

12 June 2026

Dear Health and Safety Executive,

We are writing to you as a group of trade unionists, MPs, bereaved family members, business leaders, researchers and investors who share knowledge and experience of the devastating consequences of work-related suicide. We urge you to include work-related suicides in the HSE's current consultation on RIDDOR. Recognising suicide as a reportable and potential work-related death is a first and urgent step in making workplaces safer and preventing suicide deaths.

An estimated 600 suicide deaths per year in the UK are work-related. Yet, the HSE continues to exclude suicide from RIDDOR reporting requirements, treating it as an exception in relation to every other work-related injury or death.

This position is dangerously outdated. It ignores the changing demands of work and its impact on psychological harm or despair. It undermines the HSE's core mission to keep workplaces safe. It places the UK sharply at odds with health and safety systems in other countries.

The recent death of head teacher Ruth Perry by suicide, contributed to by an Ofsted inspection, has underscored the urgency of tackling work-related suicides. Researchers pointed to at least eight suicide deaths linked to a school inspection prior to Ruth Perry's death. None of these suicides was reported, investigated or subject to prevention measures by the HSE.

The Workplace Health Expert Committee's 2022 report on work-related suicide recommended that the HSE take action "to obtain reliable information about the number of suicides each year where the contribution made by work may have been material". We have not seen the HSE take any action in response to this recommendation.

Amending RIDDOR now would allow the HSE to benefit from developments in other countries. Australia and New Zealand have recently modified their reportable incidents regulations to include suicides. Both countries, like the UK, have a coronial system. Both offer a model for identifying and reporting suicides that could be adapted within the UK context.

The HSE suggests that reporting suicides would place an unfair burden on employers, yet this goes against all the available evidence in other countries. In practice, employers are required to report potential or suspected work-related suicides where clearly-defined material circumstances exist (for example, where a suicide takes place in the workplace, where lethal means is accessed through work or where a material link exists in the form of a suicide note or a testimony etc). This enables health and safety authorities there to investigate and evaluate work-related risks and put prevention measures in place where necessary. Employers are not expected to make an expert evaluation on the causes of a potential suicide death.

Work-related suicide kills workers in the UK every year. The HSE is responsible for preventing work-related deaths. By refusing to amend RIDDOR guidelines in the face of clear and extensive evidence, workers will continue to be exposed to deadly and preventable risks. We urge the HSE to act to prevent further suicide deaths.

We look forward to hearing from you.

1. Professor Sarah Waters, Researcher on work-related suicide, University of Leeds
2. Ged Flynn, Chief Executive, Papyrus
3. Marie Monaghan, Hazards Campaign Lead
4. Professor Julia Waters, sister of Ruth Perry
5. Professor Ann John, Director National Centre for Suicide Prevention and Self-harm Research, Swansea University. Chair of the BSI Suicide in the Workplace standard (BS 30480) Committee
6. Hilda Palmer, co-founder of FACK (Families Against Corporate Killing)
7. Professor Martin McKee, Professor of European Public Health and former President of British Medical Association
8. Rory O'Neill, Occupational Advisor, International Trade Union Confederation, Chief Editor Hazards Magazine
9. Ian Lavery MP, Chair APPG Occupational Safety and Health
10. Marcus Long, Chief Executive IIOA, instigator of BSI Suicide in the Workplace standard (BS 30480)
11. Dr Nina Smith, researcher in suicide prevention in educational settings, Edge Hill University
12. Steve Tombs, Emeritus Professor, Department of Social Policy and Criminology, The Open University
13. Heather Beach, Founder, Healthy Work Company
14. Dr Quintin Rayer, Chartered Wealth Manager, Head of Research and Ethical Investing, P1 Investment Services
15. Liz Twist MP Chair APPG Suicide and Self-harm Prevention
16. Peter J Kelly, Director and Founder, Being Real, former senior psychologist, HSE
17. Seamus Logan MP for Aberdeenshire North and Moray East
18. Kim Johnson MP for Liverpool Riverside
19. Deborah Coles, INQUEST, Executive Director
20. Suresh Mistry, Head of Sustainability and Mike Sell, Head of Emerging Markets, Alquity Investment Management Limited
21. Dr Neil Maughan, Health and Safety Officer, UCU University of Leeds
22. Sinéad Mc Brearty, CEO, Education Support

23. Professor Neil Greenberg, President, Society of Occupational Medicine
24. Steve Phillip – Founder and Director at The Jordan Legacy CIC
25. Paul Vittles, Towards Zero Suicide
26. Amy Browne, Deputy Head of Sustainability, Churches, Charities and Local Authorities (CCLA) Investment Management Limited
27. Jon Wallace, Investment Manager, Jupiter
28. Kate Hewitt, Senior ESG and Impact Specialist, Montanaro Asset Management
29. Lucinda Riches, CBE, Chairman of Greencoat UK Wind PLC
30. Mary Jane Roberts, CEO, Doctors in Distress
31. Ross Ford, Senior Business Development Manager, UK & Ireland, Federated Hermes Limited