SAFETY BRIEFING · NOVEMBER 2026

2026

The year the safety **rules moved**

Seven changes every safety and procurement lead should know, and what to do about each.



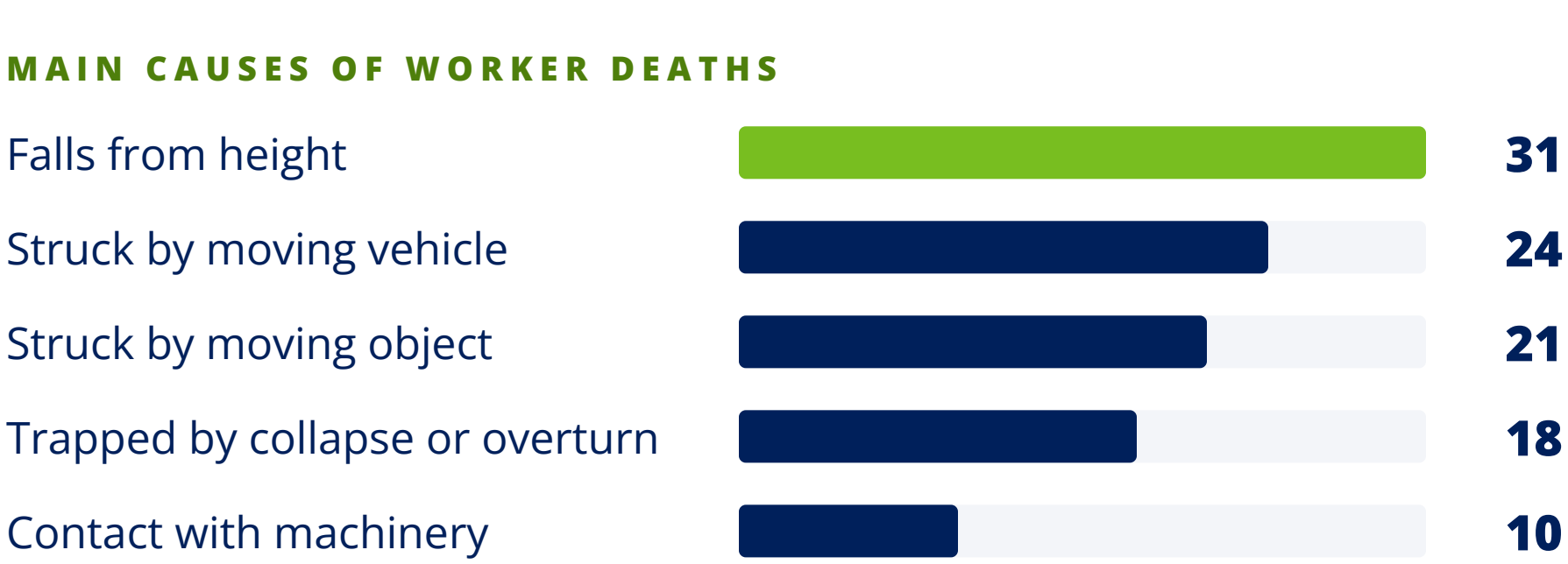
Swipe to read →

126

workers killed at work in Great Britain, 2025/26

The lowest on record. Behind it, the same causes as every year.

MAIN CAUSES OF WORKER DEATHS



THE POINT

Low is not zero. And the rules kept moving this year.

Source: HSE, work-related fatal injuries in Great Britain 2025/26 (provisional)

Seven changes. **One page.**

1 APR	HSE fees rise to £188 an hour	IN FORCE
6 APR	Sick pay from day one	IN FORCE
11 MAY	No dry cutting of engineered stone	GUIDANCE
18 MAY	GB asbestos limit held at 0.1	IN FORCE
30 JUN	RIDDOR consultation closes	PROPOSED
30 OCT	Duty to prevent harassment, including by customers	IN FORCE
2027	Martyn’s Law: fines up to £18m	COMING

SAVE THIS PAGE

Detail and actions on each one follow.

1 APRIL 2026

IN FORCE

£188

per hour of HSE time

up from £183, from 1 April

Getting it wrong now costs more

If an inspector finds a material breach, you pay HSE's Fee for Intervention for every hour spent on it, including follow-up visits and reports.

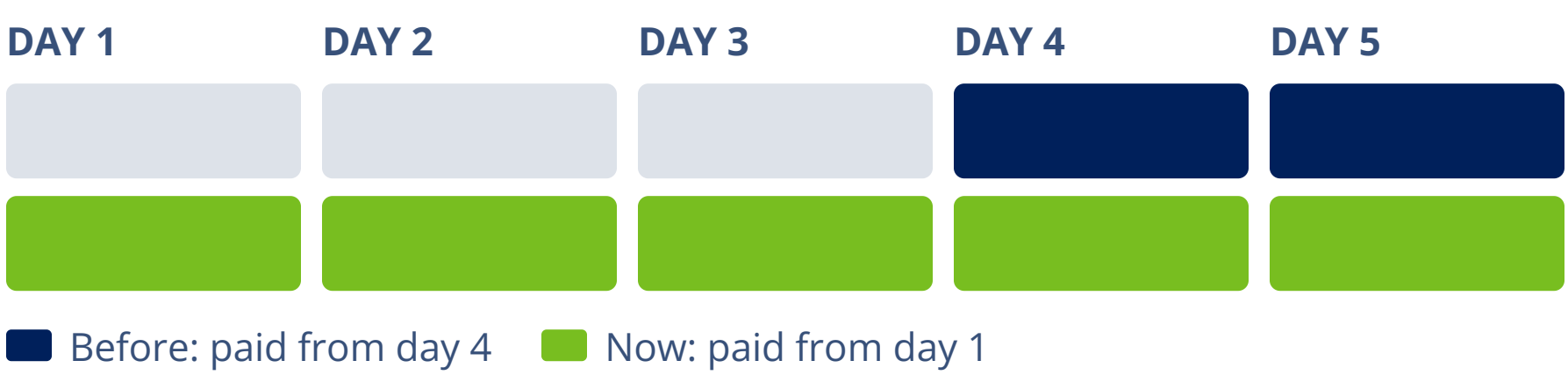
WHAT TO DO

Keep PPE issue and training records ready to show, not ready to find.

Source: HSE cost recovery rates, from 1 April 2026

6 APRIL 2026

IN FORCE



Sick pay from day one, and a new enforcer

Statutory Sick Pay is now payable from the first day of absence. Sexual harassment can be a protected whistleblowing disclosure, and the Fair Work Agency opened on 7 April.

WHAT TO DO

Make sure every site knows how to report a concern, and expect people to use it.

Source: Employment Rights Act 2025 implementation timeline

11 MAY 2026

GUIDANCE

1,000+

HSE inspections planned in 12 months

5–10×

more silica exposure cutting dry than wet

Dry cutting engineered stone is unacceptable

HSE's first COSHH guidance for engineered stone makes water suppression a requirement. Anyone cutting, cleaning or maintaining machinery needs a powered respirator with a protection factor of at least 20.

WHAT TO DO

Check every stone worker has a PAPR rated APF 20 or higher, and on-tool water.

Source: HSE COSHH guidance on engineered stone, May 2026

18 MAY 2026

IN FORCE

0.1

fibres per ml, over four hours

GB control limit, unchanged after review

Asbestos: Great Britain holds its line

The EU has lowered its limit. HSE reviewed the evidence and kept ours. The duty to keep exposure as low as reasonably practicable still applies.

WHAT TO DO

Do not assume EU limits apply in GB. Keep RPE matched to the task and face fit tested.

Source: HSE asbestos control limit review, 18 May 2026

APRIL TO JUNE 2026

PROPOSED



● 6 reportable today ○ 13 more proposed

RIDDOR is set to more than triple

HSE consulted on raising the reportable occupational diseases from 6 to 19, and on widening who can diagnose them. Law changes are unlikely before 2028.

WHAT TO DO

Review how you record work-related ill health now, before reporting widens.

Source: HSE RIDDOR consultation, closed 30 June 2026

30 OCTOBER 2026

IN FORCE

BEFORE	3 months
NOW	**6 months to bring a tribunal claim**

Harassment by customers is now your problem too

Employers must take all reasonable steps to prevent sexual harassment, and must not permit it by third parties such as customers. From 1 October, people have twice as long to bring most claims.

WHAT TO DO

Assess the risk for customer-facing roles, train managers and record what you did.

Source: Employment Rights Act 2025, measures from 1 and 30 October 2026

SPRING 2027

COMING

£18m or 5%

of worldwide turnover, whichever is higher

Martyn’s Law is next

Security duties for public premises and events take effect in spring 2027, with fines up to the higher of £18m or 5% of turnover. New construction products rules are due by the end of 2026.

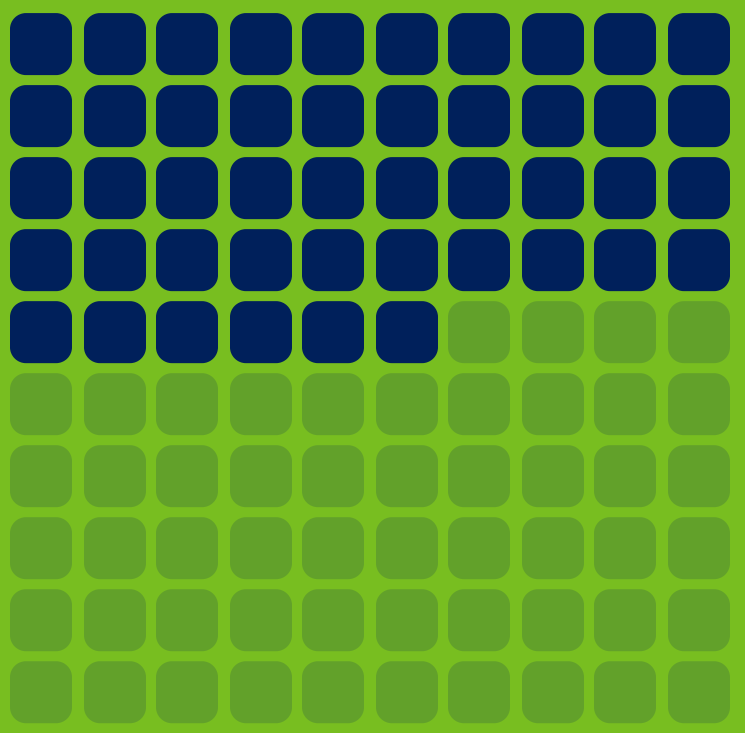
WHAT TO DO

Venues and events: name a security lead and start the risk assessment now.

Sources: Terrorism (Protection of Premises) Act 2025; Construction Products Reform

46%

of British women supplied with PPE were given kit that does not fit



Ill-fitting PPE is not just uncomfortable. It is unsafe.

BS 30417 sets out how to provide PPE that fits every body: gender, shape, age and disability.

WHAT TO DO

Ask your wearers whether their PPE fits. Then act on the answers.

Source: BSI, BS 30417 inclusive PPE guide, 2025

Which of the seven affects **your site** most?

Tell us in the comments. Then send this to whoever owns PPE in your business.

Bunzl Safety

PPE, workwear and safety expertise

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This briefing summarises public sources as at November 2026. It is not legal advice.