

## **Reportable Workplace Accidents & Incidents**

### **Ireland – Safety, Health and Welfare at Work Act 2005**

This document summarises what workplace accidents and incidents must be reported to the Health and Safety Authority (HSA) under the Safety, Health and Welfare at Work Act 2005 and the Safety, Health and Welfare at Work (Reporting of Accidents and Dangerous Occurrences) Regulations 2016.

#### **1. Accidents That Must Be Reported**

- Fatal Accidents

- Any death caused by a workplace accident.
- Must be reported immediately to the HSA or An Garda Síochána.
- A formal IR1 report must be submitted within 5 working days.

- Non-Fatal Accidents to Employees or Self-Employed Persons

- Must be reported if the injured person cannot carry out their normal work duties for more than 3 consecutive days (excluding the day of the accident).
- Includes situations where the person returns on light or restricted duties.
- Must be reported within 10 working days using the IR1 form.

- Accidents to Non-Employees (Visitors / Members of the Public)

- If a non-employee is killed as a result of a work activity.
- If a non-employee is injured due to a work activity and requires medical treatment.
- Must be reported within 10 working days using the IR1 form.

#### **2. Dangerous Occurrences (Near Misses)**

Dangerous occurrences are specific serious incidents listed in legislation that must be reported even if no one is injured. These must be reported within 10 working days.

- Examples include:

- Collapse or overturning of vehicles or mobile work equipment
- Collapse or failure of lifting equipment such as hoists or cranes
- Explosion, fire, or release of dangerous substances
- Failure or bursting of pressure systems (e.g. boilers)
- Structural collapse of scaffolding or temporary supports

#### **3. What Does NOT Need to Be Reported to the HSA**

- The following are not reportable under these Regulations:

- Minor injuries where normal work duties are not affected for more than 3 days
- Accidents occurring during normal travel to and from work
- Occupational illnesses or diseases (reported under separate legislation)

#### **4. Reporting Timeframes Summary**

- Fatal accidents: Immediate notification + IR1 within 5 working days
- Non-fatal accidents and dangerous occurrences: Within 10 working days

#### **5. Internal Recording**

All accidents, incidents and near misses should be recorded internally by the employer, even if they are not reportable to the HSA, to support effective safety management.