

# National Strategies Mapping

## Country overview

### IRELAND

**EUOSHA/PRU/2016/06**  
Kooperationsstelle Hamburg IFE

IRELAND	
<b>1. Basic information</b>	Strategy document: <b>Health and Safety Authority (2016), Statement of Strategy 2016-2018<sup>1</sup></b> Former strategies: Health and Safety Authority (2012), Statement of Strategy 2013-2015 <sup>2</sup> Health and Safety Authority (2010), Statement of Strategy 2010-2012 <sup>3</sup>

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<b>2. Background &amp; defining the perceived problem</b>	Defining the perceived problem: A review of the strategy 2013-2015 is included in the new strategy 2016-2018 <sup>4</sup>  Statistics report 2015: Summary of workplace injury, illness and fatality statistics 2014-2015 <sup>5</sup>  Health and Safety Authority (2015), Summary of Workplace Injury, Illness and Fatality Statistics 2013-2014  Report from May 2015 "Trends and Patterns in Occupational Health and Safety in Ireland" <sup>6</sup>

<sup>1</sup> Strategy Statement 2016-2018. Available at:

[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/HSA\\_Strategy\\_Statement\\_2016.pdf](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/HSA_Strategy_Statement_2016.pdf)

<sup>2</sup> Strategy Statement 2013-2015. Available at:

[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/Strategy\\_Statement\\_2013.pdf](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/Strategy_Statement_2013.pdf)

<sup>3</sup> Strategy Statement 2010-2012, 2016, p. 9-12. Available at:

[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/Strategy\\_Statement\\_2010\\_-\\_2012.html](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/Strategy_Statement_2010_-_2012.html)

<sup>4</sup> Strategy Statement 2016-2018. Available at:

[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/HSA\\_Strategy\\_Statement\\_2016.pdf](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/HSA_Strategy_Statement_2016.pdf)

<sup>5</sup> HSA Statistics report 2015. Available at:

[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/Statistics\\_Report\\_2015.html](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/Statistics_Report_2015.html)

<sup>6</sup> HSA Trends and Patterns in Occupational Health and Safety in Ireland. Available at:

[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/Trends\\_and\\_Patterns\\_in\\_Occupational\\_Health\\_and\\_Safety\\_in\\_Ireland.html](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/Trends_and_Patterns_in_Occupational_Health_and_Safety_in_Ireland.html)

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<b>3. Main characteristics and objectives of the OSH-strategy (activity plan)</b>	<p>The Authority's Strategy Statement 2016–2018 is prepared in the context of significant economic, social, demographic, technological and environmental changes and is built on the progress from the former Strategy 2013–2015. The main aims of the strategy are to ensure that workers in Ireland and people affected by work return home safely to their families and that everyone is protected from the harmful effects of chemicals.</p> <p><b>Vision</b> To realise a safe and healthy working life for people in Ireland and to see that human health is not endangered by the use of chemicals, at work and in the wider population. In short, the vision is <i>“healthy, safe and productive lives”</i>.</p> <p><b>Mission</b> HSA regulates and promotes work-related safety, health and welfare and the safe use of chemicals and products. HSA also provides the national accreditation service (INAB).<sup>7</sup></p> <p><b>Values</b> HSA</p> <ul style="list-style-type: none"> <li>• is committed to making a positive impact</li> <li>• treats people with dignity and respect</li> <li>• acts with integrity and impartiality</li> <li>• holds itself accountable for what they do.</li> <li>• fosters and encourages innovation and continuous improvement</li> </ul> <p><b>Expected outcomes of the strategy:</b></p> <ul style="list-style-type: none"> <li>• Reduced rates of work-related deaths, injuries and ill health.</li> <li>• That employers are actively engaged in managing occupational health and well-being.</li> <li>• That workers are actively engaged in protecting themselves and their colleagues at work.</li> <li>• That increased awareness among the general public on how to avoid and manage the risks to health arising from chemicals.</li> <li>• An increased awareness and use of INAB accreditation services.</li> <li>• That people and organisations are proactively engaged and satisfied with Authority programmes, tools and services.</li> <li>• That national interests are represented with proposals for and transposition of EU regulations.</li> <li>• That the Authority is a high-performing organisation evidenced by a high level of staff engagement and motivation, an optimal use of State resources and positive stakeholder relationships.</li> </ul>

<sup>7</sup> HSA strives to motivate and influence behaviour, through providing a combination of promotion, information, education, inspection and enforcement. The Irish National Accreditation Board (INAB) provides a market-led service to accredit organisations for quality and standards in service provision.

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<b>4. Details of the strategy and activity plan</b> Axis description	
<b>Priorities</b>	<p>In order to achieve the expected out-comes the Strategy 2016-2018 defines five priorities:</p> <ol style="list-style-type: none"> <li>1. Health: Increase the focus on work-related health risks.</li> <li>2. Safety: Maintain and develop the advances achieved in the management of work-related safety risks.</li> <li>3. Chemicals: Focus on the risks to human safety and health arising from chemicals used at work and by the general public.</li> <li>4. Accreditation: Provide an impartial, internationally recognised accreditation service, responsive to market demands through the Irish National Accreditation Board.</li> <li>5. How HSA works: Continue to change and transform the way HSA works.</li> </ol>

<b>Details of the activity plan</b>	<b>Goals (copied from the strategy)</b>
<b>1. Increase the focus on work-related health risks</b>	<ol style="list-style-type: none"> <li>1. Increase the knowledge and understanding of work-related health and welfare risks.</li> <li>2. Raise awareness of the need to identify the hazards and to assess and manage occupational health risks.</li> <li>3. Promote well-being and positive mental health.</li> <li>4. Ensure legal compliance through proportionate enforcement.</li> <li>5. Influence the EU agenda on occupational health laws and policy.</li> </ol>
<b>2. Maintain and develop the advances achieved in the management of work-related safety risks.</b>	<ol style="list-style-type: none"> <li>1. Promote the adoption of the highest safety standards by duty holders.</li> <li>2. Enable duty holders to raise safety standards through the provision of guidance, information, advice, education and risk management tools.</li> <li>3. Ensure legal compliance through proportionate enforcement and market surveillance.</li> <li>4. Encourage workers to take up the role of safety representative and support their active participation in the workplace.</li> <li>5. Influence the EU agenda on safety laws and policy.</li> </ol>
<b>3. Focus on the risks to human health and safety arising from chemicals used at work and by the general public.</b>	<ol style="list-style-type: none"> <li>1. Identify and prioritise for action those chemicals used at work and by the general public which pose a risk to human health and safety.</li> <li>2. Enable duty holders to raise standards in the manufacture, use, trade and transport of chemicals through the provision of the chemicals helpdesk, guidance, information, advice and risk management tools.</li> <li>3. Ensure legal compliance through proportionate enforcement and market surveillance.</li> <li>4. Act as the lead national competent authority and regulatory expert on chemicals.</li> </ol>

	<ol style="list-style-type: none"> <li>5. Influence in partnership with the Department of Jobs, Enterprise and Innovation, the national and EU agenda on chemical laws and policy, balancing health and environment protection with competitiveness, innovation and market access.</li> </ol>
<b>4. Provide an impartial, internationally recognised accreditation service, responsive to market demands through the Irish National Accreditation Board.</b>	<ol style="list-style-type: none"> <li>1. Maintain and grow international recognition as Ireland's national accreditation body.</li> <li>2. Promote and raise the awareness of the benefits of INAB accreditation.</li> <li>3. Maintain and grow services to drive quality and excellence in Irish enterprise.</li> <li>4. Deliver innovative and efficient services through ongoing review of resources, operations, structures and processes.</li> <li>5. Build constructive working relationships with our key clients, assessors and national regulators.</li> </ol>
<b>5. Continue to change and transform the way we work</b>	<ol style="list-style-type: none"> <li>1. Foster an environment where staff are engaged, valued and motivated, to achieve high levels of performance.</li> <li>2. Deliver all services efficiently and effectively and encourage innovation in the re-design of our business processes and our use of technology.</li> <li>3. Collaborate with stakeholders and influence national and international bodies, government departments and agencies, to achieve our vision.</li> <li>4. Deliver education services in safety and health through the formal education system, in the workplace and for continuous professional development, with an emphasis on e-learning.</li> <li>5. Ensure that our programmes and the allocation of resources are based on evidence, current research, analysis and evaluation.</li> <li>6. Apply the highest standards of governance to the running of the Authority and work to ensure that the Authority is adequately resourced.</li> </ol>

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<b>5. Actors and stakeholders</b>	<p>The main actor is the HSA (Health and Safety Authority) as part of the Department of Jobs, Enterprise and Innovation. The HSA conducted a public consultation and had positive and supportive comments of other authorities, social partners and professional organisations and individuals that have been reflected in the strategy. The submissions and the Authority's response to consultation are published under the Public Consultation area of <a href="http://www.hsa.ie">www.hsa.ie</a>.</p> <p>HSA has in place more than 20 memoranda of understanding- bi-lateral arrangements or protocols with other state bodies. HSA also leads or participates in a number of advisory groups (agriculture, construction, healthcare, workplace transport, technical and scientific, regional) that bring together representatives from industry, unions, other state agencies, local authorities and third-level institutions.</p>

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<b>6. Resources and timeframe</b>	<p>Annual grant provided by the Department of Jobs, Enterprise and Innovation.</p> <p>The Authority has been strongly committed to public sector reform and in this context has, through the commitment, dedication and continued engagement of its staff, delivered effective programmes of work with reduced resources (approximately 24% in personnel and budget terms).</p>

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<b>7. Evaluation/lessons learned</b>	<p>Evaluation:</p> <p>A review of the strategy 2013-2015 is included in the new strategy 2016-2018<sup>8</sup></p> <p>Progress monitoring of the annual programmes of work that implement the strategy using a range of qualitative and quantitative measures.</p> <p>Quarterly and annual reports to the Board of the Authority and the Department of Jobs, Enterprise and Innovation (DJEI). A service level agreement (SLA) with the DJEI will form the basis of periodic reports on progress to the Minister.</p> <p>Statistical evaluations. Regular updates on fatality, injury and illness rates will be supplemented with other performance measures that more fully capture the range and extent of the activities and impact.</p> <p>Assessment of the cultural and attitudinal changes over a longer timeline than the three years strategy period.</p>
Ex ante indicators for the years 2012 to 2020	<p><b>Expected Outcomes</b></p> <p><b>Quote:</b></p> <ul style="list-style-type: none"> <li>• Reduced rates of work-related deaths, injuries and ill health.</li> <li>• Employers are actively engaged in managing occupational health and well-being.</li> <li>• Workers are actively engaged in protecting themselves and their colleagues at work.</li> <li>• Increased awareness among the general public on how to avoid and manage the risks to health arising from chemicals.</li> <li>• Increased awareness and use of INAB accreditation services.</li> <li>• People and organisations are proactively engaged and satisfied with Authority programmes, tools and services.</li> <li>• National interests are represented with proposals for and transposition of EU regulations.</li> <li>• The Authority is a high-performing organisation evidenced by our high level of staff engagement and motivation, our optimal use of State resources and our positive stakeholder relations</li> </ul>

<sup>8</sup>HSE, Strategy Statement 2016-2018, 2016, p. 9-12. Available at:  
[http://www.hsa.ie/eng/Publications\\_and\\_Forms/Publications/Corporate/HSA\\_Strategy\\_Statement\\_2016.pdf](http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/HSA_Strategy_Statement_2016.pdf)

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<b>8. Relation to European Framework</b>	<p>The key strategic objectives of the Framework are broadly in line with the strategic policy being adopted by the Authority in its Strategy Statement 2016–2018. HSA particularly welcome the focus on providing practical support to small and micro enterprises to help them to comply with safety and health requirements. To support SMEs HSA has developed in the last few years online tools for interactive risk assessments. HSA will continue to put in place supports and tools to facilitate companies in achieving high levels of compliance in occupational safety, health, welfare and the safe use of chemicals.</p> <p>The priorities are related to challenge 1 of the EU-OSH Strategy (<i>Improving the implementation record of Member States, in particular by enhancing the capacity of micro and small enterprises to put in place effective and efficient risk prevention measures.</i>) There is a strong focus on effective performance of the public OSH institutions.</p> <p>Priority 3 has a particularly strong relation to the safe use of chemicals (mentioned on p6 of the EU-strategy)</p>