



Consultation on proposals for The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013

April 2026



Why?

- RIDDOR contains a statutory review clause which requires HSE to assess whether the objectives remain appropriate and whether RIDDOR achieves the intended outcomes. HSE must publish a post implementation review (PIR) every five years from the date that the regulations came into force (1 October 2013).

Requirements

RIDDOR, made under the [Health and Safety at Work Act etc.1974](#), requires that employers, and other people in charge of work premises, report and keep records of:

- all work-related fatalities;
- certain work-related injuries;
- diagnosed cases of reportable occupational diseases; and
- certain 'dangerous occurrences' (incidents with potential to cause harm).

Proposal 1: Clarification of definitions in Regulation 2 of RIDDOR and associated guidance

Inconsistent reporting for RIDDOR typically arises from varied interpretations of key terms such as Work-related, Terms in Occupational Disease, Routine Work, Diagnosis, Hospital and Treatment, Specified Injuries – Undefined terms, Divers

Proposal 1: Clarification of definitions in Regulation 2 of RIDDOR

	Terms and issues identified	Proposal
1	<p>“Work-related”</p> <ul style="list-style-type: none"> Defined as “an accident arising out of or in connection with work”, but still widely misunderstood. Stakeholders consistently reported confusion about whether incidents qualify as work-related. 	<p>“Work-related” is already defined in the Regulations.</p> <p>HSE proposes providing further clarification and examples in HSE guidance.</p>
2	<p>“Injury” vs “Personal Injury”</p> <ul style="list-style-type: none"> Not defined in RIDDOR or HSE guidance. Mixed use of the terms in Schedule 2 (Dangerous Occurrences) adds to confusion. 	<p>HSE proposes including a definition in Regulation 2 to provide clarity and ensure only one term is used consistently.</p> <p>Guidance will also be amended to reflect this change.</p>
3	<p>Qualifying terms in Occupational Disease Reporting</p> <ul style="list-style-type: none"> Terms like “regular” and “significant” are used to describe work activities but are not defined in RIDDOR. This leads to inconsistent reporting and uncertainty for duty holders. 	<p>The meaning of the terms is context dependent and therefore needs the flexibility to apply it properly; providing a fixed definition would be unhelpful.</p> <p>HSE proposes providing further clarification and examples in HSE guidance.</p>

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4	<p>“Diagnosis”</p> <ul style="list-style-type: none"> In RIDDOR “diagnosis” is defined as a registered medical practitioner's identification (in writing, where it pertains to an employee) of <ol style="list-style-type: none"> new symptoms; or symptoms which have significantly worsened. <ul style="list-style-type: none"> Whilst stakeholders feel the term is clearly defined in the Regulations, they feel HSE guidance lacks clarity. 	<p>HSE proposes broadening the scope of who may reasonably be able to diagnose some of the occupational diseases stated in RIDDOR by amending Regulation 2 (refer to proposal 3 for further details).</p> <p>HSE will provide examples in HSE guidance to help duty holders understand what constitutes a valid diagnosis.</p>
5	<p>Specified Injuries – Undefined terms</p> <ul style="list-style-type: none"> Terms such as “crush injury”, “scalping”, and “enclosed space” are not defined, often resulting in over-reporting. For example: “Enclosed space” is often misinterpreted to include small offices or rooms. 	<p>HSE already has guidance on “crush injury” and “scalping” available on the HSE webpages, and therefore proposes providing further clarification and examples in HSE guidance.</p>
6	<p>“Routine Work”</p> <ul style="list-style-type: none"> In RIDDOR “Routine work” is defined as work which a person might reasonably be expected to do, either under that person's contract of employment, or, if there is no such contract, in the normal course of that person's work “Routine work” is used in the context of over-7-day incapacitation and stakeholders report confusion in applying the term. 	<p>“Routine work” is already defined in RIDDOR.</p> <p>HSE proposes providing further clarification and examples in HSE guidance.</p>

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7	<p>“Diver”</p> <ul style="list-style-type: none"> • Not defined though related terms are defined in the Diving at Work Regulations 1997 (DWR). • Unclear whether incidents involving non-working divers (e.g., public) are reportable. 	<p>Using the definition from DWR would be too restrictive for RIDDOR as it only covers divers who dive as part of their work. There may be other divers e.g. volunteers or members of the public, who may be affected from the diving activities from others at work.</p>
8	<p>“Hospital” and “Treatment”</p> <ul style="list-style-type: none"> • Neither term is defined but are critical for determining reportability of non-fatal injuries to non-workers under Regulation 5 of RIDDOR. • Leads to confusion about whether visits to walk-in centres or GP surgeries would be reportable. 	<p>HSE already has guidance on “hospital” and “treatment” available on the HSE webpages, and therefore proposes providing further clarification and examples in HSE guidance.</p>
9	<p>“Approved Manner”</p> <ul style="list-style-type: none"> • “approved manner” means published in a form considered appropriate and approved for the time being for the purposes of these Regulations— <ul style="list-style-type: none"> (a) by the Executive; or (b) in relation to activities covered by regulation 3 of the Health and Safety (Enforcing Authority for Railways and Other Guided Transport Systems) Regulations 2006, by the ORR; 	<p>Currently “approved manner” applies to HSE and ORR.</p> <p>HSE proposes amending the definition of “approved manner” in Regulation 2 to ensure it applies to all relevant enforcing authorities.</p>

Proposal 2: Revise the list of occupational diseases in Regulation 8 of RIDDOR

	Occupational Disease	Status
1	Carpal Tunnel Syndrome	Existing
2	Cramp in the hand or forearm	Existing
3	Occupational Dermatitis	Existing
4	Hand Arm Vibration Syndrome	Existing
5	Occupational Asthma	Existing
6	Tendonitis/tenosynovitis of hand or forearm	Existing

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Reintroduced	
8	Decompression illness , pulmonary barotrauma and <u>dysbaric</u> osteonecrosis (DON) - Caused by a reduction in the pressure surrounding workers, e.g. when diving or in compressed air tunnelling.
9	Asbestosis - A chronic lung disease caused by inhaling asbestos fibres.
10	Hypersensitivity pneumonitis (e.g. farmers lung) - A lung disease triggered by an allergic reaction to inhaled substances.
11	Cadmium related emphysema - A progressive lung disease caused by inhalation of cadmium.
12	Beryllium disease (skin and respiratory) - A chronic inflammation of the lungs due to inhaling fumes or dust containing beryllium.
13	Chromium related ulceration - Skin, throat and nose ulcers resulting from exposure to chromium.
14	Knee and elbow bursitis - Painful swelling around joints.
15	Oil folliculitis - Inflammation of hair follicles due to exposure to various oils in the workplace.

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New	
16	Noise induced hearing loss - <i>Hearing loss caused by loud sounds</i>
17	Bronchiolitis obliterans - <i>A condition that causes permanent narrowing of the small airways in the lungs</i>
18	Occupational allergic rhinitis - <i>Allergic reaction caused by specific substances at work.</i>
19	Occupational contact urticaria - <i>A localised rash characterised by wheals and redness.</i>

Proposal 3: Broaden the scope of accepted “diagnosis” for RIDDOR reporting purposes in Regulation 2 of RIDDOR

- Currently a diagnosis of an occupational disease can only be reported to HSE under RIDDOR if it is made in writing by a 'medical practitioner', defined as a doctor
- Proposal: Other registered occupational health practitioners who may reasonably be able to diagnose some of the occupational diseases could be:
 - doctors
 - registered nurses
 - physiotherapists

Proposal 4: Revise the list of dangerous occurrences in Schedule 2 of RIDDOR

	Dangerous Occurrence	Proposal
1	Tunnels <i>(includes the excavation, boring or maintenance of any tunnel 1.2 metres in diameter or greater)</i>	Tunnels and tunnelling activities are not currently included in Schedule 2 although similar risks exist in mining activities (which are included). Adding a section on tunnels will ensure consistency in these high-risk sectors.
2	Dropping objects <i>(the unintentional fall or dropping of any object from a building or structure under demolition or construction which could cause a specified injury to, or the death of, any person)</i>	To capture falling objects not associated with failed lifting equipment. This has the potential to generate large numbers of reports so HSE propose qualifying the provision with 'could cause the death of a person'.

Proposal 4: Revise the list of dangerous occurrences in Schedule 2 of RIDDOR

	Dangerous Occurrence	Proposal
3	<p>Overturning of construction plant <i>(includes the overturn of any excavator, mobile plant, drill rig or piling rig which could cause a specified injury to, or the death of, any person)</i></p>	<p>Indicative of high risk particularly when associated with large or heavy plant e.g. drill rig or piling rig. Mobile plant is very broad and so HSE propose qualifying the provision with ‘could cause the death of a person’.</p>
4	<p>Uncoiling and projection of material <i>(including any pipework, hosing or material which could cause a specified injury to, or the death of, any person)</i></p>	<p>To include concrete pump hose whips and blockages which have resulted in fatalities, or the release of stored energy from a pipe coil trailer.</p>

Proposal 4: Revise the list of dangerous occurrences in Schedule 2 of RIDDOR

	Dangerous Occurrence	Proposal
1	Structural collapse (Part 2, paragraph 23 and 24)	To clarify this includes the collapse of any roof, ceiling, temporary works and trench collapses.
2	Diving operations (Part 1, paragraph 13 to 17)	To remove the references to “which causes a significant risk of personal injury to a diver” as this is highly subjective and is often used by duty holders to avoid reporting incidents.
3	Mines (Part 3)	To consolidate, modernise and align provisions to remove duplication and better reflect current plant and processes e.g. dropping objects.

Proposal 4: Revise the list of dangerous occurrences in Schedule 2 of RIDDOR

	Dangerous Occurrence	Proposal
4	Quarries (Part 4)	To consolidate provisions to remove duplication and amend the qualifiers so they are consistent i.e. “could cause a specified injury to, or the death of, any person”.
5	Wells (paragraph 20)	To expand the provision not only to wells drilled for the exploration or exploitation of oil or gas, to include geothermal.
6	Offshore (Part 6)	To amend the definition of “offshore installation” so the provision applies to offshore marine and wind farms.

Proposal 5: Improving the reporting process

	Proposal	Explanation
1	Reduce the RIDDOR form questions	Removing questions from the template which have little or no impact on triaging or for intelligence purposes, for example the injured person's contact details, as this can be requested later if required.
2	Reorder the RIDDOR form question set	Reorder the existing question set on the form to improve logical progression and make the form easier to complete, for example starting with questions on reportability rather than on the organisation.
3	Review 'additional info' boxes	Information boxes are included within the RIDDOR form to alert users to relevant guidance. Further boxes could be added, where appropriate, and changes to language to improve understanding, for example guidance on what 'work-related' means, which saves the user needing to leave the form to obtain this elsewhere.

Proposal 5: Improving the reporting process

	Proposal	Explanation
4	Review the questions requiring a free-text response to encourage a better explanation from users	Introducing prompts and open-ended questions to the free text section to guide users into providing a better explanation, for example including certain keywords when describing incidents.
5	Introduce a flow-chart and examples of completed report forms	Introduce a visual aid e.g. a flow chart, to assist users in determining whether an incident is reportable. Provide examples of well-written forms to inform users the level of detail required.

Reasons

Year 2024/25

- **124 fatal injuries** (employees and self-employed) as a result of work-related accidents.
- **59,219 employee non-fatal injuries** reported by the responsible person
- In Great Britain (GB), **1.9 million workers** suffered from work-related **ill health** (new or long-standing)
- Estimated that **11,000 lung disease deaths** each year are linked to past exposures at work

Reasons

On receipt of RIDDOR Report

HSE will assess the report on risk and the potential for regulatory impact and triage the information to the appropriate enforcing authority.

Inspectors use various techniques, including enforcement, to deal with risks and secure compliance with the law, ranging from the provision of advice to enforcement notices. They can initiate or recommend prosecution where the circumstances warrant punitive action.

Responses must be received by 30 June 2026.