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RIDDOR - Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013

RIDDOR puts duties on employers, the self-employed and people in control of work premises to report certain serious workplace accidents, occupational diseases and specified dangerous occurrences (near misses).

RIDDOR requires deaths and injuries to be reported only when:

- ◆ There has been an **accident** which caused the injury.
- ◆ The accident was **work-related**.
- ◆ The injury is of a type which is **reportable**.

What is an 'accident'?

In relation to RIDDOR, an accident is a separate, identifiable, unintended incident, which causes physical injury. This specifically includes acts of non-consensual violence to people at work.

Injuries themselves, e.g. 'feeling a sharp twinge', are not accidents. There must be an identifiable external event that causes the injury, e.g. a falling object striking someone. Cumulative exposures to hazards, which eventually cause injury (e.g. repetitive lifting), are not classed as 'accidents' under RIDDOR.

What is meant by 'work-related'?

RIDDOR only requires you to report accidents if they happen 'out of or in connection with work'. The fact that there is an accident at work premises does not, in itself, mean that the accident is work-related – the work activity itself must contribute to the accident. An accident is 'work-related' if any of the following played a significant role:

- ◆ The way the work was carried out.
- ◆ Any machinery, plant, substances or equipment used for the work.
- ◆ The condition of the site or premises where the accident happened.



What are 'reportable' injuries?

The following injuries are reportable under RIDDOR when they result from a work-related accident:

The death of any person

All deaths to workers and non-workers, with the exception of suicides, must be reported if they arise from a work-related accident, including an act of physical violence to a worker.

Specified Injuries to workers;

- ◆ Fractures, other than to fingers, thumbs and toes.
- ◆ Amputations.
- ◆ Any injury likely to lead to permanent loss of sight or reduction in sight.
- ◆ Any crush injury to the head or torso causing damage to the brain or internal organs.
- ◆ Serious burns (including scalding) which:
 - ◆ Covers more than 10% of the body.
 - ◆ Causes significant damage to the eyes, respiratory system or other vital organs.
- ◆ Any scalping requiring hospital treatment.
- ◆ Any loss of consciousness caused by head injury or asphyxia.
- ◆ Any other injury arising from working in an enclosed space which:
 - ◆ Leads to hypothermia or heat-induced illness.
 - ◆ Requires resuscitation or admittance to hospital for more than 24 hours.

Over-seven-day incapacitation of a worker

Accidents must be reported where they result in an employee or self-employed person being away from work or unable to perform their normal work duties, for more than seven consecutive days as the result of their injury. This seven day period does not include the day of the accident, but does include weekends and rest days. The report must be made within 15 days of the accident.

Over-three-day incapacitation

Accidents must be recorded, but not reported where they result in a worker being incapacitated for more than three consecutive days. If you are an employer, you must keep an accident book under the Social Security (Claims and Payments) Regulations 1979, that record will be enough.

Non fatal accidents to non-workers (e.g. members of the public)

Accidents to members of the public or others who are not at work must be reported if they result in an injury and the person is taken directly from the scene of the accident to hospital for treatment to that injury. Examinations and diagnostic tests do not constitute 'treatment' in such circumstances.

There is no need to report incidents where people are taken to hospital purely as a precaution when no injury is apparent.



Occupational diseases

Employers and self-employed people must report diagnoses of certain occupational diseases, where these are likely to have been caused or made worse by their work: These diseases include (regulations 8 and 9):

- ◆ Carpal tunnel syndrome.
- ◆ Severe cramp of the hand or forearm.
- ◆ Occupational dermatitis.
- ◆ Hand-arm vibration syndrome.
- ◆ Occupational asthma.
- ◆ Tendonitis or tenosynovitis of the hand or forearm.
- ◆ Any occupational cancer.
- ◆ Any disease attributed to an occupational exposure to a biological agent.

Dangerous occurrences

Dangerous occurrences are certain, specified near-miss events. Not all such events require reporting. There are 27 categories of dangerous occurrences that are relevant to most workplaces, for example:

- ◆ The collapse, overturning or failure of load-bearing parts of lifts and lifting equipment.
- ◆ Plant or equipment coming into contact with overhead power lines.
- ◆ The accidental release of any substance which could cause injury to any person.

Gas incidents

Distributors, fillers, importers & suppliers of flammable gas must report incidents where someone has died, lost consciousness, or been taken to hospital for treatment to an injury arising in connection with that gas. Such incidents should be reported using the Report of a Flammable Gas Incident - online form.

Registered gas engineers (under the Gas Safe Register,) must provide details of any gas appliances or fittings that they consider to be dangerous, to such an extent that people could die, lose consciousness or require hospital treatment. The danger could be due to the design, construction, installation, modification or servicing of that appliance or fitting, which could cause:

- ◆ An accidental leakage of gas.
- ◆ Incomplete combustion of gas.
- ◆ Inadequate removal of products of the combustion of gas.