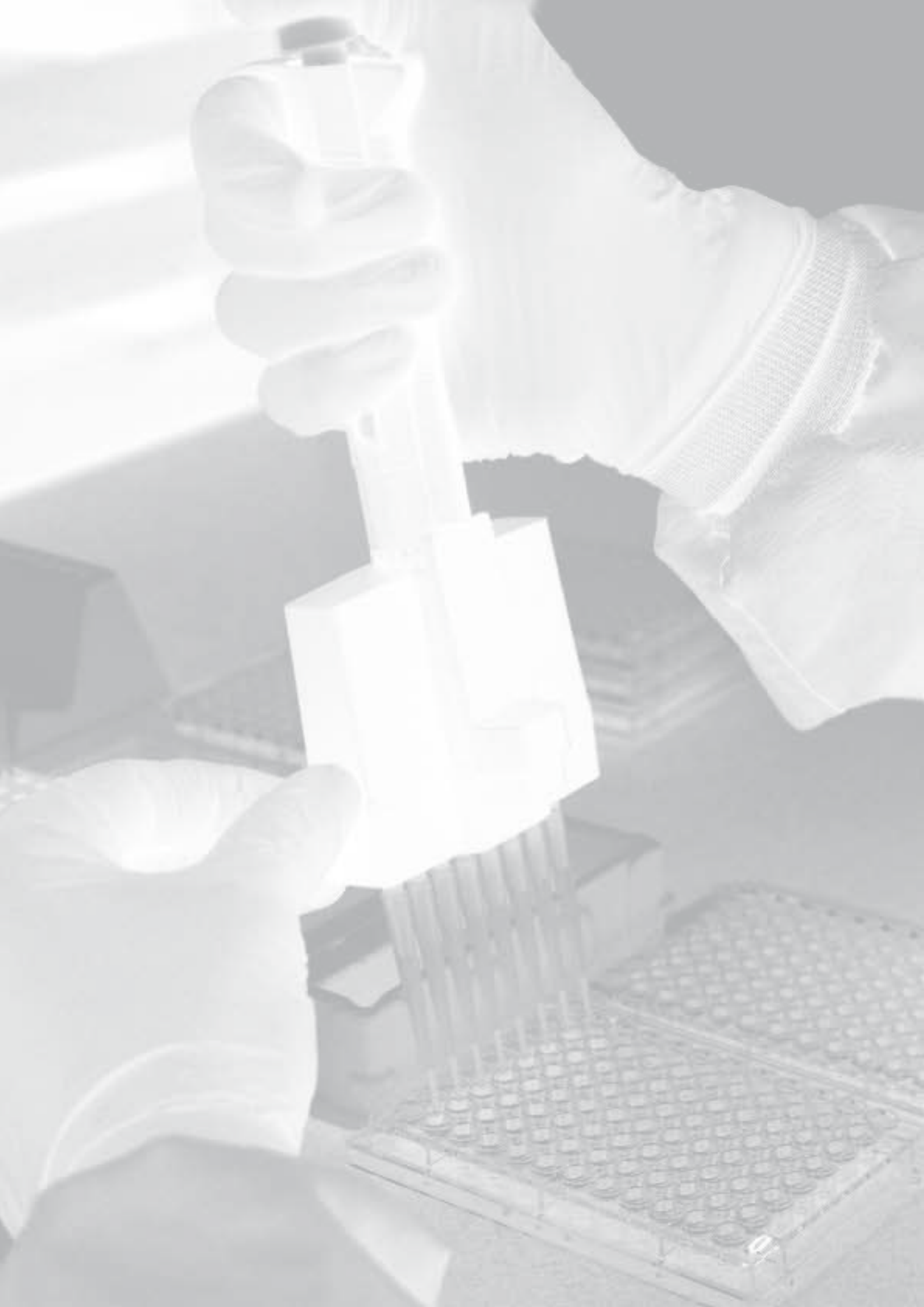
- two maintenance workshops, in partnership with the Waste and Recycling Industry, on 6 October 2011 and 28 March 2012 in Belfast; and
- a seminar for local manufacturers of slurry tankers on 29 March 2012 in Cookstown.

The Safe Maintenance campaign also included ongoing radio advertising and new advertising materials on the rear of local buses. An impact assessment of the campaign was undertaken in February 2011 and, although the final report will not be published until

2012/13, early indications are that the radio campaign reached over 1/3 of the target audience and the advertising panels on the rear of the buses were particularly effective. Comparisons with an initial baseline survey show some overall improvements resulting from the campaign. Businesses are now more likely to be planning maintenance work and have an on-going process where checks and repairs are carried out regularly. An increased percentage of businesses are conducting risk assessments and have procedures in place for safe working. In terms of procedures for working at heights, a greater percentage of businesses now have these, however, small businesses and the service sector are less likely to.

During 2011/12, 56% of all advisory visits and inspections carried out by HSENI included an intervention on maintenance activities. This exceeded the 50% target set at the beginning of the campaign.





Workplace Health

Occupational Health and Wellbeing Promotion

HSENI continues to promote health and wellbeing, and the reduction of health inequalities within the workplace. Research continues to highlight the economic, social and moral arguments to support the belief that work is the best form of welfare and is the most effective way to improve the wellbeing of individuals, their families and the wider community structure.

HSENI's Workplace Health Group has had the opportunity throughout the year to visit employers in the public, private and voluntary sectors to advise and promote both occupational and wellbeing initiatives to senior management teams. This has given HSENI the opportunity to work in partnership with employers to seek tangible outcomes, both for the employer and employee, through the benefits of a holistic approach to health and wellbeing within the workplace.

As part of the HSENI website, development has taken place in relation to health and wellbeing issues within the workplace. The website now acts as a source of reference for employers and employees offering information and advice on various occupational and wellbeing topics.

Work-related stress

In 2011/12, HSENI continued to promote HSE's management standards and our associated resources on mental wellbeing in the workplace setting. During 2011/12 HSENI, in

partnership with the Local Government Staff Commission, the Labour Relations Agency and a number of the District Councils revised its established Stress Management Toolkit.

HSENI has actively supported various organisations implementing the management standards including the local and central government sectors and the services sector. HSENI has continued to develop the use of the management standards process in individual organisations from high stress risk work sectors. We have been heavily involved in engaging staff and subsequently supporting management in developing specific targeted action plans thereby addressing work-related stress and its potential to affect mental wellbeing.

HSENI continues to have detailed discussions with Northern Ireland Civil Service Departments. The Department of Culture, Arts and Leisure was the first Department to complete the management standards process and, as a consequence, HSENI has now published a case study identifying significant improvements regarding sickness absence.

Two successful information sharing workshops were delivered during 2011/12. The first was held in June 2011 at HSENI's Training and Resource Centre at Ladas Drive, Belfast, and was targeted at the health sector. Dame Carol Black was the keynote speaker at the second workshop which took place in March 2012 at the Stormont Pavilion, Belfast, which was targeted at local and central government bodies.





In addition, HSENI also participated in a number of stress seminars and talks advising of the duty to manage work-related stress and how the management standards provide a systematic way to create a more positive work environment. These were held in conjunction with other organisations including the Labour Relations Agency, the Equality Commission, the Irish Congress of Trade Unions, NI Public Service Alliance and the Equality Commission.

Silica

This project was designed to highlight the health risks associated with silica dust to selected groups of workers and has initially focussed on those working with kitchen/bathroom fitters who cut silica containing stones such as granite. Personal dust sampling was carried out and it proved that in many cases there were high levels of uncontrolled exposure to general dust and silica. It was also discovered that there was a low level of understanding of this health risk within this industry. This project will continue into 2012/2013 and it is planned to bring all stakeholders together at an event aimed specifically at this problem.

Ionising Radiation

HSENI ran a Radon Enforcement Officers Training seminar in June 2011 at Oxford Island, Craigavon, in conjunction with HSE GB and the District Councils from the Southern Group. A Radon in the Workplace leaflet was produced jointly by HSENI and the Southern Group. This leaflet was subsequently sent to high risk workplaces in radon affected

areas across Northern Ireland and a presentation was also delivered to public sector health and safety officers and estate management officers.

Controlling ill health from animal contact at visitor attractions

Under the partnership arrangements between HSENI and the District Councils, a new HSENI Information Sheet No.1/11, "Preventing or controlling ill health from animal contact at visitor attractions", was published on 4 April 2011.

The guidance has been developed in consultation with HSE GB and takes account of their revised publication AIS 23 "Avoiding Ill Health on Open Farms". The information contained within the guidance has been aimed at owners and managers of visitor attractions who have legal duties under health and safety legislation as "duty holders".

In October 2011, an information seminar was held at Greenmount Agricultural College, where the morning session saw approximately 40 stakeholders from across Northern Ireland hearing from guest speakers explaining the importance of compliance with the new guidelines. The afternoon session took the form of an information/training session for District Council EHOs and HSENI Inspectors, with approximately 90 in attendance.

A programme of work with stakeholders and the education sector in relation to E-coli O157 is ongoing and will further contribute to HSENI's and District Councils' priority relating to public health risk.

Manual Handling

A programme of work with Translink's Track Maintenance team was undertaken to identify the top ten most risky manual handling tasks carried out during track maintenance.

HSENI's Workplace Health Group facilitated manual handling risk assessments and made task specific recommendations around these tasks. The evidence gathered, along with recommendations and control measures, were formulated into a report and forwarded to senior management within Translink for inclusion in future training and employee development.

During the year, work has been carried out in partnership with the Health and Safety Authority, with the formulation of manual handling risk assessment case study videos. These videos are freely available to view on the HSENI website, along with case study scenarios intended as aid memoirs to managers for carrying out manual handling task specific assessments, as well as useful tools for training sessions and tool-box talks.

Employment Medical Advisory Service

HSENI's Employment Medical Advisory Service (EMAS) provides timely, specialist, medical advice both externally and internally on all aspects of health and work including workplace health risk management, health surveillance, attendance management and rehabilitation, occupational health support and workplace health promotion. Its outputs are aligned with HSENI's commitment to raise the profile of workplace health.

During the year, EMAS carried out a range of workplace visits, some of which were investigative whilst others were advisory. These visits are concerned with systems for risk management and risk communication, and health and safety culture. They also provide opportunities to highlight the critical importance of leadership and employee engagement in health and safety management. Specific areas of work which EMAS addresses include statutory health surveillance, standards for health records and support for ill employees within the context of the Disability Discrimination Act.

HSENI received 33 reports of diseases reportable under RIDDOR¹ from seven different employers. Sixteen reports were received for carpal tunnel syndrome, 11 for hand-arm vibration syndrome, two for dermatitis and one for tendon inflammation. Two were not work-related and investigations continue into a third report. HSENI has contacted all employers newly reporting diseases and reviewed risk assessments and, where relevant, given advice on legal responsibilities including control measures and statutory health surveillance. Risks from vibrating tools in engineering and construction have accounted for the majority of disease reports.

The occupational health needs of the construction community have continued to be a major focus of EMAS, mainly through involvement with 'BuildHealth', HSENI's joint venture with the construction industry on health. By March 2012, a total of 21 construction companies were members of 'BuildHealth'. Engagement with subcontractors continues, with EMAS having worked directly with subcontractors on health issues on three large construction sites.

¹ Reporting of Injuries and Dangerous Occurrences Regulations (NI) 1997.





HSENI's activities on health in this sector continued to focus on health risks from dusts containing respirable crystalline silica and asbestos, and work in both of these areas will continue. Risks from exposure to noise, hand-arm vibration and manual handling activities also commonly arise on construction sites.

A review of BuildHealth in 2011 identified the need for better engagement with public sector commissioners and for more explicit guidance on the statutory requirements. These and other relevant actions have been developed into a plan of work for delivery in 2012/13.

Engineering has the potential to involve a number of risks to health including risk from noise, vibration, substances which can cause respiratory disease or dermatitis, as well as fume in welding facilities. HSENI has worked closely with a number of engineering organisations to help develop better systems for risk management and to ensure appropriate health surveillance and proper standards for its conduct.

First Aid at Work

Fifty-six organisations are currently approved by HSENI to provide first aid at work training. In the period 1 April 2011 to 31 March 2012, six organisations gained HSENI approval for the first time and two organisations were reapproved. During the same period, HSENI conducted a total of 15 personal monitoring visits. HSENI communicates directly with its training organisations as required and on general issues through newsletters of which two were issued during the year.

New guidance on the First Aid at Work Regulations (NI) 1982 was issued on 1 September 2011 in advance of which HSENI reviewed the training timetables of all approved organisations.

The guidance provides a helpful checklist for the assessment of first aid needs and a flow chart to guide decisions on the appropriate level of provision. Furthermore, for workplaces which typically have low hazards and are relatively small, it introduces an additional category of first aider designated as an Emergency First Aider. Information for employers in the form of a leaflet entitled "First-aid at work – Your Questions Answered" was developed and has been made widely available.

The new guidance reduces the training requirement for first aiders from four days to three whilst still requiring formal refresher training at three-yearly intervals. To take account of the changes, HSENI revised its guidance on training in First Aid at Work and introduced new guidance on training in Emergency First Aid at Work.

Appointed Doctors and Approved Medical Examiners

During 2011/12, 10 appointed doctors based in Northern Ireland carried out 176 statutory medical examinations for 45 employers. Details of the Regulations and the examinations are contained in the Table opposite.

Regulations	No. of examinations	No. of employers to which regulations applied April 11 - March 12
Control of Lead at Work Regulations (NI) 2003	37	15
Control of Asbestos at Work (Regulations) NI 2007	91	23
Control of Substances Hazardous to Health Regulations (NI) 2003	16	1
Ionising Radiation Regulations (NI) 2000	32	6

During 2011/12, HSENI's six approved medical examiners of divers conducted 90 "fitness to dive" assessments





Field Operations

Agriculture

The agriculture sector in Northern Ireland employs 46,848 people who work on 24,436 farms. The average farm size in Northern Ireland is 40ha (100 acres). The majority of these farms are run as a family business and a sizeable proportion of those involved have jobs outside the farm business. Approximately 55% of farmers are classified as being employed full-time on their farm.

Sadly, 2011/12 was a particularly bad year for the farming industry with nine people being killed as a result of work-related activities:

- A 67 year old farmer died after falling into a slurry tank;
- A 71 year old farmer died when he fell 5m through a corrugated steel roof onto a concrete floor;
- A farmer's wife, aged 64, died after being attacked by a bull at her home farm;
- A 65 year old member of the public died when out walking with his dog, after he was attacked by cows/calves in a field;
- A 49 year old farm manager was killed when he was run over by a telescopic handler during a tree falling operation;
- A 52 year old farmer died after he fell approximately 2.5m from the forks of a telescopic handler;
- A 79 year old farmer died after he fell into an underground slurry tank during a slurry mixing operation;

- A 64 year old farmer died when he fell approximately 6m through a Perspex roof sheet; and
- A 60 year old farm worker died when he was trapped below a trailer which he had been towing with a quad bike after the combination overturned.

HSENI participated in the Balmoral Show in May 2011 and its stand focused on three main issues:

- The importance of proper maintenance of tractors and farm machinery;
- The need for effective guarding of power take-off shaft drives; and
- Reinforcing the important messages from the child safety on farms programme.

Child Safety on Farms

As part of HSENI's ongoing "Be aware kids" campaign, HSENI continued with the programme of working in partnership with the rural primary schools and delivered presentations on child safety on farms to over 7,500 children in 91 rural primary schools throughout Northern Ireland. The pupils received information on the main dangers of playing on a farm, watched a DVD to reinforce the message and were awarded a 'certificate of achievement'. The key stage 1 and key stage 2 pupils were also encouraged to enter the HSENI farm safety poster competition.





As a consequence, HSENI received a record number of entries, 3,038 posters from 74 schools. The winning entries were used to produce a Child Safety on Farms calendar for 2012. 37,500 calendars were produced and distributed through rural primary schools to ensure that a calendar was delivered to every rural home in Northern Ireland which has children of primary school age. The calendar was officially launched by George Lucas, HSENI Chairman, on 25 November 2011 at Beechlawm Special School in Hillsborough (see page 18).

HSENI also spoke at 11 rural “Bee Safe” seminars. Bee Safe is a proactive multi-agency and community safety initiative aimed specifically at pupils in primary seven. By attending seminars in Omagh in October 2011, Limavady in November 2011 and Ballymena and Magherafelt in February 2012, HSENI was able to deliver key health and safety messages to pupils across many rural areas of Northern Ireland during 2011/12.

Thankfully, during the year there were no work-related child fatalities on farms in Northern Ireland. However, there is no room for complacency and HSENI is committed to continuing the programme into 2011/12.

Safety of Older Farmers

HSENI’s “Stay Farm Safe” campaign, which is fully supported by the Ulster Farmers’ Union, continued during 2011/12 with the aim of raising awareness of the high proportion of deaths involving farmers aged 65 and over. The campaign is aimed at farmers, family members and influencers in the rural areas and encourages older farmers to recognise their vulnerability while continuing to have a full and important role in the management of their farms. The campaign focused on the main causes of fatalities involving older farmers over the last number of years including: handling of livestock, working with machinery, falls from height and being struck by falling objects. The campaign included:

- Articles and guidance material which was printed in the major agriculture papers and in local rural newspapers;
- A radio campaign which was delivered through the major commercial radio stations across Northern Ireland in 2011; and
- A major television campaign which was run early in 2012 with the aim of raising awareness of the main health and safety issues facing farmers and how these issues should be managed.

Slurry Tankers

In February 2011, a farmer was fatally injured when attempting to change the wheel on a single-axle slurry tanker.

In support of and in parallel with the accident investigation, HSENI undertook a wider investigation focusing on the risks and dangers of repairing or changing wheels on slurry tankers.

Analysis of the accident indicated that a poor system of work had been adopted, which was compounded by poor design of the slurry tanker in that there was a lack of identifiable jacking points on the machine.

This design flaw was highlighted as a major contributory factor to this accident by the Coroner at the Inquest.

Northern Ireland slurry tanker manufacturers were identified and visited and work is ongoing with them to incorporate jacking/propping points on new designs and to examine how to retrofit jacking points on slurry tankers already on the market.

A workshop was held on 29 March 2012 in Cookstown at which the manufacturers and other interested groups discussed the issues including the redesign of the slurry tankers to incorporate jacking points.

This project will continue through 2012/13 and is expected to lead to design changes across the industry.

Success in this project requires effective joint working not only with the manufacturers but also across Northern Ireland government bodies including HSENI, DARD and Invest NI, and other

influential groups such as the Health and Safety Executive in Great Britain, the Health and Safety Authority in the Republic of Ireland, the Ulster Farmers' Union and the insurance industry.

Farm Safety Partnership

As a result of the high number of deaths within the industry during the year, HSENI along with the Ulster Farmers' Union and the Department of Agriculture and Rural Development, formed a farm safety partnership. The aim of the partnership is to allow relevant groups associated with farming to influence the farming community and to change farmers' attitudes towards health and safety. The ultimate goal of the campaign is to eliminate work-related deaths on farms across Northern Ireland. The partnership will be formally launched early in 2012/13 along with an action plan that will be implemented during the year.





Construction

The total number of workers in the construction industry in 2011 has increased by 1,000 from the 2010 figure to an estimated 65,000 (source: Labour Force surveys). The construction industry has continued to maintain its improved fatal accident incident rate over the last four financial years (2008/09 – 2011/12). Sadly, four men lost their lives due to accidents on construction sites but when this is compared with the previous four-year period (2008/09 – 2011/12), when 20 men died, it is a marked improvement. This encouraging trend is good news for the construction industry and a sign that health and safety management is improving. However, zero fatalities, as was achieved in 2009, has to be the industry objective, one death is one too many.

Sadly, during 2011/12 there were two fatal accidents in the construction industry:

- A 64 year old painter/decorator died when he fell from a ladder; and
- A 51 year old self employed building contractor died from head injuries after he was struck by a low loader he was repairing.

From analysis of the major injury accidents in construction, the key accident causation is still falls. Examination of the statistics indicates an improvement of around 28% in the number of accidents resulting from falls over the last four financial years compared with the previous four (as above). This trend is again very encouraging and should be a driver for the construction industry to continue to make improvements. In today's

market it is not about extending market share but concentrating on maximising profit. This can be done by reducing waste, improving quality (getting it right first time) and reducing lost time. If a company can cut down on damage only incidents, not only will it reduce accidents to workers, but it will also significantly improve profitability.


BuildHealth

The BuildHealth initiative is continuing to grow with twenty-one construction companies now involved. It is very encouraging to see the industry being proactive to improve the health of the workforce. A very successful seminar was hosted by the University of Ulster on 8 June 2011. It is vitally important that risk assessments and method statements address health issues adequately. Occupational Health Surveillance is a topic that the construction industry must come to terms with and adequately address. For details of this initiative and events please visit the BuildHealth website (www.buildhealthni.com).

Build Safely Initiative

This is an initiative run jointly by HSENI and six Regional Health and Safety Committees. A seminar addressing 'safety in design' was hosted by the North West Regional College in Londonderry in March 2012 and the Institution of Civil Engineers Expert Health and Safety Panel helped to organise this event. The seminar was attended by approximately 75 delegates and covered topics such as





bridge design and the construction of the new Peace Bridge in Londonderry, the demolition of Shane House tower block in Larne, falsework at a project within the Royal Victoria Hospital site in Belfast and work at heights at the Titanic Signature Project in Belfast.

Asbestos

HSENI continues to exercise its function as a licensing authority and has granted several licenses to contractors to work with asbestos. During the year, a contractor had appealed HSENI's decision not to renew a licence to work with asbestos containing materials to the Northern Ireland Health and Safety Tribunal. The decision of the Tribunal was to uphold HSENI's initial decision not to renew the licence. This decision is currently being appealed to the High Court.

A very successful seminar was held on 28 March 2012 targeting licensed contractors and providing an update on all aspects of working with asbestos. The seminar was attended by approximately 175 delegates. During the year, three asbestos awareness seminars were held at the following locations: Dungannon on 12 April 2011, Armagh on 10 June 2011 and Coleraine on 6 February 2012.

Other promotional activities

On 20 April 2011, a Decision Makers Conference was organised in conjunction with the Institution of Civil Engineers Expert Health and Safety Panel and the University of Ulster. This conference focussed on four key areas: education, health, corporate governance and competence. Action plans for all four areas were drafted to assist the construction industry in tackling these issues in the short, medium and long terms so as to deliver improvements.

HSENI also worked in partnership with the Association for Project Safety in running two seminars during the year, the first on 28 April 2011 and a second on 11 May 2011.





General Manufacturing and Quarries

General Manufacturing

The general manufacturing sector covers a very wide and diverse range of manufacturing premises from heavy and light engineering, food processing, plastics and chemical manufacture to wood products. The general manufacturing industry employs approximately 75,000 people in Northern Ireland.

Sadly, during the year, there were four fatal incidents in the general manufacturing sector:

- A two year old boy died after he ingested a food preservative in a food manufacturing premises;
- A 63 year old member of a maintenance team suffered fatal injuries when he was crushed by part of a robotic machine;
- A 52 year old maintenance worker died when he was crushed between the mast of a forklift truck and the carriage, when the chains were being replaced; and
- A 47 year old employee was killed when he was crushed in an animal feed mixing machine.

Safe Maintenance

HSENI, in conjunction with Environmental Health Officers from the local District Councils, continued an initiative in relation to maintenance activities. The aim of the initiative is to raise awareness of the problems associated with poorly planned, managed and resourced maintenance activities and to ensure that companies plan and carry out maintenance work safely. A number of seminars for the general manufacturing sector were run during 2011/12 to raise awareness of the hazards associated with maintenance activities and to guide companies on how to manage maintenance activities effectively.





Quarries Sector

The quarries sector covers a wide range of activities including the extractive industry and the cement and concrete products industry. The numbers employed in the industry have fallen from approximately 5,600 in 2007 to 3,800 in 2011. The quantity of aggregate produced by the industry has also fallen significantly from 29m tonnes (2007) to approximately 17m tonnes (2011).

Thankfully, during 2011/12 there were no work-related fatalities. Over the past 10 years the main causes of serious and fatal incidents have been lack of visibility from moving vehicles, inadequate machinery guarding and maintenance issues. The work of the industry towards all round visibility from vehicles through the use of CCTV and suitable mirrors has had a positive effect on reducing the potential for transport-related incidents to occur. However, inadequate guarding of conveyors and the failure to replace guards following maintenance activities still remains a major issue for the industry.

A health and safety awareness day for the quarry and quarry products industry was held at Robinson's Quarry, Glenwherry, Ballymena, in November 2011. The awareness day was supported by the Quarry Products Association for Northern Ireland and the Institute of Quarrying. The awareness day focused on a number of health and safety topics including conveyor maintenance and guarding, geotechnical appraisals/assessments, machinery safety and respirable crystalline silica. The event was very well supported with 80 delegates from across the industry attending on the day.

Health, Social Services and Education

The health and social care sector employed in excess of 115,000 staff on a full or part-time basis, whilst the education sector employed over 67,000 employees during 2011/12. Unlike many industrial settings, there is a daily influx of members of the public onto premises which also requires health and safety consideration.

Within education there was no change to the top two causes of over-three-day incidents to employees reported to HSENI. These continued to be 'slip, trip or fall on the same level' and 'injured while handling, lifting or carrying'. The top cause associated with major injuries (fracture/s) to employees and also injuries to pupils, students or visitors within education was 'slip, trip or fall on the same level'.

In the care sector, the top three causes of over-three-day incidents to employees reported to HSENI were 'injured while handling, lifting or carrying', 'physical assault' and 'slip, trip or fall on the same level'. The majority of major injuries to employees within the care sector involved 'slip, trip or fall on the same level'.

Much of the work carried out by group inspectors has been of a reactive nature, responding to requests for advice and the investigation of complaints and incidents within both sectors. A number of major investigations were also carried out and progress made on initiatives.

HSENI continued to participate in the quarterly meetings of the Regional Health, Safety and Risk Healthcare Practitioners Group within the Health and Social Care Trusts (HSCTs). This forum provides a useful mechanism for

continued liaison and sharing of best practice between the organisations involved in occupational health, safety and welfare issues within the HSCTs area.

We liaised with the Health Estates Investment Group of the Department of Health, Social Services and Public Safety (DHSSPS) on the duty to manage asbestos and the control of legionella bacteria in water systems. Professional letters were subsequently issued by the DHSSPS on these matters to the HSCTs.

Inspectors also gave presentations to students studying for the Higher National Certificate in Health and Social Care studies from a number of Regional Colleges throughout the province. Health and safety is a vital part of the curriculum for this course which prepares students for work in a range of caring and educational roles. This was a good opportunity for inspectors to highlight the importance of health and safety management in the workplace with particular emphasis placed on RIDDOR, accident investigation and the true cost of accidents both physical and financial.

On 21 and 22 June 2011, presentations were given to technicians in the Southern and South Eastern Education and Library Boards to highlight the main health and safety issues that technicians may encounter during their work. Emphasis was placed on the importance of completing risk assessments, proper planning and setting up of scientific experiments in accordance with their approved methods. This was in response to an earlier incident involving a pupil who received a chemical splash





to their face during a scientific experiment at a school in Northern Ireland. The presentations also helped improve the technicians' understanding of HSENI's role in the workplace and the reasons behind health and safety legislation.

Enforcement action was taken following a complaint about health and safety standards within an Education and Library Board transport centre. A prohibition notice was issued which prohibited the use of defective oxyacetylene equipment at the premises, and an improvement notice issued requiring risk assessments to be completed for the workplace activities. The risk assessment process allowed the Education and Library Board to improve health and safety management throughout all of its transport centres. By completing risk assessments, this enabled the Board to determine additional training requirements for staff, prioritise a plan of action to address issues dependent upon their risk, implement a more robust system of maintenance checks for equipment on site and improve control over the purchasing and safe use of chemicals on site.

Automatic gates accessible by members of the public or in close proximity to public areas were inspected by HSENI at a number of education and health premises. As a result of these inspections, the most notable improvement was the installation of rubber sheathing across the gap created by the hinge and pillar of some of the automatic swing gates. This helped prevent persons from becoming trapped and crushed within these gaps. Other noticeable improvements have been the addition of warning signage, completion of risk assessments and ensuring that a six monthly maintenance was in place.

Addressing Stress, Improving Wellbeing and Efficiency

An information sharing workshop was held in June 2011 at HSENI, Ladas Drive, Belfast, targeted at managers within the HSCTs. There were speakers from each of the Trusts in Northern Ireland who spoke about their approaches to date in progressing this workforce issue. Speakers from a District Council in NI and a Trust in England also shared their own particular experiences and emphasised the value of 'people' to the organisation and importance of a healthy and resilient workforce to deliver on customer needs, particularly during periods of financial restrictions and organisational change.

Legionella

Legionnaires' disease is a potentially fatal pneumonia caused by legionella bacteria. Infection is caused by breathing in small droplets of water contaminated by the bacteria.

Legionella bacteria are common in natural water courses such as rivers and ponds. Since legionella are widespread in the environment, they may contaminate and grow in other water systems such as cooling towers and hot and cold water services. They survive low temperatures and thrive at temperatures between 20-45°C if the conditions are right, e.g. if a supply of nutrients is present such as rust, sludge, scale, algae and other bacteria. They are killed by high temperatures.

Following on from the Audit Questionnaire issued by HSENI in 2010, inspections of industrial water cooling systems continued. During these inspections, it was again apparent that the organisations had used the questionnaire to self audit and review their arrangements with the assistance of their water treatment companies. During inspection, in those cases where additional improvements were required, duty holders were issued with formal compliance reports and/or letters. Follow-up inspections were also carried out to check for compliance.

Hot and cold water systems have been associated with outbreaks of Legionnaires' disease. They can present a foreseeable risk of exposure to legionella bacteria within water aerosols if not appropriately managed and maintained. Hazards such as little used outlets, poorly insulated pipe work and badly maintained showers present conditions that can result in the proliferation of legionella bacteria.

During the third quarter of 2011/12, HSENI issued a further audit questionnaire to a range of public bodies, health trusts and educational organisations to ascertain the arrangements they had in place and identify any organisations that may be non-compliant or require inspection. Replies were received from most of the organisations that had been approached and following analysis of completed questionnaires, a series of inspections commenced. These were initially aimed at organisations responsible for the care of groups of the public more vulnerable due to age and health, those organisations where there were indications that there may not be sufficient measures in place and those that had not responded to the questionnaire. This initiative will continue during 2012/13.





Biological Agents

There are currently four Specified Animal Pathogen Licences held within Northern Ireland. Whilst the licence is granted by the Department of Agriculture and Rural Development, under a Memorandum of Understanding, inspections to allow the granting of these licences are carried out by HSENI. During the period, an inspection was carried out on behalf of DARD, and information was also provided to DARD to allow changes to two existing licenses to be made.

Safer Sharps

In March 2010, a European Directive was agreed and adopted which will require Member States to implement new legislation aimed at preventing sharps injuries in the healthcare sector. According to the National Health Service Employers Organisation, needle stick injuries account for 17% of accidents to NHS staff and are the second most common cause of injury, behind moving and handling at 18%.

As a consequence, new regulations are planned for GB and NI, to be introduced by May 2013, and these will make reference to the requirements already in place under COSHH, such as risk assessment, the use of safer technology, safe procedures for the use and disposal of sharps, as well as vaccination for 'at risk' members of staff.

Currently, three of the six HSCTs use some form of safer needle technology in higher risk procedures such as annulations. The other 3 HSCTs are in the process of implementing procedures to ensure that the safer devices currently available for purchase are being selected and that staff receive appropriate training.

During the period, two reportable needle stick incidences from separate Trusts were investigated.

Major Hazards and Gas Safety

HSENI's Major Hazards Group is involved in ensuring public and employee safety across a wide range of industries and activities including gas transmission, distribution and use, land use planning, fire safety and oil and chemical storage sites subject to the Control of Major Accident Hazards Regulations. A wide range of advice was provided to local councils and government departments in relation to these areas.

The Major Hazards Group also has responsibility for HSENI's Fuel Oils Liaison Unit and this Unit continued to liaise with local district councils and others on petroleum storage and the supply of fuel oils.

Gas Safety

The Major Hazards Group delivered two major advertising campaigns during the year. The first campaign was to raise awareness of carbon monoxide and provide advice to the public to have all gas, wood and fossil fuel burning appliances regularly serviced. The uptake of the messaging was extremely high and over 40,000 items of branded information materials have been distributed across Northern Ireland in support of the campaign. The second campaign was aimed at both gas installers and the public to promote the Gas Safe Register scheme.

The Gas Forum Working Group comprising key stakeholders, including local councils, the natural gas and LPG industries as well as the Consumer Council and Gas Safe Register, supported the campaigns and also promoted public safety through their own initiatives.

Continued expansion of the natural gas network has led to steady growth in the number of gas consumers across Northern Ireland resulting in excess of 10,000 new connections in the last year. The Major Hazards Group has continued with proactive and reactive interactions throughout this sector utilising enforcement action as necessary.

Major Hazards

The NI Competent Authority for the Seveso II Directive comprises the Northern Ireland Environment Agency (NIEA) and HSENI, acting jointly to deliver a programme of inspection at Control of Major Accidents Hazard (COMAH) sites, with nine 'top-tier' and 10 'lower-tier' sites being inspected by HSENI to determine compliance. Reports were completed and, where necessary, improvement plans or enforcement action instigated.

HSENI also has responsibility for ensuring that emergency plans covering off-site risks are prepared, tested and reviewed for all top-tier COMAH sites.

Oil and gas storage continues to develop in Northern Ireland with HSENI being closely involved with large-scale oil and natural gas storage proposals. Gas storage schemes are being considered which would aim to utilise man-made salt caverns for storage of natural gas. Research and development is still continuing in this area and HSENI is following developments closely alongside other government agencies.





Land Use Planning



HSENI is a statutory consultee to Planning Service on developments in the vicinity of COMAH sites, gas transmission pipelines and other significant hazards. In total, the Major Hazards Group advised on 123 statutory consultations.



Dangerous Substances and Explosive Atmospheres



Specialist interest in assessing the use of new technology to fuel biomass industrial boilers has led to advice being provided on the risks from large-scale solid fuel boilers as well as ongoing advice on the risks from burning, storage and use of all flammable materials.

Major Investigation Team

The Major Investigation Team (MIT) has completed its fifth year of operation. It continues to investigate the most serious incidents where there is a possibility of legal proceedings.

During 2011/12, MIT has taken on investigations into 19 incidents (including 7 fatalities). In addition, the team carried forward 39 cases from the previous years. Of these 39 cases, seventeen have resulted in prosecution; two resulted in Court Orders being issued to the defendants; one resulted in the defendant being found not guilty; one case was withdrawn by the Public Prosecution Service [PPS(NI)]; nine are either being considered by the PPS(NI) or are going through the Court process; four were not recommended for prosecution; and five cases continue to be investigated.

In total, MIT submitted 13 cases to the Public Prosecution Service between 1 April 2011 and 31 March 2012. Also, during the same period, there was a total of 29 prosecutions completed. The total amount of fines arising out of these cases was £486,500, with fines for individual cases ranging from a minimum of £2,000 to a maximum of £80,000. One prosecution also resulted in a compensation order being awarded to the injured party.

The members of MIT have also provided support to other parts of HSENI throughout the year in terms of processing cases to court. Members of MIT have spoken at a number of events to explain the work of the team and to provide information to duty holders on the joint working procedures between HSENI and the PSNI in relation to corporate manslaughter and other offences. MIT team members continue to ensure that bereaved families are kept informed of the progress of investigations and indeed that they are helped through the court stages. MIT team members have also provided a number of radio and television interviews following the conclusion of court proceedings.

Interestingly, an analysis of cases brought by HSENI in the last five years from 2007/08 showed that, on average, we have had an over 96% conviction rate, with 87 out of 90 cases resulting in a successful conviction. In total, these cases resulted in fines amounting to almost £2 million.





Public Sector

District Councils

HSENI is the enforcing authority for activities owned and operated by District Councils. These represent diverse work activities, from office services, through the provision of children's leisure facilities, to high hazard activity involving refuse collection and landfill operation. This spread of activity exposes both employees and members of the public to risks to their health and safety. Unfortunately, standards were found to be below legal requirements in a number of Councils and enforcement action, including the service of prohibition and improvement notices was undertaken by HSENI. In order to help shape improvements, HSENI opened up discussions with District Council Chief Executives to highlight key risk areas where expenditure would be required. Advisory talks on risk management and reduction were also provided for elected members in those Councils that responded to an invitation given by HSENI.

High risk activities, including maintenance work and separation of pedestrians from heavy vehicles, was a part of all inspections carried out.

During the year, HSENI also undertook a survey of all District Councils' systems to control legionnaires' disease. The findings of this survey will help define a programme of inspection in 2012/13.

Crown Estate and Government

Systematic inspection of premises occupied by civil servants was undertaken. In particular, Roads Service Direct and the Public Prosecution Service for NI were subject to inspections covering both operational and management issues. Failings noted in systems and practice were raised with senior management in both organisations.

Police

Various issues were raised by individual officers throughout the year and these were addressed by HSENI. These resulted in investigations into workplace environmental conditions in certain locations, advice on the application of the Noise at Work Regulations (NI) 2006 and advice on the safety of chemicals. A number of locations were subject to health and safety inspection with regard to control of legionella. Discussions were held with a view to formalising arrangements with PSNI and the Law Society to ensure the safety of legal advisers when attending custody suites. HSENI continues to build on the good working relationship which has been established in recent years with the Police Federation for Northern Ireland.





Ministry of Defence

HSENI continues to work in close partnership with the local Health, Safety and Environment Team of the Ministry of Defence (MoD). Such collaborative arrangements serve to raise health and safety profiles within the MoD and assist in dealing with incidents which occur in that sphere.

Prisons

The issue of physical attacks against prison office staff accounts for the large majority of the reportable accidents in this sector. This is a particularly difficult problem and HSENI has continued efforts to develop a collaborative approach with the parties involved aimed at exploring ways of minimising the risks faced by officers.

Fire & Rescue Service

HSENI held meetings with the NI Fire and Rescue Service (NIFRS) senior management and its safety department to ensure that the safety of fire fighters continues to receive a high profile within that organisation. This was supported by HSENI participation in a course for safety representatives from the Fire Brigades Union. HSENI also held discussions with the NIFRS about the application of the Fire and Rescue Services Order (NI) 2006 and subordinate legislation.

Fairgrounds

Travelling funfairs which visit various locations in Northern Ireland continue to enjoy large attendances by members of the public. The nature of funfair rides, whilst providing great fun and enjoyment, does subject members of the public to dynamic forces not normally encountered in everyday life. There is often a fine line between thrills and a perception of feeling unsafe. As a result, HSENI investigated a number of complaints during the year, some of which showed unsafe practices by operators which were addressed.

All travelling funfairs were visited throughout the year to carry out checks to ensure that safety inspections of the rides had been carried out in accordance with the industry's Code of Practice, and to review event management procedures.





Transport and Public Utilities

The Transport Group remit extends to all transport modes as well as a wide range of service industries and peripatetic activities in occupations as diverse as telecommunications, the provision of car parks and delivery of parcels, mail and general goods. Due to the broad scope of occupations and activities in the sector, interaction with many of the stakeholders has occurred on a reactive basis only. It is difficult to gauge the total numbers employed, but it is estimated to be above 25,000. For the sea and air modes of transport, the group continues to make use of the memoranda of understanding that define roles and responsibilities in areas where overlaps occur, and provide relevant contact details for the other government agencies involved.

In addition, this group deals with electrical and non-ionising radiation safety issues across all work sectors.

Public Electrical Safety

As part of a UK-wide initiative to streamline regulatory activity (arising from the Hampton Report), HSENI is now responsible for enforcement of public safety issues arising from the supply and use of electricity. Regulatory activity in this area has dovetailed closely with the group's current responsibilities for electrical safety in general. The relevant legislation is the Electricity Supply Regulations, shortly to be replaced by the Electricity Safety, Quality and Continuity regulations (ESQCR). Under the Regulations, there is a requirement for electricity companies to report incidents,

including third party damage to their apparatus. Some 700 such incidents are reported annually, the vast majority being underground cable strikes on the low voltage network. These are mainly caused by contractors working on behalf of other utilities. HSENI has carried out some analysis of these incidents and will continue with this work into 2012/13 to gain information on the potential for these incidents to lead to serious injury or fatalities.

Inspections have taken place at a sample of electricity supply substations and high voltage overhead transmission lines to examine the arrangements in place to prevent deliberate or accidental trespass or contact in any way with live apparatus. The cutting of trees that encroach on overhead lines is another topic that has been examined this year, particularly when this is done with the line remaining "live". It is planned to extend this work in 2012/13 to include situations where members of the public could be at risk due to inadequate vegetation management.

Carriage of Dangerous Goods by Road

The legislation dealing with the carriage of dangerous goods (CDG) is the Carriage of Dangerous Goods and Use of Transportable Pressure Equipment Regulations (NI) 2010 which, with some exceptions, requires duty holders to comply with the European Agreement concerning the International Carriage of Dangerous Goods by Road, commonly known as the ADR. These requirements are set out in 2 volumes of detailed





and prescriptive text running to some 1300 pages. In addition, there are Approved Derogations and Transitional Provisions which this year for the first time are UK wide, leading to uniformity and simplification particularly for those companies that operate on a UK-wide basis. Transport Group is currently working to draft a memorandum of understanding with the Department for Transport to ensure further co-ordination, particularly in relation to the standards for tanks used to transport liquid fuels and gas and other chemicals in bulk.

This year was the first full year of on road inspection and enforcement activity by PSNI. To coincide with this increased level of inspection, the Transport Group designed and distributed a concise information leaflet which outlined the main requirements for vehicle operators. PSNI continue to mount 'road stop' operations with HSENI support including, where necessary, follow-up inspections at duty holders' premises. Since this increased regulatory activity, there has been a marked improvement in awareness and compliance among CDG operators, particularly in the provision of the requisite emergency equipment and adherence to driver training requirements. A continuing programme of inspections is planned for 2012/13 to ensure that the improved standards endure. One aspect which will be given particular attention will be the new requirements for tank inspection and test.

Maintenance

Docks, harbours, airports and the power stations were inspected, with specific emphasis on three designated maintenance topics: work at height, asbestos and isolation. Among the accidents investigated by the Group during the year was a work at height issue (fall into a vehicle pit with unguarded sides) and an isolation issue (electrical burns due to failure to securely isolate a circuit breaker) - two accidents that are illustrative of the dangers associated with maintenance work. The focus on maintenance activity will continue across all the work sectors within the Group remit and the range of particular topics will be extended to include cleaning activity and the management of contractors.

Health and Safety at Work Legislation

One of HSENI's key objectives is "To ensure that an effective and up-to-date health and safety at work regulatory framework is maintained."

During 2011/12, HSENI continued to develop proposals for new legislation to control risks to the health and safety of people at work and submitted these proposals to the Department of Enterprise, Trade and Investment (DETI). This process also involved liaising with the DETI Minister and the Enterprise, Trade and Investment Assembly Committee.

HSENI's aim is to ensure parity with national legislation, by identifying EU Directives or GB proposals and making Northern Ireland legislation within six months of GB Regulations. In addition, HSENI uses intelligence led policy making to develop Northern Ireland Regulations which address local hazards, whenever necessary.

HSENI uses electronic media to distribute all the consultation documents that have been prepared. The HSENI website contains all consultations undertaken. However, hard copies or versions in more accessible formats are available on request. Following evaluation of the responses from consultees, draft Regulations are submitted to DETI to be formally made.

HSENI also prepares and approves Guidance or Approved Codes of Practice to support the Regulations.

Activity during the year

During the year, HSENI prepared four sets of Regulations, initiated five consultations and approved the Guidance document as set out below:

Regulations prepared	Consultations initiated	ACoPs/Guidance adopted
The Factories Act (Northern Ireland) 1965 and Office and Shop Premises Act (Northern Ireland) 1966 (Repeals and Modifications) Regulations (Northern Ireland) 2011 (S.R. 2011 No. 283)	Proposals to Implement the Third List of Indicative Occupational Exposure Limit Values (Commission Directive 2009/161/EU)	EH40/2005 Workplace Exposure Limits
The Carriage of Dangerous Goods and Use of Transportable Pressure Equipment (Amendment) Regulations (Northern Ireland) 2011 (S.R. 2011 No. 365)	Proposals to amend the Carriage of Dangerous Goods: Approved Derogations and Transitional Provisions Document	





Regulations prepared	Consultations initiated	ACoPs/Guidance adopted
<p>The Employer's Liability (Compulsory Insurance) (Amendment) Regulations (Northern Ireland) 2011 (S.R. 2011 No. 427)</p>	<p>Proposals to amend the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (Northern Ireland) 1997 (RIDDOR)</p>	
<p>The Petroleum (Consolidation) Act (Amendment of Licensing Provisions) Regulations (Northern Ireland) 2012 (S.R. 2012 No. 11)</p>	<p>Proposals for the Control of Asbestos Regulations (Northern Ireland) 2012</p>	
	<p>Proposals for the Health and Safety (Fees) Regulations (Northern Ireland) 2012</p>	

Finance

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 £6,749,000.

Important Events Occurring After the Year End

There have been no significant events since the year end which would affect these accounts.

Charitable Donations

HSENI made no charitable donations during the year.

Pension Liabilities

Details of pension schemes are set out in the Remuneration Report on page 67 and in Note 1 to the Accounts.

Payments to Suppliers

HSENI is committed to the prompt payment of bills for goods and services. In November 2008, in order to help local business in the worsening economic climate, Minister Dodds announced that Northern Ireland Departments and NDPBs were being set a target of ensuring that invoices for all businesses are paid within 10 days of receipt, regardless of payment terms.

Quarterly analysis has indicated that, during the year, HSENI paid 99% of its invoices within 10 working days. HSENI paid 100% of its invoices within 30 days.

This policy on prompt payment is expected to continue in the 2012/13 financial year.

Research and Development

HSENI does not engage in research and development activities.


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 he and his staff are wholly independent of the Health and Safety Executive for Northern Ireland. He reports his findings to the Northern Ireland Assembly.

The audit of the financial statements for 2011/12 resulted in an audit fee of £10,200 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 (NI). He has taken all the steps that he ought to have taken to





make himself aware of all relevant audit information and to establish that the auditors are aware of that information. In so far as the Accounting Officer is aware, there is no relevant audit information of which HSENI's auditors are unaware.

Disabled Employees

HSENI follows the NI Civil Service Code of Practice on the Employment of Disabled People and aims to ensure that disablement is not a bar to recruitment or advancement.

Employee Involvement

HSENI implements its business strategy through its staff. In achieving business objectives, HSENI recognises that the involvement of staff in the planning and decision making process is key. As an Investors in People accredited body, HSENI encourages team working within an open and participative management culture. Staff involvement is maximised through the combined use of, for example, working groups such as the Continuous Improvement Team, staff briefings and regular joint staff/ union consultative meetings. NIPSA is HSENI's recognised trade union.

Future Developments in Health and Safety

During 2012/13, the second year of its Corporate Plan 2011-15, HSENI aims to:

- hold a series of targeted events in conjunction with partner organisations aimed at priority issues, such as maintenance activities and work-related stress, and aimed at high risk work sectors, such as construction;
- continue to work with a range of public sector bodies in reducing sickness absence associated with work-related stress;
- provide information to young people and students entering the world of work for the first time;
- develop and launch a Farm Safety Partnership aimed at eliminating all work-related deaths on farms;
- deliver farm safety presentations to children in 90 rural primary schools;
- deliver a campaign to advise the public on the need to check that gas installers are registered with Gas Safe Register;
- launch a further campaign to raise public awareness, particularly among children, of the risk of carbon monoxide poisoning from all fuels;
- provide mentoring to 300 small businesses to assist them with their management of health and safety;
- deliver 20 health and safety workshops for small businesses in partnership with LRA, CITB and NIFRS;

- undertake a total of 6,000 inspections of workplaces, including inspection initiatives focussing on maintenance activities, legionella, ionising radiation and asbestos removal operations;
- ensure that the implications of making, revoking and consolidating regulations in GB as a consequence of the Löfstedt Report are fully considered for NI and proposals submitted to DETI where appropriate; and
- take forward areas for improvement identified through the 2011 NICS Staff Attitude Survey.

Health and Safety within HSENI

HSENI's Corporate Plan for 2011/2015 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 on the agenda at the formal Senior Management Team and Board meetings.

Equality

HSENI considers equality implications in developing its policies, legislation and guidance and, where appropriate, reflecting these in Regulatory Impact Assessments.





Remuneration Report

The remuneration of senior civil servants is set by the Minister for Finance and Personnel. The Minister approved a freeze on senior pay in respect of 2010/11 and 2011/12 pay awards, in line with the Executive's decision in Budget 2011-15 to mirror the UK Coalition Government's commitment to impose pay restraint.

The pay system in place for senior civil servants in the Northern Ireland Civil Service is currently under review.

Remuneration Committee

The Remuneration Committee meets once a year to review the performance of the Chief Executive and to recommend to the Department the Chief Executive's pay award.

The Committee comprises the Chairman and Deputy Chair together with two other Board members. The composition of the Committee which met during 2011/12 was George Lucas, Stephanie Lowry, Brenda Maitland and Jim Collins.

Board salaries are set by the Public Appointments Unit in the Department of Enterprise, Trade and Investment.

Service Contracts

Civil Service appointments are made in accordance with the Civil Service Commissioners' Recruitment Code, which requires appointment to be on merit on the basis of fair and open competition but also includes the circumstances when appointments may otherwise be made.

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

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



Salary and Pension Entitlements (audited information)

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

	2011-12	2010-11
Senior Management	Salary £'000	Salary £'000
Jim Keyes Chief Executive	75-80	75-80
Dermot Breen Deputy Chief Executive	60-65	55-60
Kevin Toner Deputy Chief Executive	55-60	50-55
Bryan Monson Deputy Chief Executive	55-60	50-55
Band of Highest Paid Manager	75-80	75-80
Median Total Remuneration	34,163	26,086
Ratio	2.3	3.0

Reporting bodies are required to disclose the relationship between the remuneration of the highest paid manager in their organisation and the median remuneration of the organisation's workforce.

The banded remuneration of the highest paid manager in HSENI in the financial year 2011-12 was £75-80k (2010-11, £75-80k). This was 2.3 times (2010-11, 3.0) the median remuneration of the workforce, which was £34,163 (2010-11, £26,086).

In 2011-12, 0 (2010-11, 0) employees received remuneration in excess of the highest paid manager.

Total remuneration includes salary, non-consolidated performance-related pay, benefits in kind as well as severance payments. It does not include employer pension contributions and the cash equivalent transfer value of pensions.

None of the senior members of HSENI received benefits in kind during the year 2011-12.

	2011-12	2010-11
Board Members	Salary £'000	Salary £'000
G Lucas Chairperson	15-20	15-20
Other Board members as set out in page 4 of the Corporate Governance Report	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 gratia payments.

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.

Bonuses

Bonuses are based on performance levels attained and are made as part of the appraisal process. Bonuses relate to the performance in the year in which they become payable to the individual. No bonuses became payable to senior staff in the current year.

Pension Entitlements (audited information)

	Accrued pension at age 60 as at 31/3/11 and related lump sum	Real increase in pension and related lump sum at age 60	CETV at 31/3/12	CETV at 31/3/11*	Real increase in CETV
Senior Management	£'000	£'000	£'000	£'000	£'000
Jim Keyes Chief Executive	35-40 plus lump sum of 105-110	(0-2.5) plus lump sum (2.5-5)	826	817	(21)
Dermot Breen Deputy Chief Executive	20-25 plus lump sum of 60-65	0-2.5 plus lump sum 0-2.5	379	340	10
Kevin Toner Deputy Chief Executive	15-20 plus lump sum of 55-60	0-2.5 plus lump sum 0-2.5	319	283	12
Bryan Monson Deputy Chief Executive	10-15 plus lump sum of 35-40	0-2.5 plus lump sum 0-2.5	196	171	11

*The actuarial factors used to calculate CETVs were changed in 2011/12. The CETVs at 31/3/11 and 31/3/12 have both been calculated using the new factors, for consistency. The CETV at 31/3/11 therefore differs from the corresponding figure in last year's report which was calculated using the previous factors.

Board members are not included in the NICS Pension Scheme.





Northern Ireland Civil Service (NICS) Pension arrangements

Pension benefits are provided through the Northern Ireland Civil Service pension arrangements which are administered by Civil Service Pensions (CSP). Staff in post prior to 30 July 2007 may be in one of three statutory based 'final salary' defined benefit arrangements (classic, premium and classic plus). These arrangements are unfunded with the cost of benefits met by monies voted by Parliament each year. From April 2011, pensions payable under classic, premium, and classic plus are increased annually in line with changes in the Consumer Prices Index (CPI). Prior to 2011, pensions were increased in line with changes in the Retail Prices Index (RPI). New entrants joining on or after 1 October 2002 and before 30 July 2007 could choose between membership of premium or joining a good quality 'money purchase' stakeholder arrangement with a significant employer contribution (partnership pension account). New entrants joining on or after 30 July 2007 are eligible for membership of the nuvos arrangement or they can opt for a partnership pension account. Nuvos is a Career Averaged 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 rate is 2.3%. CARE pension benefits are increased annually in line with increases in the CPI. For 2012, public service pensions will be increased by 5.2% with effect from 9 April.

Employee contributions are set at the rate of 1.5% of pensionable earnings

for classic and 3.5% for premium, classic plus and nuvos. 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.

The partnership pension account is a stakeholder pension arrangement. The employer makes a basic contribution of between 3% and 12.5% (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 0.8% of pensionable salary to cover the cost of centrally-provided risk benefit cover (death in service and ill health retirement).

The accrued pension quoted is the pension the member is entitled to receive when they reach pension age, or immediately on ceasing to be an active member of the scheme if they are at or over pension age. Pension age is 60 for members of classic, premium and classic plus and 65 for members of nuvos. Further details about the CPS arrangements can be found at the website www.dfpni.gov.uk/civilservicepensions-ni.

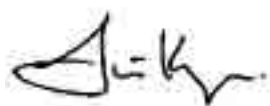
Cash Equivalent Transfer Values

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 CSP 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 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.

The actuarial factors that are used in the CETV calculation were changed during 2011, due to changes in demographic assumptions. This means that the CETV in this year's report for 31/03/11 will not be the same as the corresponding figure shown in last year's report.

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.



J Keyes
Accounting Officer

Date 28 June 2012





Administration

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.

Equality

HSENI's Equality Scheme was first approved by the Equality Commission on 14 June 2001, although HSENI complied with the requirements of a draft Scheme since 1 July 2000 until the date of its approval by the Commission. In 2011/12, HSENI carried out an Audit of Inequality and wrote a new draft Equality Scheme in line with the guidance published by the Equality Commission. This was sent out for consultation which closed in March 2012. The final version of the document will be submitted to the Equality Commission by 1 May 2012.

During 2011/12, HSENI:

- carried out equality screening exercises in respect of proposals for four sets of health and safety regulations and two further matters relating to the implementation of EU Directives. None of these exercises identified any adverse differential impacts for Section 75 groups and none of the responses of any subsequent consultation exercises disagreed with these conclusions;
- launched, in partnership with the Ulster Farmers' Union, a "Stay Farm

Safe" TV advertising campaign aimed at promoting the safety of older farmers in Northern Ireland. This was supported by a Help Initiative aimed at improving farm safety and involved HSENI staff visiting farms and speaking directly to farmers and their families about how they can ensure their safety and help prevent injury and death;

- continued its work on its child safety on farms campaign "Be Aware Kids", launching its calendar competition to remind children in rural areas of the dangers that can be found around the farm;
- continued to provide a leaflet 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 this leaflet in hard copy and on the web, in the main ethnic minority languages i.e. Portuguese, Polish and Lithuanian; and
- 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 English.

New Targeting Social Need (New TSN)

New TSN aims to tackle social need and social exclusion by targeting efforts and available resources within existing programmes towards people, groups and areas in greatest social need.





In supporting New TSN during 2011/12 HSENI:

- carried out over 600 visits in the agricultural sector, over 270 visits in the quarry sector and over 1,700 visits in the construction sector;
- continued to deliver its “Be Aware Kids” Child Safety on Farms campaign and launched a new media campaign and Help Initiative for older farmers, in partnership with the Ulster Farmers’ Union (UFU);
- organised a Quarry Health and Safety Awareness Day in November 2011 to highlight key health and safety issues relevant to that sector; and
- continued to provide HSENI’s regional office in Omagh, enhancing the level of service provided to customers in the West of the Bann catchment area.

Human Rights

The Human Rights Act 1998 came fully into force on 2 October 2000 and provides additional focus and emphasis on the rights and freedoms of individuals guaranteed under the European Convention on Human Rights.

HSENI has provided Human Rights awareness training for all staff as well as more specialist training for certain groups of staff and will continue to do so based on need.

Human Resources

HSENI is fully committed to the principles of business excellence. HSENI recognises that its objectives can only be achieved through the contribution and commitment of its

staff. Consequently, HSENI continues to:

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

HSENI is directly responsible for the employment of its staff and has a total staff complement of 131. As HSENI has Crown Status, its employees are Civil Servants and enjoy Northern Ireland Civil Service terms and conditions of service. Provisional figures from NISRA give a total of 761.40 staff days lost through sickness absence during 2011/12. This equates to an average of just over 5.8 days sickness absence per staff member during the year.

Employee Involvement

HSENI implements its business strategy through its staff. In achieving business objectives, HSENI recognises that the involvement of staff in the planning and decision making process is key. As an Investors in People accredited body, HSENI encourages team working within an open and participative management culture. Staff involvement is maximised through the combined use of, for example, working groups such as the Continuous Improvement Team and the Well Committee, staff briefings and regular joint staff/union consultative meetings. NIPSA is HSENI’s recognised trade union.

Staff Attitude Survey 2011

The level of agreement with the questions in the Learning and Development category of the Survey were higher for HSENI than for any other Department/Agency. Indeed, in almost all questions in the survey, the level of agreement for respondents in HSENI was higher than any Department/Agency. The Employee Engagement Index, developed by the Cabinet Office, is an overall score based on respondents' answers to five set questions. The higher the value of the Index, the greater the degree of Employee Engagement. The Employee Engagement Index for HSENI in the 2011 survey was 71.8%, higher than in the 2009 survey which was 69.7%, and much higher than the NICS average of 47.6%.

The Continuous Improvement Team has been tasked to prioritise and address any areas for improvement identified by staff and these will be added to the Continuous Improvement Action Plan during 2012/13.

Quality of Service

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

- operates in a consistent and co-ordinated manner in the application 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; and
- maintains good industrial relations and liaises regularly with Trade Union representatives.

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, which are reproduced below:

- 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 information that HSENI receives in confidence unless it is required to disclose that information for legal reasons; and
- respond to requests for leaflets within five working days.

Service Complaints

The Head of HSENI's Services Division is responsible for ensuring that complaints are dealt with quickly and effectively. During the year, there were three formal complaints received about HSENI's service. None were upheld and all were dealt with satisfactorily.





Data Security

In July 2010, HSENI produced an Information Security Policy which sets out the arrangements for managing personal and corporate data appropriately and securely. Other IT security-related documents and specific policy documents, such as HSENI's data protection policy, are now incorporated electronically within the new Information Security Policy, the benefit of this being that the revision of this "umbrella" document ensures that all other related policies are reviewed in line with it.

HSENI's Internal Auditors carried out a review of the controls in place to manage information security in June 2011 and a substantial assurance was received with regard to this.

The security of information is specifically addressed in HSENI's Risk Register and HSENI is represented at quarterly Information Security meetings held between DETI and its NDPBs.

During the year, no personal data-related incidents were reported.

Efficiency and Value for Money

In order to ensure that the public resources allocated to it 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;
- keeping administrative costs to a minimum; and
- recovering costs where appropriate.

Enforcement Guidelines

HSENI's Enforcement Guidelines enshrine the principles contained in the concordat produced by the Better Regulation Unit of the Cabinet Office in March 1998. These principles, which are set out below, are also in accordance with the Regulators' Compliance Code and the regulatory principles required under the Legislative and Regulatory Reform Act 2006.

HSENI believes in firm but fair enforcement of health and safety law. This should be informed by the principles of **proportionality** in applying the law and securing compliance; **targeting** of enforcement action; **consistency** of approach; **transparency** about how the regulator operates and what those regulated may expect; and **accountability** for the regulator's actions. These principles should apply both to enforcement in particular cases and to the health and safety enforcing authorities' management of enforcement activities as a whole.

Organisational Development

During the year, HSENI retained Investors in People recognition. HSENI undertook a comprehensive range of learning and development activities for staff in accordance with its Learning and Development Plan 2011-12.

This amounted to an overall total of £155,028 and 661 days spent on organisational, team and individual development needs.

Included in the total training figure is £100,979 which was invested in 12 Trainee Inspectors who were able to avail of specialist development organised through HSE (GB) and Warwick University as part of their Post Graduate Diploma in Regulatory Occupational Health and Safety. This arrangement allows HSENI Inspectors and Trainee Inspectors to benefit from the same professional development opportunities which are available to their HSE (GB) counterparts in a wide range of disciplines. During the year, all 12 Trainees were re-banded to Inspector grade having completed two years of their four-year training.

Also included in the total training figure is £11,370 which was spent with the NICS training provider, the Centre for Applied Learning (CAL). Staff took part in a range of CAL provided courses which, for example, included training on:

- ILM levels 3 & 5; and
- Administrative Development Programme

Technical training during the year included training on subjects such as:

- Explosives and shotfiring;
- Geotech for supervisors;
- Legionella;
- Wellbeing in the workplace;
- Workplace drugs and alcohol workshop.

Staff also attended a range of other development events including the CIPFA Annual Conference.

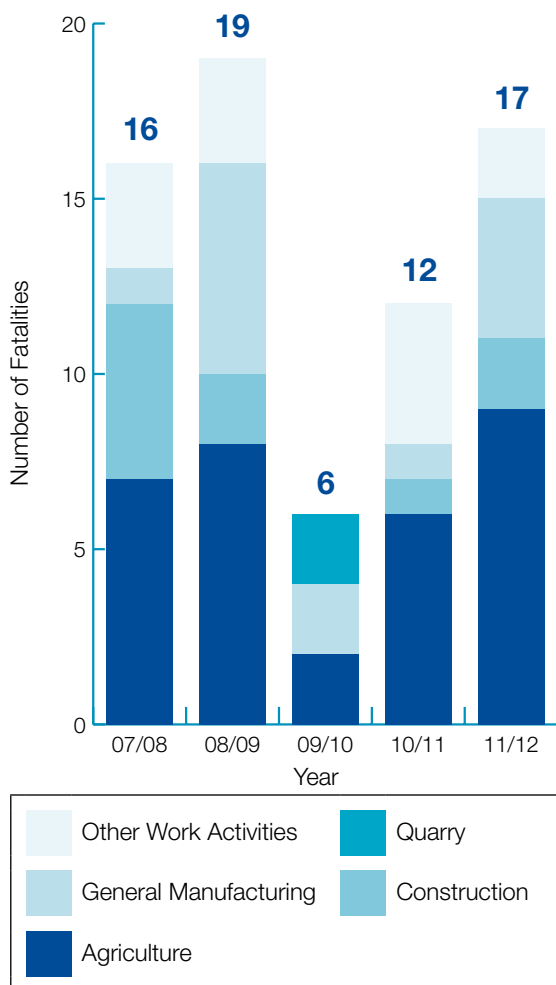


Statistics

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.

Figure 1 shows that there were 17 fatal injuries during the reporting period. This figure represents a significant increase of five in the total number of fatal injuries from the previous year. Of the 17 fatal injuries during 2011/12, nine occurred in agriculture, two in construction, four in general manufacturing and two in other work sectors.

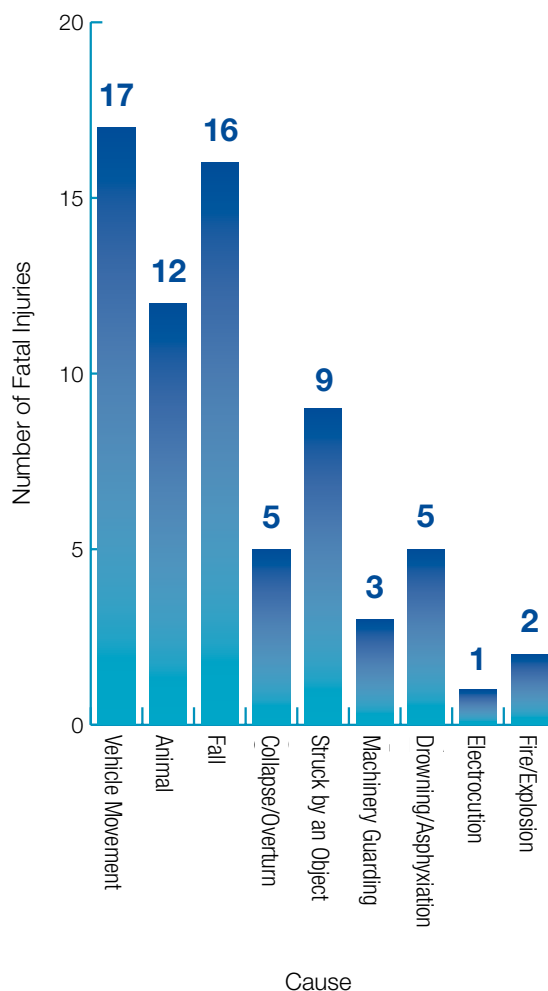
Figure 1: Reported Fatal Injuries - Analysis by work sector: 2007/08 – 2011/12



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 vehicle movements, falls from heights and farm animals.

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

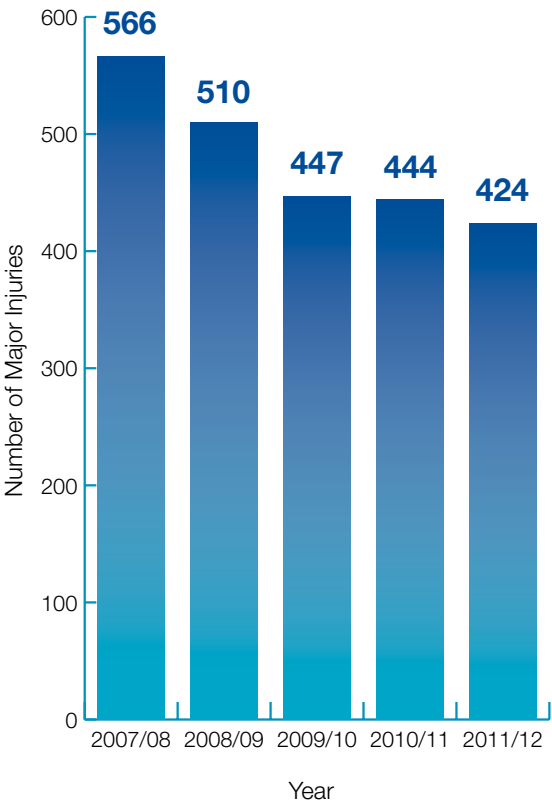
Figure 2: Reported Fatal Injuries - Analysis by cause 2007/08 – 2011/12



indicator as to general health and safety performance in Northern Ireland. During the year, there was another decrease (4.5%) in the number of non-fatal major injuries reported to HSENI when compared to the number in the previous year as illustrated in Figure 3. This latest decrease continues the overall downward trend in reported non-fatal major injuries seen over recent years and represents a 25% decrease since 2007/08.

There was also a decrease (7%) in the number of reported “over-3-day” injuries when compared to the number in the previous year as illustrated in Figure 4. This equates to a 16% decrease on the 2007/08 figure.

Figure 3: Reported Major Injuries 2007/08 – 2011/12



Figures 5 and 6 (overleaf) represent the analyses of all injuries by work sector and by causation respectively. 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 4: Reported “Over-3-Day” Injuries 2007/08 – 2011/12

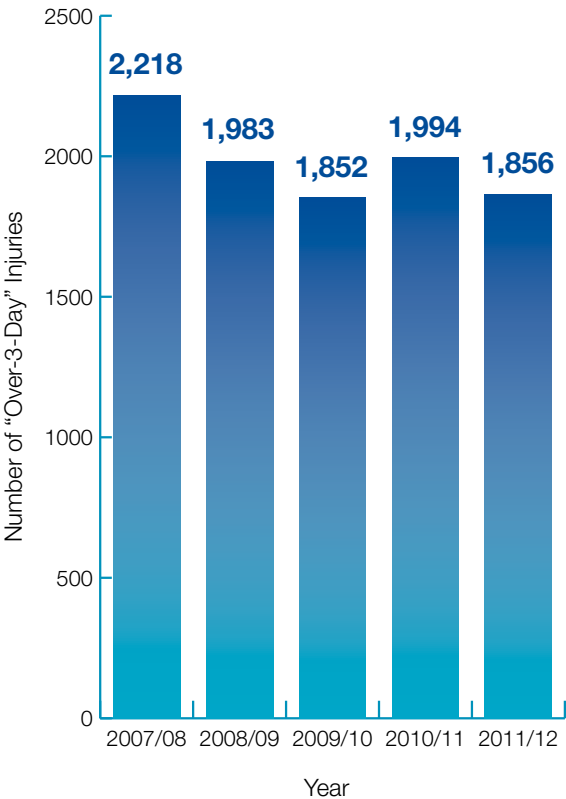


Figure 5: All Injuries 2011/12 – Analysis by Work Sector

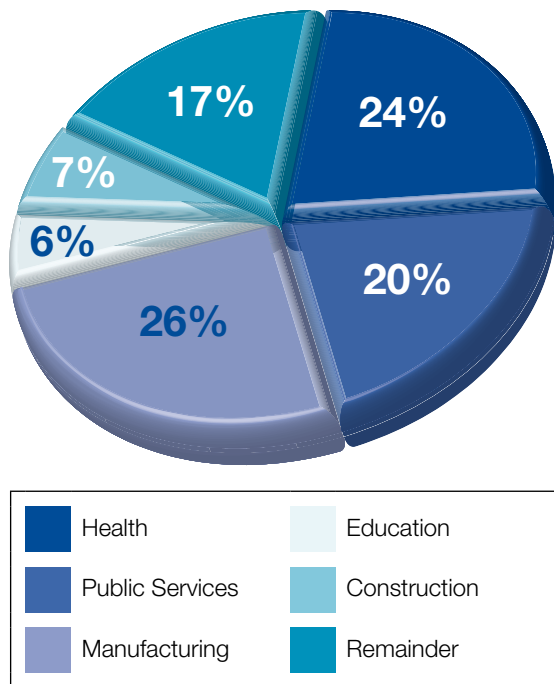


Figure 6: All Injuries 2011/12 – Analysis by Cause

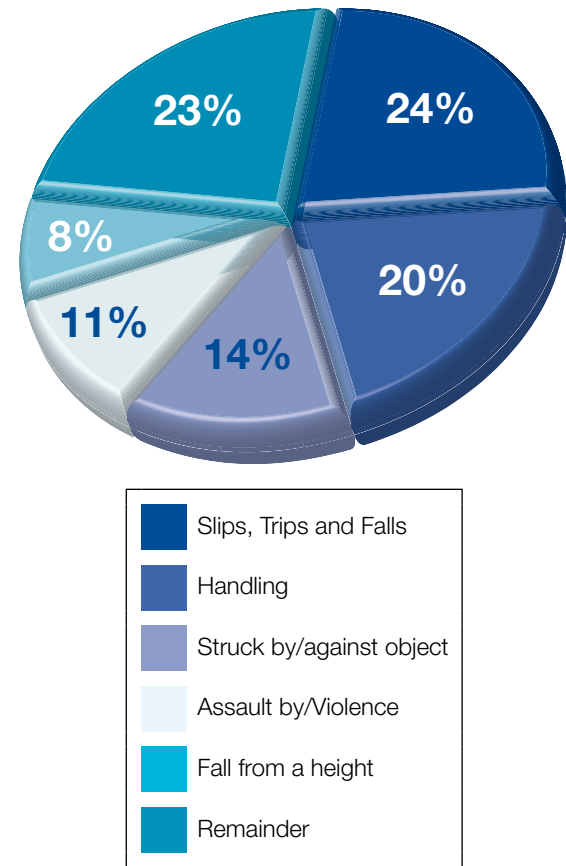


Figure 7: Complaints Received 2007/08 – 2011/12

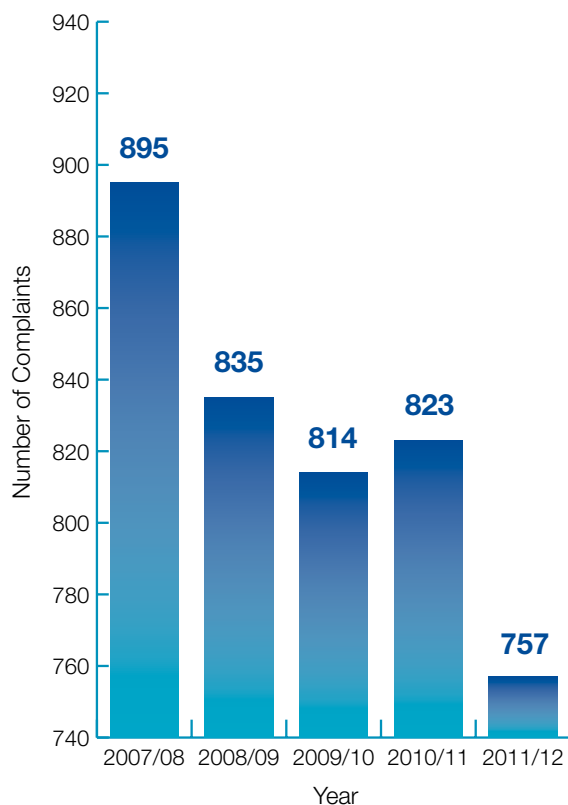


Figure 7 illustrates the number of complaints received by HSENI relating to unsatisfactory working conditions and work-related activities. This year saw a significant decrease in the number of complaints being made continuing an overall downward trend seen since 2007/08.

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. (P) Indicates that the figure is provisional.

1. Health and Safety at Work Statistics 2011/12

Fatal Injuries	18	(14)
Major Injuries	481 (P)	(522)
Over-3-Day Injuries	2264 (P)	(2439)
TOTALS	2763 (P)	(2975)

2. Statistics by Enforcing Authority

	Fatal Injuries		Major Injuries		Over-3-Day Injuries	
HSENI	17	(12)	424 (P)	(444)	1856 (P)	(1994)
District Councils	1	(2)	57	(78)	408	(445)
TOTALS	18	(14)	481 (P)	(522)	2264 (P)	(2439)

3. Five-year Trends

	2007/08	2008/09	2009/10	2010/11	2011/12
Fatal Injuries	16	19	6	14	18 (P)
Major Injuries	639	579	506	522	481 (P)
Over-3-day Injuries	2716	2508	2369	2439	2264 (P)
TOTALS	3371	3106	2881	2975	2763 (P)

4. All Reportable Fatal Injuries

Five-year trend by Enforcing Authority					
	2007/08	2008/09	2009/10	2010/11	2011/12
HSENI	16	19	6	12	17
District Councils	0	0	0	2	1
TOTALS	16	19	6	14	18



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

	2007/08	2008/09	2009/10	2010/11	2011/12
Employees in employment within NI midyear (June) rounded to nearest thousand	718	724	765	695	698
NI Fatal Injuries (Employees only)	6	9	3	4	7
NI Fatal Injuries incidence rate per 100,000 employees	0.80	1.24	0.39	0.60	1.00
GB Fatal Injuries incidence rate per 100,000 employees	0.70	0.50	0.40	0.50	N/A

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

Table 1: Asbestos-related deaths in Northern Ireland 2007-2011

Registration Year	Primary/secondary cause			
	Mesothelioma without asbestosis	Asbestosis* without mesothelioma	Mesothelioma and asbestosis*	All primary or secondary cause
2007	34	29	2	65
2008	39	13	1	53
2009	42	21	-	63
2010	34	15	1	50
2011**	51	20	1	72

* 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 supplied by GRO and are provisional

Table 2: Asbestos-related deaths in Northern Ireland 2007-2011: where asbestosis or mesothelioma are coded as the primary cause of death

Registration Year	Primary cause		
	Mesothelioma	Asbestosis*	All primary cause
2007	34	12	46
2008	38	3	41
2009	42	5	47
2010	35	4	39
2011**	49	7	56

* 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 supplied by GRO and are provisional

7. Reported Diseases 2011/12

HSENI received 33 reports of diseases reportable under the RIDDOR Regulations from seven different employers. Sixteen reports were received for carpal tunnel syndrome, 11 for hand-arm vibration syndrome, two for dermatitis and one for tendon inflammation. Two were not work-related and investigations continue into a third report. Risks from vibrating tools in engineering and construction have accounted for the majority of disease reports.







Financial Statements for the year ended 31 March 2012



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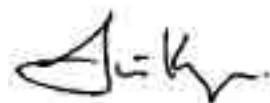
Statement of Accounting Officer's Responsibilities

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 of Enterprise, Trade and Investment 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, changes in taxpayers' equity 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 of Enterprise, Trade and Investment 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; and
- prepare the financial statements on a going concern basis.

The Accounting Officer of the Department of Enterprise, Trade and Investment 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 Managing Public Money Northern Ireland (MPMNI), issued by the Department of Finance and Personnel.



J Keyes
Chief Executive
Date 28 June 2012

Statement on Internal Control

1. Scope of responsibility

As Accounting Officer, I have responsibility 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 departmental assets for which I am personally responsible, in accordance with the responsibilities assigned to me in Managing Public Money Northern Ireland (MPMNI).

The Permanent Secretary, as the Department of Enterprise, Trade and Investment's Principal Accounting Officer, has appointed me as the designated Accounting Officer for HSENI. In this role, I am personally responsible for propriety and regularity in the management of the public funds for which I have charge and for the day-to-day operations and management of HSENI. In performing this function, I act in accordance with HSENI's Management Statement and Financial Memorandum as agreed with the Department of Enterprise, Trade and Investment, and with the instructions and guidance in MPMNI and other instructions and guidance issued from time to time by the Department of Enterprise, Trade and Investment and the Department of Finance and Personnel (DFP) – in particular, the NDPB Accounting Officer's Memorandum issued by DFP and the Treasury document "Regularity and Propriety".






2. The purpose of the system of internal control

The system of internal control is designed to manage risk to a reasonable level rather than to eliminate all risk of failure to achieve policies, aims and objectives; it can therefore only provide reasonable and not absolute assurance of effectiveness. The system of internal control is based on an ongoing process designed to identify and prioritise the risks to the achievement of HSENI's policies, aims and objectives, to evaluate the likelihood of those risks being realised and the impact should they be realised, and to manage them efficiently, effectively and economically. The system of internal control has been in place in HSENI for the year ended 31 March 2012 and up to the date of approval of the Annual Report and Accounts, and accords with DFP guidance.

3. Capacity to handle risk

In relation to risk management, HSENI has adopted the Department of Enterprise, Trade and Investment's (DETI) risk management process manual and risk management policy. Board members and key staff have been trained in risk management to identify and assess risks which might impact on corporate or operational objectives. A business risk register is in place to define the system for managing risk. The register includes for each identified risk, the risk rating, indicators, owner, causes and business implications, and details any further action required to fully manage the risk. I meet with my Senior Management colleagues each quarter to review the risk management processes and the business risk register.





I report on risk management to the HSENI Audit and Risk Management Committee and DETI on a quarterly basis.

HSENI is part of the overall DETI risk management system and the Chair of the HSENI Audit and Risk Management Committee may attend the Departmental Audit Committee and this enables us to identify and share examples of good practice.

4. The risk and control framework

The HSENI Board, to which I report, has ensured that procedures are in place for verifying that risk management and internal control are regularly reviewed and reported on. As part of the risk management framework the following arrangements apply:

- the Board endorses the risk register on the basis of assurances from the Audit and Risk Management Committee who review it on a quarterly basis;
- the Risk Owners review and report to the Senior Management Team on the risks associated with their operational areas on a quarterly basis;
- the Senior Management Team has the responsibility for identifying any new areas of risk or significant changes in risk; and
- I submit the Risk Register and a Stewardship Statement on a quarterly basis to the Department.

The business risk register identifies the following key business risks:

- the retention and availability of specialised/skilled staff;
- the failure to maintain an up-to-date regulatory framework;
- the failure to secure sufficient funding to maintain services;
- damage to HSENI's reputation;
- third party loss resulting from HSENI's negligence;
- the failure to prevent and detect fraud and failure to report suspected fraud; and
- the major disruption to business.

Risk to data security is considered as an integral part of this process, particularly in relation to risk of damage to HSENI's reputation.

During 2011/12, HSENI's internal auditors reviewed the effectiveness of the controls in place to manage both data and physical security, rating the arrangements as substantial.

While monitoring of risks is performed on a continual basis, a formal review of risks is undertaken on a quarterly and annual basis. I meet with Senior Management colleagues to review the risk register and the risk management process and internal control framework within HSENI. After this, I sign a Stewardship Statement to confirm that I am satisfied with the internal control systems in place to manage significant risks and with the adequacy of the control strategies.

Copies of the Risk Management Report for the quarter and/or year, together with the Stewardship Statement are then forwarded to the DETI's Accountability and Casework Branch for consideration by the Departmental Audit Committee.

A key target under HSENI's Operating Plan is to review HSENI's risk register on a quarterly basis to ensure that it is up to date and that proper controls are in place to manage the key risks. Risk management has also been identified as a subject which merits regular review by Internal Audit.

HSENI contracts out its internal audit function. For the 2011-12 financial year, this resided with PricewaterhouseCoopers (PwC), who operate to standards defined in the Government Internal Audit Manual. PwC submits regular reports which include the Head of Audit's independent opinion on the adequacy and effectiveness of HSENI's systems of internal control together with recommendations for improvement.

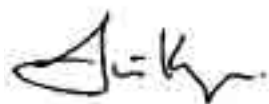
5. Review of effectiveness

As Accounting Officer, I have responsibility for reviewing the effectiveness of the system of internal control. My review of the effectiveness of the system of internal control is informed by the work of the internal auditors and the executive managers within HSENI who have responsibility for the development and maintenance of the internal control framework, and comments made by the external auditors in their management letter and other reports. I have been advised on the implications of the result of my review of the effectiveness of the system of internal control by the HSENI Board and the Audit and Risk

Management Committee and a plan to address weaknesses and ensure continuous improvement of the system is in place.

The Audit and Risk Management Committee meets in advance of Board meetings at least four times per annum to consider the business risk register, quarterly risk management reports, Stewardship Statements and internal audit reports.


The Annual Internal Audit Assurance report for 2011-12 as for 2010-11 provided a substantial assurance in relation to the adequacy of HSENI's systems of control and their operation throughout the year. During the year there were no significant control issues.



J Keyes
Accounting Officer

Date 28 June 2012





INDEPENDENT AUDITOR'S REPORT OF THE COMPTROLLER AND AUDITOR GENERAL TO THE NORTHERN IRELAND ASSEMBLY

I have audited the financial statements of the Health and Safety Executive for Northern Ireland for the year ended 31 March 2012 under the Health and Safety at Work (Northern Ireland) Order 1978. These comprise the Statement of Comprehensive Net Expenditure, the Statement of Financial Position, the Statement of Cash Flows, the Statement of Changes in Taxpayers' Equity and the related notes. These financial statements have been prepared under the accounting policies set out within them. I have also audited the information in the Remuneration Report that is described in that report as having been audited.

Respective responsibilities of the Accounting Officer and Auditor

As explained more fully in the Statement of Accounting Officer's Responsibilities, the Accounting Officer is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view. My responsibility is to examine and report on the financial statements in accordance with the Health and Safety at Work (Northern Ireland) Order 1978. I conducted my audit in accordance with International Standards on Auditing (UK and Ireland). Those standards require me and my staff to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Health and Safety Executive for Northern Ireland's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Health and Safety Executive for Northern Ireland; and the overall presentation of the financial statements.

In addition I read all the financial and non-financial information in the Annual Report to identify material inconsistencies with the audited financial statements. If I become aware of any apparent material misstatements or inconsistencies I consider the implications for my report.

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

Opinion on Regularity

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

Opinion on financial statements

In my opinion:

- the financial statements give a true and fair view, of the state of Health and Safety Executive for Northern Ireland's affairs as at 31 March 2012 and of the net expenditure, cash flows and changes in taxpayers' equity for the year then ended; and
- the financial statements have been properly prepared in accordance with the Health and Safety at Work (Northern Ireland) Order 1978 and Department of Enterprise, Trade and Investment directions issued thereunder.

Opinion on other matters

In my opinion:

- the part of the Remuneration Report to be audited has been properly prepared in accordance with the Department of Enterprise, Trade and Investment directions issued under the Health and Safety at Work (Northern Ireland) Order 1978; and
- the information given in the Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

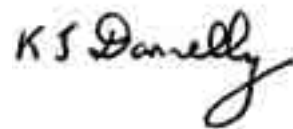
Matters on which I report by exception

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 part of the Remuneration Report to be audited are not in agreement with the accounting records; or
- I have not received all of the information and explanations I require for my audit; or
- the Statement on Internal Control does not reflect compliance with Department of Finance and Personnel's guidance.

Report

I have no observations to make on these financial statements.



K J Donnelly
Comptroller and Auditor General
Northern Ireland Audit Office
106 University Street
Belfast
BT7 1EU
29 June 2012



Statement of Comprehensive Net Expenditure for the year ended 31st March 2012

		2011-12	2010-11
	Notes	£'000	£'000
Expenditure			
Staff Costs	2	4,803	4,637
Depreciation	3	60	64
Other Expenditures	3	1,941	1,640
		6,804	6,341
Income			
Income from Activities	4	55	46
		55	46
Net expenditure		6,749	6,295

There were no other recognised gains or losses in the period.

All amounts above relate to continuing operations.

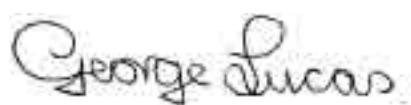
The notes on pages 97 to 107 form part of these accounts.

Statement of Financial Position as at 31st March 2012

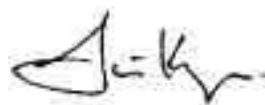
	Notes	31st March 2012 £'000	31st March 2011 £'000
Non-current assets:			
Property, plant and equipment	5	39	55
Intangible assets	6	7	42
Total non-current assets		46	97
Current assets			
Trade and other receivables	8	217	314
Cash and cash equivalents	9	209	472
Total current assets		426	786
Total assets		472	883
Current liabilities			
Trade and other payables	10	391	588
Total current liabilities		391	588
Non-current assets plus net current assets		81	295
Non-current liabilities			
Provisions	11	–	–
Total non-current liabilities			
Assets less liabilities		81	295
Taxpayers' equity			
Revaluation reserve		–	5
General reserve		81	290
Total		81	295

The 2010-11 Comparative has been restated to remove the Government Grant Reserve under the FReM interpretation of IAS 20, in line with IPSAS 23.

The financial statements on pages 92 to 107 were approved by the Board on 28 June 2012 and were signed on its behalf by:



(Lucas, Chairman)
Date 28 June 2012



(J Keyes, Chief Executive)

The notes on pages 97 to 107 form part of these accounts.

Statement of Cash Flows for the year ended 31st March 2012

		2011-12	2010-11
	Notes	£'000	£'000
Cash flows from operating activities			
Net deficit after cost of capital and interest		(6,749)	(6,295)
Adjustment for depreciation charge on non-current assets	3	30	34
Adjustment for amortisation of intangible assets	3	30	30
Adjustment for notional costs	3	487	522
Decrease in trade and other receivables	8	97	33
(Decrease)/Increase in trade payables	10	(197)	88
Use of provisions	11	–	(541)
Net cash outflow from operating activities		(6,302)	(6,129)
Cash flows from investing activities			
Purchase of property, plant and equipment	5	(14)	(10)
Net cash outflow from investing activities		(14)	(10)
Cash flows from financing activities			
Grants from parent department			
Capital Grant-in-Aid Financing		15	11
Funding of Administration Expenditure		5,355	5,341
Funding of Programme Expenditure		863	1,000
Income Received Returned to DETI		(180)	-
Net financing		6,053	6,352
Net (decrease)/ increase in cash and cash equivalents in the period	9	(263)	213
Cash and cash equivalents at the beginning of the period	9	472	259
Cash and cash equivalents at the end of the period	9	209	472

The notes on pages 97 to 107 form part of these accounts.

Statement of Changes in Taxpayers' Equity for the year ended 31st March 2012

	Government Grant Reserve £'000	Revaluation Reserve £'000	General Reserve £'000 Restated	Total Reserves £'000 Restated
Balance at 31st March 2010	60	–	(343)	(283)
Removal of the Government Grant Reserve	(60)	6	54	–
Restated Balance at 31st March 2010	–	6	(289)	(283)
Changes in taxpayers' equity for 2010-11				
Non-cash charges	–	–	522	522
Comprehensive Expenditure for the year	–	–	(6,295)	(6,295)
Movement in reserves	–	(1)	–	(1)
Total recognised Income and expense for 2010-11	–	(1)	(5,773)	(5,774)
Capital Grant-in-Aid Financing - DETI	–	–	11	11
Funding of Administration Expenditure – Request for Resource B – DETI	–	–	5,341	5,341
Funding of Programme Expenditure – Request for Resource B – DETI	–	–	1,000	1,000
Grant from Parent for 2010-11	–	–	6,352	6,352
Balance at 31st March 2011	–	5	290	295
Changes in taxpayers' equity for 2011-12				
Non-cash charges	–	–	487	487
Comprehensive Expenditure for the year	–	–	(6,749)	(6,749)
Movement in reserves	–	(5)	–	(5)
Total recognised Income and expense for 2011-12	–	(5)	(6,262)	(6,267)
Capital Grant-in-Aid Financing - DETI	–	–	15	15
Funding of Administration Expenditure – Request for Resource B – DETI	–	–	5,355	5,355



	Government Grant Reserve £'000	Revaluation Reserve £'000	General Reserve £'000 Restated	Total Reserves £'000 Restated
Funding of Programme Expenditure – Request for Resource B – DETI	–	–	863	863
Income Received Returned to DETI	–	–	(180)	(180)
Grant from Parent for 2011-12	–	–	6,053	6,053
Balance at 31st March 2012	–	–	81	81

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 assets.

The Government Grant Reserve related to the purchase of a Case Management System by the Department of Enterprise Trade and Investment, on behalf of the Health and Safety Executive for Northern Ireland but has been removed by prior period adjustment under the FReM interpretation of IAS 20, in line with IPSAS 23.

The notes on pages 97 to 107 form part of these accounts.

Notes to the Executive's Accounts

1. Statement of Accounting Policies

These financial statements have been prepared in accordance with the 2011-12 Government Financial Reporting Manual (FReM) issued by the Department of Finance and Personnel (DFP). The accounting policies contained in the FReM apply International Financial Reporting Standards (IFRS) as adapted or interpreted for the public sector context. Where the FReM 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.

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.

1.1 Accounting Convention

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

property, plant, equipment and 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 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.

1.4 Intangible Assets

Computer Software

The Department of Enterprise, Trade and Investment acquired a Case Management System (CMS) in 2005-06 for use by HSENI. This CMS system was retrospectively capitalised in the 08-09 year under IAS 38 Intangible Assets. The useful economic life of the asset was estimated at 6 years to March 2012.

HSENI acquired the accounting software, Microsoft Dynamics NAV in 2009-10. The useful economic life of the asset is estimated at 4 years to March 2014.





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

1.5 Operating Income

Operating income represents fees charged to businesses for licences and attendance at conferences and is recognised in the period in which performance is satisfied.

1.6 Fees and Charges

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

Medical Examinations by EMAS, Asbestos Licensing and GMO Permits.

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 Leases

Leases are classified as operating lease contracts whenever the terms of the lease do not transfer substantially all the risks and benefits to the lessee.

Rentals payable under operating leases are expensed to the net expenditure account on a straight-line basis over the lease term.

1.8 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. Provision is made when there is objective evidence that the asset is impaired. 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.

1.9 Grant-in-Aid

Grant-in-Aid financing is credited to the general reserve in the year that it is received.

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.

Administration expenditure is exclusive of VAT.

1.11 Removal of Government Grant Reserve

Following the 2011-12 FReM interpretation of IAS 20, in line with IPSAS 23, HSENI has removed the Government Grant Reserve relating to the purchase of a Case Management System by DETI, on behalf of HSENI. The prior year totals have been restated in the accounts to reflect this change in treatment.

The removal of the Government Grant Reserve has the following effect on comprehensive net expenditure in 2010-11:

	2010 – 11 £'000
Net expenditure	(6,296)
Removal of the Government Grant Reserve	1
Adjusted Net expenditure	(6,295)

1.12 Pensions

Past and present employees are covered by the provisions of the Principal Civil Service Pension Scheme (NI) [PCSPS(NI)]. The rate for the employer's contribution is set by the Government Actuary and for 2011-12 was dependent on salary range. All contributions are charged to the Statement of Comprehensive Net Expenditure as incurred.

PCSPS(NI) is an unfunded multi-employer defined benefit scheme but HSENI is unable to identify its share of the underlying assets and liabilities. The most up to date actuarial valuation was carried out as at 31 March 2007 and details of this valuation

are available in the PCSPS (NI) resource accounts.

For 2011-12, employers' contributions were payable to the PCSPS(NI) at one of four rates in the range 18% to 25% of pensionable pay, based on salary bands. The scheme's Actuary reviews employer contributions every four years following a full scheme valuation. From 2012-13, the rates will remain in the range 18% to 25%. The contribution rates are set to meet the cost of the benefits accruing during 2011-12 to be paid when the member retires, and not the benefits paid during this period to existing pensioners.

1.13 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.

1.14 Staff Costs

Under IAS19 Employee Benefits, all staff costs must be recorded as an expense as soon as the organisation is obligated to pay them. This includes the cost of any untaken leave as at the year end. The cost of untaken leave has been determined with reference to cost and leave balance information held by HRConnect at the year end.

1.15 Accrued Income

Included in the accounts is an amount of £175,019 which is due from DETI in respect of expenses accrued at the year end. These expenses will be paid after the year end by DETI.





1.16 Deferred Income

Included in the accounts is an amount of £7,601 which has been deferred in respect of expenses prepaid at the year end. This income will be recognised in 2012-13 when the corresponding expenditure is recognised.

2. Staff numbers and related costs

2 (a) Staff costs comprise:

	Total £'000	Permanently employed staff £'000	Others £'000	2010-11 Total £'000
Wages and salaries	3,794	3,778	16	3,658
Social security costs	300	300	–	283
Other pension costs	709	709	–	696
	4,803	4,787	160	4,637

2 (b) Pension arrangements:

The Principal Civil Service Pension Scheme (Northern Ireland) [PCSPS(NI)] is an unfunded multi-employer defined benefit scheme but HSENI is unable to identify its share of the underlying assets and liabilities. The most up to date actuarial valuation was carried out as at 31 March 2007 and details of this valuation are available in the PCSPS(NI) resource accounts.

For 2011-12, employers' contributions of £708,656 were payable to the PCSPS(NI) (2010-11 £695,607) at one of four rates in the range 18% to 25% of pensionable pay, based on salary bands. The scheme's Actuary reviews employer contributions every four years following a full scheme valuation. From 2011-12, the rates will be in the range 18% to 25%. The contribution rates are set to meet the cost of the benefits accruing during 2010-11 to be paid when the member retires, and not the benefits paid during this period to existing pensioners.

No exit packages were paid during the year (2010-11 Nil)

Three individuals retired early on ill health grounds; the additional accrued pension liabilities in the year amounted to £4,962.49.

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:

	Total	2011-12	Others	2010-11
		Permanent staff		Total
Directly employed	118	118	-	120
Other	2	1	1	2
Total	120	119	1	122

3. Other Expenditure

	2011-12	2010-11
	£'000	£'000 Restated
Advertising and publicity	558	699
Equal Pay Provision	-	(348)
Motor and travel expenses	201	172
Inspection and enforcement	177	93
Staff training	131	147
Other Staff Related Costs	60	50
Printing, postage and stationery	73	61
Contract cleaning	35	30
Heat and light	16	17
Scientific services	14	15
Office maintenance	11	14
Telephone	37	35
Recruitment costs	8	2
Rentals under operating leases	11	12
Internal audit and accountancy	9	19
Research	22	25
Car parking	24	26
Premises costs	22	23
Catering and hospitality	2	4
IT costs	11	4
Staff equipment	11	4
Auditor's remuneration	10	8
Legal fees	4	-
Staff development	5	4
Bad debt write-off	1	-
Other expenditure	1	2
Non-cash items		
Depreciation	30	34
Amortisation	30	30
(Profit) / Loss on disposal of assets	-	-
Notional accommodation charge	465	502
Notional Departmental Solicitors Office charge	22	20
	2,001	1,704



4. Income

	2011-12	2010-11
	£'000	£'000
Licence, subscription and conference fees	21	32
Other income	34	14
	55	46

Other income relates to fees and charges, recovery of legal costs and income from events and workshops.

5. Property, plant and equipment

	Transport equipment	Furniture & fittings	Total
	£'000	£'000	£'000
Cost or valuation			
At 1 April 2011	23	336	359
Additions	–	14	14
Disposals	–	(63)	(63)
At 31 March 2012	23	287	310
Depreciation			
At 1 April 2011	18	286	304
Charged in year	5	25	30
Disposals	-	(63)	(63)
At 31 March 2012	23	248	271
Net book value at 31 March 2012	–	39	39
Net book value at 31 March 2011	5	50	55
Asset financing:			
Owned	–	39	39
Net book value at 31 March 2012	–	39	39

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.

	Transport equipment	Furniture & fittings	Total
	£'000	£'000	£'000
Cost			
At 1 April 2010	23	333	356
Additions	-	10	10
Disposals	-	(7)	(7)
At 31 March 2011	23	336	359
Depreciation			
At 1 April 2010	12	265	277
Charged in year	6	28	34
Disposals	-	(7)	(7)
At 31 March 2011	18	286	304
Net book value at 31 March 2011	5	50	55
Net book value at 31 March 2010	11	68	79
Asset financing:			
Owned	5	50	55
Net book value at 31 March 2011	5	50	55

6. Intangible assets

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.





Information Technology

	Total £'000
Valuation	
At 1 April 2011	203
Additions	-
Revaluation	7
At 31 March 2012	210
Amortisation	
At 1 April 2011	161
Charged in year	30
Revaluation	12
At 31 March 2012	203
Net book value at 31 March 2012	7
Net book value at 31 March 2011	42
	Total £'000
Valuation	
At 1 April 2010	193
Additions	-
Revaluation	10
At 31 March 2011	203
Amortisation	
At 1 April 2010	120
Charged in year	30
Revaluation	11
At 31 March 2011	161
Net book value at 31 March 2011	42
Net book value at 31 March 2010	73

HSENI revalues its intangible assets at 31st March using the Depreciated Replacement Cost method.

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 of Enterprise, Trade and Investment, 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

	2011-12 £'000	2010-11 £'000
Amounts falling due within one year:		
Trade receivables	11	10
Prepayments and accrued income	206	304
Total	217	314
Consisting of amounts due from:		
Other central government bodies	175	282
Bodies external to government	42	32
Total	217	314

9. Cash and cash equivalents

	2011-12 £'000	2010-11 £'000
Balance at 1 April	472	259
Net change in cash and cash equivalent balances	(263)	213
Balance at 31 March	209	472
The following balances at 31 March were held at:		
Commercial banks and cash in hand	209	472
Balance at 31 March	209	472

10. Trade payables and other current liabilities

	2011-12 £'000	2010-11 £'000
Amounts falling due within one year		
Trade payables	–	30
Accruals and deferred income	391	558
Total	391	588
Consisting of amounts due to:		
Other central government bodies	55	112
Local authorities	6	15
Public Corporations & Trading Funds	1	–
Bodies external to government	329	461
Total	391	588





11. Provisions for liabilities and charges

HSENI is not aware of any circumstances that would give rise to provisions or contingent liabilities in the current year.

The Equal Pay provision that was introduced in 2009-10 was fully settled and therefore released in 2010-11.



12. Losses and Special Payments

HSENI incurred a loss in the current financial year to the value of £1,160 in relation to the write-off of a bad debt.



13. Commitments under leases

13.1 Operating leases

Total future minimum lease payments under operating leases are given in the table below for each of the following periods.

	2011-12 £'000	2010-11 £'000
Obligations under operating leases comprise:		
Buildings		
Not later than one year	11	11
Later than one year and not later than five years	22	33
Later than five years	-	-
	33	44

HSENI entered into a lease agreement with Lancer Buildings Ltd on 10th November 2010, for the rental of offices in Omagh. This is a five year lease effective from 19th February 2010, with the possibility of extension for a further three years.

13.2 Finance leases

HSENI does not hold any finance leases.

14. Related Party Transactions

The Health and Safety Executive for Northern Ireland is a Non-Departmental Public Body (NDPB) sponsored by the Department of Enterprise, Trade and Investment. The Department of Enterprise, Trade and Investment is regarded as a related party. During the year, the Health and Safety Executive for Northern Ireland has had various material transactions with the Department and with other entities for which the Department is regarded as the parent Department, viz:

Invest Northern Ireland;

The Northern Ireland Tourist Board; and

The General Consumer Council for Northern Ireland.

In addition, the Health and Safety Executive for Northern Ireland has had a small number of transactions with other government departments and other central government bodies. Most of these transactions have been with the Department of Finance and Personnel and the Public Prosecution Service for Northern Ireland.

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

15. Events after the reporting period

The financial statements were authorised for issue and to be laid in the Northern Ireland Assembly by the Chairman and Chief Executive on 29th June 2012.





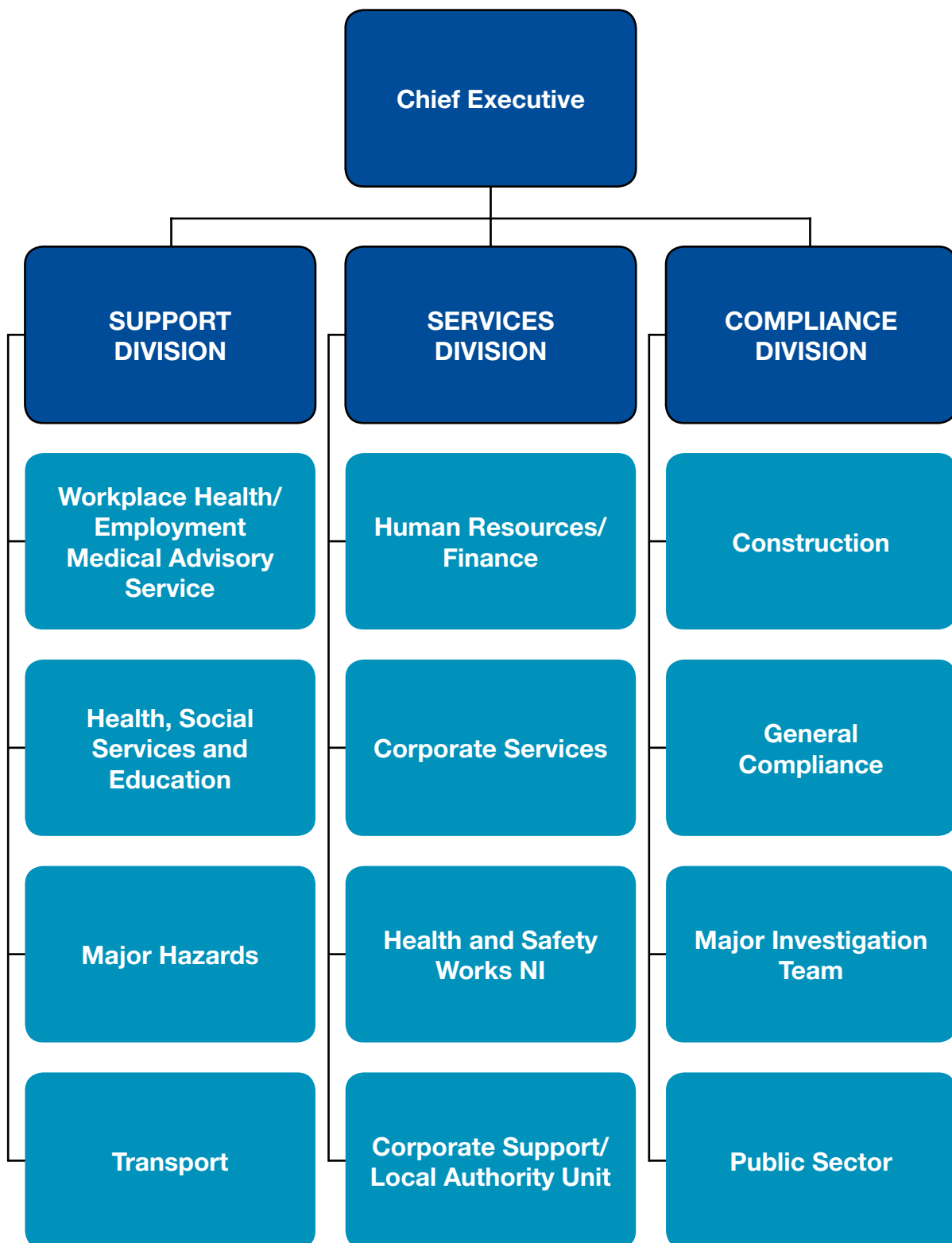


Appendices



Appendix 1

HSENI Organisation Structure 2011-2012



Appendix 2

Fatal Injuries 2011/12

(Total = 17; HSENI enforcement responsibility only)

Agriculture

Occupation (Age)	Employment Category	Description/General Location	Date
Farmer (67)	Self-employed	Died after falling into a slurry tank - Ballymena	08/04/2011
Farmer (71)	Self-employed	Fell approximately 5m through a corrugated roof onto a concrete slat floor in a cattle shed - Ballyclare	12/05/2011
Farmer (64)	Partner in family farming business	Died after being attacked by a bull in a field - Cookstown	28/06/2011
N/A (65)	Member of the public	Died after being attacked by cattle whilst walking dog in a field - Strangford	30/08/2011
Estate Manager (49)	Employed	Died after being run over by a telescopic handler when cutting down a tree - Caledon	31/08/2011
Farmer (52)	Self-employed	Died after falling 2.5m from forks of a telehandler which he was standing on to open barrier to silo - Omagh	12/10/2011 Died 13/10/2011
Farmer (79)	Self-employed	Died after falling into underground slurry tank at his farm - Maghera	14/11/2011
Farmer (64)	Self-employed	Fell 6m through a roof he was repairing - Newry	09/01/2012
Farm Labourer (60)	Employed	Died as a result of becoming trapped below a feeder trailer being towed by a quad bike - Larne	05/02/2012

Construction

Occupation (Age)	Employment Category	Description/General Location	Date
Painter/Decorator (64)	Partner in family decorating business	Fell from a ladder - Doagh	20/06/2011
Building Contractor (51)	Self-employed	Died from head injuries after he was struck by low loader he was repairing - Rasharkin	31/12/2011

General Manufacturing

Occupation (Age)	Employment Category	Description/General Location	Date
N/A (2)	Member of the public	Died after ingesting powder from a storage container - Dungannon	13/07/2011
Maintenance Engineer (63)	Employed	Died after being trapped and crushed between a robotic arm and a fixed horizontal scaffold pole - Ballymena	25/07/2011
Maintenance Engineer (52)	Employed	Died after being crushed by a forklift truck - Loughgall	17/08/2011
Operative (47)	Employed	Died as a result of being crushed in an animal feed mixing machine - Ballygowan	28/02/2012

Health and Social Services

Occupation (Age)	Employment Category	Description/General Location	Date
N/A (91)	Member of the public	Resident of nursing home fell from window - Armagh	01/06/2011 Died 05/06/2011

Local Government

Occupation (Age)	Employment Category	Description/General Location	Date
Recycling Operative (39)	Employed	Trapped and crushed by a lorry at a council recycling plant - Coleraine	22/07/2011





Appendix 3

Prosecutions 2011/12

Balcas Timber Limited

Balcas Timber Limited pleaded guilty at Enniskillen Crown Court on 24 March 2011 to a breach of health and safety legislation. After sentencing on 7 April 2011 at Enniskillen Crown Court the company was fined £7,500 for a breach of Article 4 (2) (a) of the Health & Safety at Work (Northern Ireland) Order 1978. The case arose following an investigation into an incident on 28 February 2010 when a worker had a hand amputated when he was taking a measurement close to an unguarded rotating cutting head at a woodworking machine.

J H Turkington & Sons Ltd

J H Turkington & Sons Ltd was fined a total of £50,000 at Belfast Crown Court on 13 April 2011 after pleading guilty to breaches of health and safety legislation. A fine of £25,000 was imposed for a breach of Article 4 (2) (a) and £15,000 for a breach of Article 5 (1) of the Health and Safety at Work (Northern Ireland) Order 1978 and £10,000 for a breach of Regulation 23 (2) of the Construction (Design and Management) Regulations (Northern Ireland) 2007.

The case arose following the investigation into the collapse of the Law Society Building in Victoria Street, Belfast on 10 March 2008. The investigation revealed that the incident occurred due to the collapse of a temporary supporting structure known as Falsework. It was estimated that approximately 150 tonnes of concrete, 25 tonnes of steel reinforcing bars and 4 tonnes of Falsework all came down in the collapse. J H Turkington & Sons

Ltd was the Principal Contractor in this case and Ripley Developments Ltd the sub-contractor (see below).

Ripley Developments Ltd

Ripley Developments Ltd, a sub-contractor in the above case, was fined a total of £11,000 at Belfast Crown Court on 13 April 2011 after pleading guilty to breaches of health and safety legislation. A fine of £3,500 was imposed for a breach of Article 4 (2) (a) and £2,500 for a breach of Article 5 (1) of the Health and Safety at Work (Northern Ireland) Order 1978 and £2,500 for a breach of Regulation 3 (1) (a) and £2,500 for a breach of Regulation 3 (1) (b) of the Management of Health and Safety at Work Regulations (Northern Ireland) 2000.

Glennon Packaging Limited

Glennon Packaging Limited pleaded guilty at Belfast Crown Court on 25 March 2011 to three breaches of health and safety legislation. After sentencing on 15 April 2011 at Belfast Crown Court the company was fined a total of £12,000 plus £1,194 costs. A fine of £4,000 each was imposed for breaches of both Article 4 (2) (a) and (c) of the Health and Safety at Work (Northern Ireland) Order 1978 and Regulation 3 (1) (a) and Regulation 13 (1) of the Management of Health and Safety at Work Regulations (Northern Ireland) 2000.

The case arose following an investigation into an incident on 8 January 2010 in which a 16 year old employee suffered a severe hand injury leading to the amputation of his right hand.

Short Brothers Plc

Short Brothers Plc was fined a total of £80,000 at Belfast Crown Court on 9 May 2011 after pleading guilty to breaches of health and safety legislation. A fine of £40,000 was imposed for each breach of Article 4 (2) and Article 5 (1) of the Health and Safety at Work (Northern Ireland) Order 1978.

The case arose following an investigation into an incident on 17 September 2008 when a 63 year old fitter died after being struck by a reversing lorry when walking on a pedestrian walkway on the Queen's Island site.

Tully & Sons Ltd

Tully & Sons Ltd was fined £15,000 at Belfast Crown Court on 25 May 2011 for two breaches of health and safety legislation. A fine of £7,500 for each breach of Article 5 (1) of the Health and Safety at Work (Northern Ireland) Order 1978 and Regulation 8 of the Lifting Operations and Lifting Equipment Regulations (Northern Ireland) 1999.

The case arose following an investigation into an incident on 22 February 2007 at the Springbank Industrial Estate, Belfast, during the lifting of a hollow concrete floor slab which shattered in mid air causing a 19 year old worker to fall four metres and suffer serious injuries. Tully & Sons Ltd was the Principal Contactor in this case and Gerald Quinn, trading as Q Fix, was the sub contractor (see below).

Gerald Quinn, trading as Q Fix

Gerald Quinn, trading as Q Fix, the sub-contractor in the above case, was fined £3,000 at Belfast Crown Court on 1 June 2011 after pleading guilty to two breaches of health and safety legislation. A fine of £1,500 was imposed for each breach of Article 4 (2) (a) of the Health and Safety at Work

(Northern Ireland) Order 1978 and Regulation 8 of the Lifting Operations and Lifting Equipment Regulations (Northern Ireland) 1999.

Miskelly Brothers Limited

Miskelly Brothers Limited was fined a total of £50,000 plus costs on 10 June 2011 after pleading guilty to breaches of health and safety legislation at an earlier hearing at Downpatrick Crown Court on 10 May 2011. A fine of £40,000 was imposed for a breach of Article 4 (2) (a) and (c) of the Health and Safety at Work (Northern Ireland) Order 1978 and £10,000 for a breach of Regulation 3 (1) (a) of the Management of Health and Safety at Work Regulations (Northern Ireland) 2000.

The case arose following an investigation into an incident on 7 September 2009 at Miskelly Brothers Limited block making yard at Moss Road, Ballygowan, when an employee died from crush injuries sustained making adjustments to a block strapping machine.

Stephen Jones, trading as Hazron Safety Services

Stephen Jones, trading as Hazron Safety Services, and the health and safety consultant for Miskelly Brothers Ltd, was fined £4,000 on 10 June 2011 after pleading guilty to a breach of Article 34 (1) of the Health and Safety at Work (Northern Ireland) Order 1978 at an earlier hearing at Downpatrick Crown Court on 10 May 2011.

Linden Foods Limited

Linden Foods Limited was fined a total of £25,000 plus costs at Dungannon Crown Court on 6 July 2011 after pleading guilty to two breaches of health and safety legislation. A fine of £12,500 each was imposed for both a breach of Article 4 (2) (a) of the Health and Safety at Work (Northern Ireland)





Order 1978 and a breach of Regulation 3 (1) of the Management of Health and Safety at Work Regulations (Northern Ireland) 2000.

The case arose following an investigation into an incident on 25 February 2010 when an employee suffered severe head injuries when a 5 metre high stack of packing crates collapsed on top of him.

C W T Asbestos & Demolition Limited

CWT Asbestos & Demolition Limited was fined a total of £6,000 plus costs at Bangor Magistrates Court on 15 July 2011 after pleading guilty to two breaches of health and safety legislation. A fine of £3,000 each was imposed for breaches of Regulation 12 and Regulation 16 of the Control of Asbestos Regulations (Northern Ireland) 2007.

The case arose following an investigation into a contract to remove asbestos-containing materials. The contractor failed to meet the standard set out in the above mentioned regulations and the Asbestos Licensed Contractor's Guide.

Two Partners of Engineering and Construction Products

The two partners of Engineering and Construction Products were fined a total of £8,000 plus costs at Newry Crown Court on 8 September 2011 after pleading guilty to four breaches of health and safety legislation. A fine of £1,000 for each breach was imposed on each partner for breaching Article 4 (2) (a) and Article 5 (1) of the Health and Safety at Work (Northern Ireland) Order 1978 and Regulation 3 (1) (a) and Regulation 3 (b) of the Management of Health and Safety at Work Regulations (Northern Ireland) 2000.

The case arose following an investigation into an incident on 10 August 2009 when an employee was injured when a fabricated building section fell on him. The employee subsequently died as a result of his injuries.

Two Staff of the NI Ambulance Service

At a hearing at Armagh Magistrates Court on 12 September 2011, two NI Ambulance Service staff were bound over on a surety of £250 each for 18 months, following an agreement by the prosecution to set aside the criminal charges they faced. The binding over set out strict requirements in relation to training for any future work they undertake in any caring profession.

The case arose from an incident on 11 March 2009 in which a patient fell out of a sling when he was being transferred from a hospital stretcher.

Henry Brothers (Magherafelt) Limited

Henry Brothers (Magherafelt) Limited was fined a total of £75,000 at Antrim Court on 5 October 2011 after pleading guilty to breaches of health and safety legislation. A fine of £60,000 was imposed for a breach of Article 4 (2) (a) of the Health and Safety at Work (Northern Ireland) Order 1978 and £15,000 for a breach of Regulation 9 (1) of the Construction (Health, Safety and Welfare) Regulations (Northern Ireland) 1996.

The case arose out of an accident at RAF Aldergrove, Crumlin, on 19 September 2006. An employee died when a section of a portable office unit collapsed on top of him during a lifting operation to reposition the unit.

Mr Anthony Stewart (Architect)

Mr Anthony Stewart (Architect) was fined £5,000 at Antrim Court on 5 October 2011 after pleading guilty to a breach of Article 8 (a) of the Health and Safety at Work (Northern Ireland) Order 1978.

The case arose out of the accident at RAF Aldergrove referred to in the case listed previously.

Natural World Products Limited

Natural World Products Limited was fined £5,000 at Newry Crown Court on 7 October 2011 after pleading guilty to a breach of Article 4 (2) (a) of the Health and Safety at Work (Northern Ireland) Order 1978.

The case arose following an investigation into an incident on 29 June 2010 at the company's waste composting site in Keady. A 20 year old employee became trapped after coming into contact with an unguarded rotating conveyor drum on a screening machine. Due to the serious injuries sustained, his left arm had to be amputated.

Employee of Walter Campbell Joinery

An employee of Walter Campbell Joinery was bound over at Omagh Crown Court on 10 October 2011 on a surety of £500 for 2 years, following an agreement by the prosecution to set aside the criminal charge he faced. The binding over order set out strict requirements in relation to further training for any work that he is to undertake.

The case arose following an investigation into an incident on 3 February 2010 in which a 76 year old self-employed electrician fell from an unsecured basket/stillage which was being lifted on the forks of a fork lift truck driven by an employee of

Walter Campbell Joinery, and was fatally injured. Walter Campbell Joinery pleaded guilty at an earlier hearing and was sentenced on 30 March 2012.

Drumdollagh Construction Company Limited

Drumdollagh Construction Company Limited was fined a total of £60,000 at Antrim Crown Court on 23 November 2011 after pleading guilty to breaches of health and safety legislation. A fine of £35,000 was imposed for a breach of Article 4 (1) of the Health and Safety at Work (Northern Ireland) Order 1978 and £15,000 for a breach of Regulation 23 (1) (a) of the Construction (Design and Management) Regulations (Northern Ireland) 2007, and £10,000 for a breach of Regulation 30 (2) Construction (Design and Management) Regulations (Northern Ireland) 2007.

The case arose following an investigation into a fatal accident on 9 May 2009 when an employee died after the dumper he was driving overturned as he was going up a temporary haul road that was too steep.

McCloskey International Limited

McCloskey International Limited was fined a total of £35,000 at Dungannon Crown Court on 20 December 2011 after pleading guilty to breaches of health and safety legislation. A fine of £25,000 was imposed for a breach of Article 4 (2) (a) of the Health and Safety at Work (Northern Ireland) Order 1978, and £10,000 for a breach of Regulation 3 (1) of the Management of Health and Safety at Work Regulations (Northern Ireland) 2000.

The case arose following an investigation into an incident on 22 September 2010 when an employee suffered severe head and eye injuries while attempting to bend a piece of hardened steel on a hydraulic press.





Capital Reinforcing (Ireland) Limited

Capital Reinforcing (Ireland) Limited was fined a total of £12,500 at Laganside Crown Court on 9 January 2012 after pleading guilty to three breaches of health and safety legislation. A fine of £4,500 was imposed for a breach of Article 5 (1) of the Health and Safety at Work (Northern Ireland) Order 1978, £4,000 for a breach of Regulation 3 (1) (b) of the Management of Health and Safety at Work Regulations (Northern Ireland) 2000 and £4,000 for a breach of Regulation 8 (1) Provision of Use of Working Equipment Regulations (Northern Ireland) 1999.

The case arose following the investigation of an incident on 29 June 2010 when an 18 year old employee received serious injuries to his left hand while operating a reinforcing bar bending machine.

Andrew Best Construction Limited and Andrew Maze (Sole Trader)

Andrew Best Construction Limited was fined a total of £10,000 at Downpatrick Crown Court on 26 January 2012 after pleading guilty to breaches of health and safety legislation. A fine of £5,000 was imposed for a breach of Article 5 (1) of the Health and Safety at Work (Northern Ireland) Order 1978 and £5,000 for a breach of Regulation 13 (2) of the Construction (Design and Management) Regulations (Northern Ireland) 2007.

Andrew Maze (Sole Trader)

Andrew Maze, a sole trader, was fined £7,500 at Downpatrick Crown Court on 26 January 2012 after pleading guilty to a breach of Article 4 (1) of the Health and Safety at Work (Northern Ireland) Order 1978.

The case arose following an investigation into an incident on 12 October 2010 when a 22 year old

employee fell about four metres while removing tin roofing sheets. He sustained multiple severe head and body injuries which required long-term medical rehabilitation.

Eugene McCann, trading as EMC Construction & Engineering

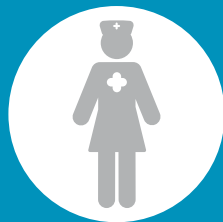
Eugene McCann, trading as EMC Construction & Engineering, was fined a total of £3,000 at Belfast Magistrates Court on 31 January 2012 after pleading guilty to two breaches of health and safety legislation. A fine of £1,500 was imposed for a breach of Article 5 of the Health and Safety at Work (Northern Ireland) Order and £1,500 for a breach of Regulation 28 of the Construction (Design and Management) Regulations (Northern Ireland) 2007.

The case arose following an investigation into an incident on 14 September 2009 when an employee was injured when the partially constructed third and second floor level of a house collapsed.

Walter Campbell Joinery

Walter Campbell Joinery was fined £2,000 plus costs of £1,750 at Laganside Crown Court on 30 March 2012 after previously pleading guilty to a breach of health and safety legislation. The fine was imposed for a breach of Article 5 of the Health and Safety at Work (Northern Ireland) Order 1978.

The case arose following an investigation into an incident on 3 February 2010 when a self-employed electrician fell from a caged platform being lifted on a forklift driven by an employee of Walter Campbell Joinery, and died as a result of his injuries. The employee was bound over at an earlier hearing on 10 October 2011.



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