

# HAZARDS CAMPAIGN

## RIDDOR Consultation 2026

### Webinar Crib sheet

A short guide to help people respond to the consultation with confidence.

#### Why this matters

You do not need to answer every question. Even a response to one or two questions, based on your experience, can make a real difference.

**Helpful** responses often:

- identify workplace harms that are not sufficiently visible;
- explain why this matters for prevention;
- identify intelligence gaps;
- provide examples
- suggest practical improvements.

---

### Q14 and Q15: Proposed definitions and exclusions

- Work - Relatedness
- Injury

Concern: The proposed definitions are based on older models of occupational disease and may not reflect modern workplace harms and emerging risks. In particular, the definition of injury focuses mainly on physical harm and may miss serious psychosocial harm.

- Stress - Stress, depression and anxiety account for over half of work-related ill health. Employers are expected to manage psychosocial risks.
- Violence - Violence can cause both physical and psychological injury.

- Sexual harassment - Employers now have stronger preventative duties. Significant psychological harm may result.
  - Climate conditions - Climate change is increasing exposure to extreme heat, flooding and air pollution.
  - Modern Work Patterns - The framework may not adequately reflect modern working arrangements, including mobile, peripatetic and multi-site workforces, where work-related exposure may occur across multiple locations and employers.
- 

## **Q18: Are there additional diseases that should be included?**

Concern: Stress and suicide are still excluded.

This is a chance to highlight harms that are still under-recognised or not visible enough in the system. This includes serious psychological injury from workplace violence, abuse and aggression, as well as illness linked to extreme temperatures and other climate-related exposures.

Themes

- Violence
  - Sexual Harassment
  - Climate Change/Heat Stress
- 

## **Q20: What unintended consequences could arise from the revised list?**

This is where you can raise concerns about the exclusion of stress and suicide in Q18, along with any other workplace harms that may be overlooked.

Concern: One unintended consequence may be that important workplace harms remain less visible, reducing opportunities for *prevention, learning and targeted intervention*. This could create *intelligence gaps* around work-related stress and psychosocial harm. Serious psychological harm linked to workplace violence may also remain hidden, making it harder to spot patterns and improve prevention. The revised list may also be less effective in identifying risks linked to climate change and extreme heat.

Themes

- Work-Related Stress
  - Violence
  - Sexual Harassment
  - Suicide
  - Heat / Climate Change
- 

## Q44 and Q47: Concluding Questions

Concern: The consultation gives significant weight to the views of duty holders. Those views matter, but they should not come at the expense of workers' perspectives.

Workers experience the direct impact of workplace harm and can provide vital evidence about how reporting and prevention systems work in practice. Stronger engagement with workers, trade unions and safety representatives is needed to improve future policy development.

Themes

- Workers' Voices
- Future Dialogue With HSE

## Important: Support further dialogue with the HSE

Hazards Campaign will also write to the HSE to push for further dialogue on these issues. If you can add your voice in support of Hazards, it would make a real difference.

---

## Your voice matters

Please take part in the consultation, its important your voice is heard and your workplace pain is recognised and ultimately prevented.

HSE RIDDOR Consultation 2026 [Consultation on proposals for The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 - Health and Safety Executive - Citizen Space](#)

If you would like to discuss any of the points above, please contact us at the Hazards Campaign. Marie Monaghan: Marie@hazards.org.uk