

National strategies mapping

Country Overview

IRELAND

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1. Basic information	<p>Strategy document:</p> <p>Health and Safety Authority (2019), Statement of Strategy 2019 – 2021¹</p> <p>Former strategies:</p> <p>Health and Safety Authority (2016), Statement of Strategy 2016-2018²</p> <p>Health and Safety Authority (2012), Statement of Strategy 2013-2015³</p> <p>Health and Safety Authority (2010), Statement of Strategy 2010-2012⁴</p>
2. Background and the perceived problem	<p>Following problems are perceived:</p> <ul style="list-style-type: none"> ▪ A fast-changing environment ▪ UK's exit from European Union ▪ New business models where service and products are exchanged in a global market ▪ Increasing pressure on workers to perform insecure contracts ▪ Increasing deliverables and vulnerabilities (e.g. age) <p>Challenges:</p> <ul style="list-style-type: none"> ▪ Safety in agriculture ▪ Long-term occupational health risks (stress, manual handling, cancer) ▪ Protecting vulnerable workers ▪ A review of the strategy 2016-2018 is included in the new strategy 2019 - 2021⁵

¹ Strategy Statement 2019 -2021, Available at:
https://www.hsa.ie/eng/publications_and_forms/publications/corporate/hsa_strategy_statement_2019-21.pdf

² Strategy Statement 2016-2018. Available at:
http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/HSA_Strategy_Statement_2016.pdf

³ Strategy Statement 2013-2015. Available at:
http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/Strategy_Statement_2013.pdf

⁴ 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

⁵ Strategy Statement 2019 -2021, Available at: no link available, yet

COUNTRY	IRELAND
	<p>Summary of workplace injury, illness and fatality statistics 2016-2017⁶</p> <p>Statistics report 2015: Summary of workplace injury, illness and fatality statistics 2014-2015⁷</p> <p>Health and Safety Authority (2015), Summary of Workplace Injury, Illness and Fatality Statistics 2013-2014</p> <p>Report from May 2015 "Trends and Patterns in Occupational Health and Safety in Ireland"⁸</p>
3. Main characteristics and objectives of the OSH-strategy (activity plan);	<p>The Authority's Strategy Statement 2019–2021 was developed in the context of a fast-changing economy and workforce as well as the evolving political and social environment in Ireland and within the EU.</p> <p>Vision</p> <p>Healthy, safe and productive lives and enterprises.</p> <p>The Authority's vision looks further than the three-year period of the strategy. They want in longer term to realise a safe and healthy working life for people in Ireland and to foster environment where businesses can grow and prosper. The Authority wants to see human health protected by the safe use of chemicals in and out of work and wants to ensure that providers of services and products are accredited thereby enhancing confidence of their customers and clients</p> <p>Mission</p> <p>The Authority works to ensure that duty holders meet their legal obligations in relation to workplace health and safety, market surveillance and chemicals. They strive to motivate and inform through a combination of promotion, information, education, inspection and enforcement activities. The Irish National Accreditation Board (INAB) provides a market-led service to accredit organisations for quality and standards in service provision.</p> <p>Values</p> <ul style="list-style-type: none"> ▪ The Authority :consults and collaborates treats people with dignity and respect ▪ acts with integrity and impartiality ▪ holds itself accountable for what they do ▪ drives innovation and and continuous improvement

⁶ HSA Statistics report 2016-2017 published in August 2018. Available at: https://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/HSA_Stats_Report_2017.pdf

⁷ HSA Statistics report 2015. Available at: http://www.hsa.ie/eng/Publications_and_Forms/Publications/Corporate/Statistics_Report_2015.html

⁸ 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

COUNTRY	IRELAND
	<ul style="list-style-type: none"> ▪ responds and adapt to changing circumstances <p>Expected outcomes of the strategy:</p> <ul style="list-style-type: none"> ▪ Reduced rates of work-related deaths, injuries and ill health. ▪ Employers actively engaged in managing occupational health, safety and welfare ▪ Workers actively engaged in protecting themselves and their colleagues at work. ▪ Increased public awareness of how to avoid and manage the risks to health arising from applicable products and chemicals. ▪ An increased awareness and use of INAB accreditation services to promote business excellence and sustainability and to support regulation in essential areas. ▪ People and organisations proactively engaged and satisfied with Authority programmes, tools and services. ▪ National interests represented during proposals for and transposition of EU directives and regulations. ▪ The Authority to be a high-performing organisation evidenced by a high levels of staff engagement and motivation, an ability to adapt to the changing environment, an optimal use of state resources and positive stakeholder relationships. ▪ Effective holding to account of those who fall in their duties under legislation enforced by the Authority.
<p>4. Details of the strategy and activity plan</p> <p>Axis description</p>	
<p>Priorities</p>	<p>Five strategic priorities will direct the activity for the period 2019–2021:</p> <p>Regulate: Increase focus on compliance through risk based inspection and enforcement</p> <p>Promote: Support, educate and raise awareness to prevent accidents, injuries and ill health</p> <p>Accredit: Grow the national accreditation service to enable and support enterprises and public services</p> <p>Influence: Partner and collaborate in support of healthy, safe and productive lives and enterprises</p> <p>How HSA works: Improve the way HSA work through people, processes & technology</p>

COUNTRY	IRELAND
Details of the activity plan	Goals (copied from the strategy)
Priority 1. Regulate: Increase focus on compliance through risk based inspection and enforcement	<ul style="list-style-type: none"> ▪ Drive increased focus on work-related health and safety ▪ Increase and broaden the inspection programme, focusing on higher risks, less compliant organisations and vulnerable workers ▪ Act as the lead national competent authority on chemicals and market surveillance ▪ Enforce market surveillance requirements of products sold on the Irish market, including those sold to consumers ▪ Take proportionate enforcement action to encourage and ensure compliance ▪ Advise and make regulatory and policy proposals to the Minister
Priority 2. Promote: Support, educate and raise awareness to prevent accidents, injuries and ill health	<ul style="list-style-type: none"> ▪ Increase knowledge and understanding of how to manage work-related health and welfare ▪ Increase visibility and encourage uptake of the Authority's online tools and services, including BeSMART.ie, hselearning.ie and Work Positive ▪ Provide information and guidance to enable duty holders to understand the benefits of proactively managing safety, health and chemicals to the highest standards ▪ Provide educational resources to the formal education system and for the workplace ▪ Increase knowledge and awareness of the dangers from applicable products and hazardous chemicals
Priority 3. Accredite: Grow the national accreditation service to enable and support enterprises and public services.	<ul style="list-style-type: none"> ▪ Develop and implement a national accreditation strategy ▪ Promote the value of independent accreditation in building confidence in the quality and integrity of public and private services ▪ Prepare and accredit clients operating in evolving areas, including security, data protection and robotics ▪ Monitor, anticipate and respond to increasing demand arising from the UK's withdrawal from the EU and other regulatory changes ▪ Maintain the international recognition and reputation of INAB and the IE accreditation services
Priority 4. Influence: Partner and collaborate in support of healthy, safe and productive lives and enterprises	<ul style="list-style-type: none"> ▪ Co-operate and proactively engage with stakeholders and regulatory bodies to achieve shared aims ▪ Present objective research-based proposals to government to achieve increased funding for the Authority ▪ Collaborate and influence the need for better reporting and recording of occupational illness and ill health and develop mechanisms to ensure data is shared ▪ Engage actively and constructively in the EU agenda and discussions on occupational safety and health, chemicals, market surveillance and accreditation

COUNTRY	IRELAND
	<ul style="list-style-type: none"> ▪ Partner with government to provide support to businesses in preparing for and dealing with the UK withdrawal from the EU
Priority 5. Improve the way HSA works through people, processes & technology	<ul style="list-style-type: none"> ▪ Value, engage and develop staff to strengthen organisational capacity and capability ▪ Adapt HSAs structure, operating model and allocation of resources to target key areas based on evidence, research, analysis and evaluation ▪ Apply the highest standards of governance to the running of the Authority ▪ Optimise technology and research to improve efficiencies and services ▪ Challenge HSAs mandate and strategy annually to ensure they adapt to the changing environment
5. Actors and stakeholders	<p>Occupational safety and health policy at national level is determined by a twelve-member, tripartite Board, with nominees from the social partners and other interests concerned with safety and health in the workplace.</p> <p>The main actor is the HSA (Health and Safety Authority) reporting to the Department of Business, Enterprise and Innovation. Because safety is everybody's responsibility there is always wide consultation with employers, employees and their respective organisations. 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 www.hsa.ie.</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 to meet their strategic goals and their vision of healthy, safe and productive lives.</p>
6. Resources and timeframe	<p>Annual grant provided by the Department of Business, Enterprise and Innovation.</p> <p>The Authority will deliver this strategy through the development and implementation of annual programmes of work, which will be submitted to the Minister for approval. These programmes will specify the actions and key performance indicators that will support the achievement of their strategic goals. They will focus resources to deliver on our outcomes and make the most impact.</p>

COUNTRY	IRELAND
	They will improve the way HSA works through people, processes & technology (see Priority 5).
7. Evaluation/lessons learned	<p>Evaluation:</p> <p>A review of the strategy 2016-2018⁹ is included in the new strategy 2019-202.</p> <p>Progress on the annual programmes of work that implement this strategy will be monitored using a range of qualitative and quantitative measures.</p> <p>Quarterly and annual reports to the Board of the Authority and the Department of Businesses, Enterprise and Innovation (DBEI). A service level agreement (SLA) with the DBEI will form the basis of periodic reports on progress to the Minister.</p> <p>The Authority will adapt its structure, operating model and allocation of resources to target key areas based on evidence, research, analysis and evaluation.</p>
Ex ante indicators for the years 2012 to 2021	<p>Expected Outcomes (Strategic Outcomes)</p> <p>Quote:</p> <ul style="list-style-type: none"> ▪ Reduced rates of work-related deaths, injuries and ill health. ▪ Employers are actively engaged in managing occupational health and well-being. ▪ Workers are actively engaged in protecting themselves and their colleagues at work. ▪ Increased awareness among the general public on how to avoid and manage the risks to health arising from applicable products and chemicals. ▪ Increased awareness and use of INAB accreditation services to promote business excellence and sustainability and to support regulation in essential areas ▪ People and organisations are proactively engaged and satisfied with Authority programmes, tools and services. ▪ National interests are represented during proposals for and transposition of EU directives and regulations. ▪ The Authority is a high-performing organisation evidenced by our high level of staff engagement and motivation, our ability to adapt to the changing environment, our optimal use of State resources and our positive stakeholder relationships. ▪ Active engagement by other organisations in supporting the work of the Authority through memoranda of understanding and service-level agreements.

⁹HSE, 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

COUNTRY	IRELAND
	<ul style="list-style-type: none"> ▪ Effective holding to account of those who fail in their duties under legislation enforced by the Authority.
8. Relationship to EU Strategic Framework	<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 2019–2021. 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 and social networks 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>)</p> <p>There is a strong focus on effective performance of the public OSH institutions.</p> <p>Strategic Priority 1 has a strong relation to the strategic objective Nr. 3 of the EU-OSH Strategy “Better enforcement of OSH legislation by Member States”.</p> <p>Strategic Priority 2 is related to challenge 2 and 3 and several strategic objectives of the EU-OSH Strategy. Strategic Priority 1 has a particularly strong relation to the safe use of chemicals (mentioned on p6 of the EU-strategy)</p>