

RIDDOR Response

Summary 2



This document is a **response by Scottish Hazards** to the Health and Safety Executive (HSE) consultation on proposed reforms to the **Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 (RIDDOR)**.

Overall Position

Scottish Hazards is highly critical of the consultation. While the HSE focuses on clarifying definitions, updating disease lists, and simplifying reporting procedures, Scottish Hazards argues that the proposals fail to address the most significant gaps in workplace health and safety reporting—particularly **psychological harm, work-related stress, suicide, bullying, and sexual harassment**.

Their central argument is that the consultation is overly focused on making reporting easier for employers and improving administrative efficiency rather than improving the collection of meaningful data about workplace harm.

Key Themes in the Response

1. Criticism of HSE's Focus

Scottish Hazards argues that:

- The consultation is largely administrative.
- Clarifying terms such as "work-related", "injury", and "routine work" will not substantially improve workplace safety.
- The HSE is ignoring major modern workplace health risks.
- The proposals do not address systemic under-reporting or deliberate non-reporting by employers.

They state that many employers fail to report incidents because they believe there is little chance of enforcement action.

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Summary 2



2. Work-Related Stress Should Be Reportable

This is the dominant theme throughout the response.

Scottish Hazards argues that:

- Work-related stress has become one of the most significant workplace health issues.
- The HSE has failed for decades to make stress-related illness reportable under RIDDOR.
- Employers frequently fail to conduct adequate psychosocial risk assessments despite legal duties under the Management of Health and Safety at Work Regulations 1999.
- Existing HSE Stress Management Standards have not been effectively enforced.

They believe that:

- Making work-related stress reportable would generate valuable intelligence.
- Increased reporting would encourage better employer compliance.
- It would lead to greater regulatory enforcement.

3. Suicide and Work-Related Deaths

Scottish Hazards strongly objects to HSE's decision not to include suicide as a reportable event.

They argue:

- Other countries investigate potential links between suicide and work.
- Excluding suicide ignores serious workplace harms.
- Complex causation should not prevent investigation.
- Families affected by work-related suicides deserve recognition and accountability.

They criticise HSE's justification as being based on vague "organisational considerations" rather than worker welfare.

RIDDOR Response

Summary 2



4. Sexual Harassment as a Health and Safety Issue

Scottish Hazards argues that:

- Sexual harassment causes significant workplace harm.
- There is currently no effective regulator investigating the health and safety consequences of sexual harassment.
- The Equality and Human Rights Commission (EHRC) is not a health and safety regulator.
- RIDDOR should be used to collect data on harms caused by workplace sexual harassment.
- HSE should take responsibility for investigating and enforcing against these harms.

5. Concerns About Health and Safety Data

The response questions the reliability of existing data sources used by HSE, including:

- The Labour Force Survey (LFS).
- Existing occupational health surveillance systems.

Scottish Hazards argues that without reporting of psychosocial harms, HSE cannot accurately claim that Britain is a world leader in workplace health and safety.

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RIDDOR Response

Summary 2



Responses to Specific Consultation Questions

Proposal 1: Clarifying Definitions

Scottish Hazards largely rejects the premise of the proposal.

They state that:

- Additional guidance will not solve the real problems.
- The issue is not confusion about definitions but inadequate enforcement.
- Extra guidance would have **"no effect"** on their uncertainty regarding compliance.

Additional Definitions

They highlight a disconnect between:

- Employers' legal duties to assess risks.
- Employers' understanding and implementation of those duties.

They particularly criticise weak enforcement of psychosocial risk assessment requirements.

Proposal 2: Expanding the Occupational Disease List

Scottish Hazards broadly supports gathering more occupational disease data but argues the proposal is incomplete.

They strongly criticise the exclusion of:

- Work-related stress.
- Suicide.
- Sexual harassment-related harm.

Their view is that these omissions undermine the credibility of the review and prevent the collection of meaningful evidence about modern workplace risks.

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Summary 2



Main Recommendations from Scottish Hazards

Scottish Hazards believes RIDDOR should be expanded to include reporting of:

1. **Work-related stress, anxiety and depression.**
2. **Work-related suicide.**
3. **Harm caused by workplace sexual harassment.**
4. Other forms of psychological and psychosocial injury.

They also call for:

- Stronger enforcement of employer risk assessment duties.
- More proactive HSE inspections and interventions.
- Better data collection on modern workplace harms.
- Greater accountability for employers who fail to manage psychosocial risks.

Overall Conclusion

Scottish Hazards' response can be summarised as:

The proposed RIDDOR reforms focus too heavily on administrative simplification and employer convenience while ignoring major sources of modern workplace harm. The consultation misses an opportunity to modernise RIDDOR by including psychological injury, work-related stress, suicide, and sexual harassment, which Scottish Hazards believes are among the most significant occupational health issues facing workers today.

The organisation repeatedly argues that without capturing these harms, RIDDOR will remain an incomplete and increasingly outdated system for understanding and preventing work-related ill health.

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