

Health and Safety Authority Draft Strategy statement (2019-2021)



Public Consultation period: 09 April – 08 May 2018

Key Themes Emerging for Strategy 2019-21

Environment Change

- Economy growing
- From constrained to growth
- Numbers employed are growing

Societal Change

- Increased use of technology and social media
- Increase focus on health & wellbeing
- Increased public knowledge
- Aging population

Workplace Change

- Increase in self-employed, tele-working, automation, health workers working in community
- Younger, self-determined workforce

Technology Change

- New industries, e.g. Wind Farms, Robotics, Medical Device, Biofuels, Recycle/Reuse
- IT solutions, process improvement and self-service
- Information and data analytics
- Social media

Policy Change

- Victim Policy Directive, FoI, GDPR, Cyber Security, UK Exit

Implications for Strategy 2019-2021

- Be informed by what we see 3 and 10 years out
- Challenge are we focussed on the 'right sectors', 'right topics' - understand trends, target HSA activities where we can have greatest impact
- Align our focus on Safety, Health & Welfare with our legal Mandate
- Challenge how we engage employers, employees of the future
- Collaborate with other Agencies – influence and work in support of one another to deliver our respective objectives
- Continually improve through ICT, data analytics, measuring our impact, applying the learning
- Challenge ourselves to be 'Best in Class' - people, process, technology, innovation key to our success

Our Strategy 2019-2021

(starts with our Legal Mandate)



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

delivered

through our

- Mission, Vision & Values
- Strategic Priorities & Goals
- Annual Work Plans

Our Mission

'our core purpose/reason to exist and legitimized by a need in external environment'

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

Our Vision

'our ambition/what we aspire to'

Healthy, safe and productive lives and enterprises

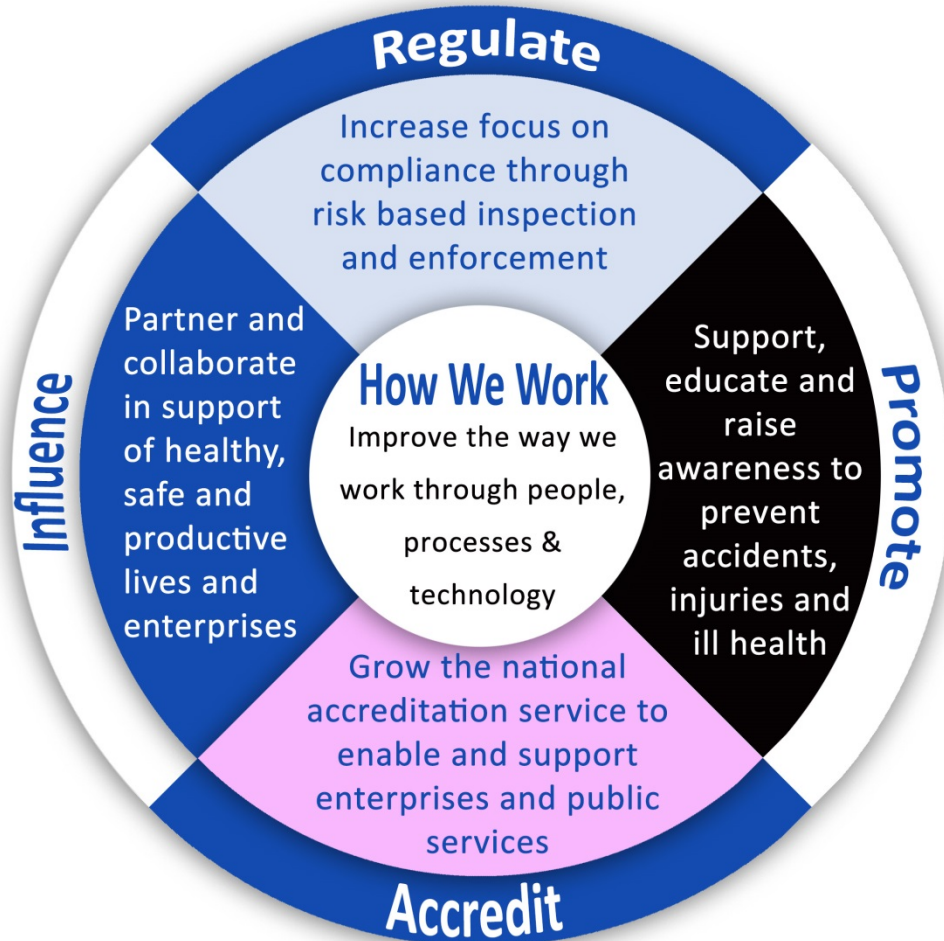
Our Values

'guide how we work and how people will experience us making a positive impact'

- We consult and collaborate
- We treat people with dignity and respect
- We act with integrity and impartiality
- We hold ourselves accountable
- We drive innovation and continuous improvement
- We respond and adapt to changing circumstances

Our Priorities 2019-2021

(the areas we will focus on to deliver on our Vision)



Priorities & Goals 2019-2021

Priority	Goals
<p>Regulate Increase focus on compliance through risk based inspection and enforcement.</p>	<ul style="list-style-type: none">• Continue to drive increased focus on work related health and safety .• Increase and broaden the inspection programme, focus on higher risks and the less compliant.• Act as the lead national competent authority on chemicals and market surveillance.• Enforce market surveillance requirements of applicable products sold on the Irish market, including those sold to consumers.• Take proportionate enforcement action to encourage and ensure compliance.• Advise and make regulatory & policy proposals to the Minister.

Priorities & Goals 2019-2021

Priority	Goals
<p>Promote Support, educate and raise awareness to prevent accidents, injuries and ill health</p>	<ul style="list-style-type: none">• Continue to increase knowledge and understanding of how to manage work related health and welfare.• Increase visibility and encourage uptake of the Authority's on-line tools and services including BeSmart, e-learning & 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 workplace.• Increase knowledge and awareness of the dangers from applicable, products and hazardous chemicals.

Priorities & Goals 2019-2021

Priority	Goals
<p>Influence Partner and collaborate in support of healthy, safe and productive lives and enterprises.</p>	<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 & Health, Chemicals, Market Surveillance and Accreditation.• Partner with Government to provide support to businesses in preparing for and dealing with UK withdrawal from the EU.

Priorities & Goals 2019-2021

Priority	Goals
<p>Accredit Grow the National Accreditation service to enable and support enterprises and public services.</p>	<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 cyber security, data protection and robotics• Monitor, anticipate and respond to increasing demand arising from the UK withdrawal from EU and other regulatory changes.• Maintain the international recognition and reputation of INAB and the IE accreditation services.

Priorities & Goals 2019-2021

Priority	Goals
<p>How we Work Improve the way we work through people, processes and technology</p>	<ul style="list-style-type: none">• Value, engage and develop staff to strengthen organisation capacity and capability.• Adapt our 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 our mandate and strategy annually to ensure we adapt to the changing environment.

Strategic Outcomes

The expected outcomes from our strategy are:

- Reduced rates of work-related deaths, injuries and ill health.
- Employers are actively engaged in managing occupational health, safety and welfare.
- 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.
- People and organisations are proactively engaged and satisfied with Authority programmes, on-line tools and services.
- National interests are represented with proposals for and transposition of EU 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.