

HSLA Annual General Meeting

9 May 2025

Events

The events sub-committee has had a busy year arranging, promoting and hosting a number of seminars and networking events throughout the UK for the benefit of members. Our focus has been on arranging events in the regions as well as London, recognising the importance of networking as well as seminars and attracting more of our younger and less experienced members. The committee has been very pleased with the progress made with some particular highlights being the Scottish Summer Drinks Party hosted by Brodies in Edinburgh on 28th August 2024, the Bristol / South West Networking Drinks hosted by Osborne Clarke on 3rd October 2024, the Christmas Drinks and Networking at the Midland Hotel in Manchester in December 2024 and the Celebration of Women in Health and Safety Law hosted by Withers in London to mark International Women's Day in March 2025. The Committee would like to thank all those who have hosted, spoken and helped to organise our events over the past 12 months.

As for the next 12 months, our Events Calendar ([Calendar of Events - HSLA](#)) for the remainder of 2025 boasts a healthy array of seminars and networking opportunities in London, Leeds, Aberdeen, Edinburgh, Bristol, Birmingham and Cambridge with our annual Christmas drinks event back at Midland Hotel in Manchester on 20th November 2025 with our guest speaker being the British Army's former head of safety and risk management, Colonel Graham Livingstone.

The committee is always open to suggestions and offers of hosting events from our members so please do get in touch.

Simon Belfield

Thought Leadership

The TL Committee have remained focused on keeping the membership abreast of key developments affecting the HS landscape and ensuring that the HSLA contribute their views on ongoing consultations.

Following a webinar on the 6th November 2024 the membership were able to discuss the potential impact of the proposed changes to the sentencing of VLO's and the likely impact this would have on clients represented by members of the association. This culminated in the submission of a formal position document on behalf of the HSLA as part of the consultation. Final outcomes are awaited.

The widespread changes within the HSE became a further focal point and the TL committee reached out both to the legal services and investigation divisions in an effort to understand what impact they may have. Dialogue continues but there is no current sense that the organisation intends to ensure a standardised approach to investigations across the UK.

Delays in the criminal justice system continue to raise concerns and the TL committee have recently issued a survey to understand the impact this has on our members and their clients. The intent is to bring greater attention to these issues with the current government.

Nina Dhillon

Membership

The membership sub-committee has been focused on expanding and diversifying the HSLA's membership since it convened just over a year ago. We have been working to attract more members from prosecutors / regulators, in-house practitioners, junior members and the regions. Engagement over the last 12 months with prosecutors and regulators has been particularly positive, as demonstrated by the regulator panel session that has been put together for conference. There has been a concerted effort to hold more events in the regions, including social / networking events aimed at encouraging new members to join the HSLA. The establishment of an HSLA sub-committee focused on Scottish members has been a notable success.

The membership subcommittee will be undertaking a more targeted programme of actions in the coming year based on analysis of existing membership data and an anticipated membership survey so that the HSLA can continue to deliver for its members. Needless to say, any feedback and ideas about how the HSLA can expand and diversify its membership would be welcomed.

Phil Newton

Junior Members

This year the committee have been proactively seeking ways to engage junior members as much as possible. We have focussed mainly on re-vamping the HSLA website making it more user friendly and attractive according to the current market. We have noted that events are a key tool to engage with the junior members as it provides them with both a learning resource and a networking opportunity. We have therefore committed to present more events across the calendar and throughout the major cities to encourage a wider engagement. Events such as the Manchester Christmas Drinks in December 2024 and the Birmingham No5 Motoring seminar in March 2025 have been hugely successful with large number of members attending in person.

We have invited some exceptionally interesting speakers this year to the annual conference in order to broaden the panel. We have done this to increase knowledge sharing across the membership but crucially to promote interest and attendance at this annual event in London.

We have also sought to ensure increased junior engagement by the recruitment of junior officers to the HSLA committee.

Going forwards we hope to continue the work we are doing and invite feedback from all members on the HSLA's overall engagement this last year.

Satveer Pnaiser

Proposed amendment to HSLA Rules

Rule 8(a) of the HSLA Rules shall be removed and replaced with:

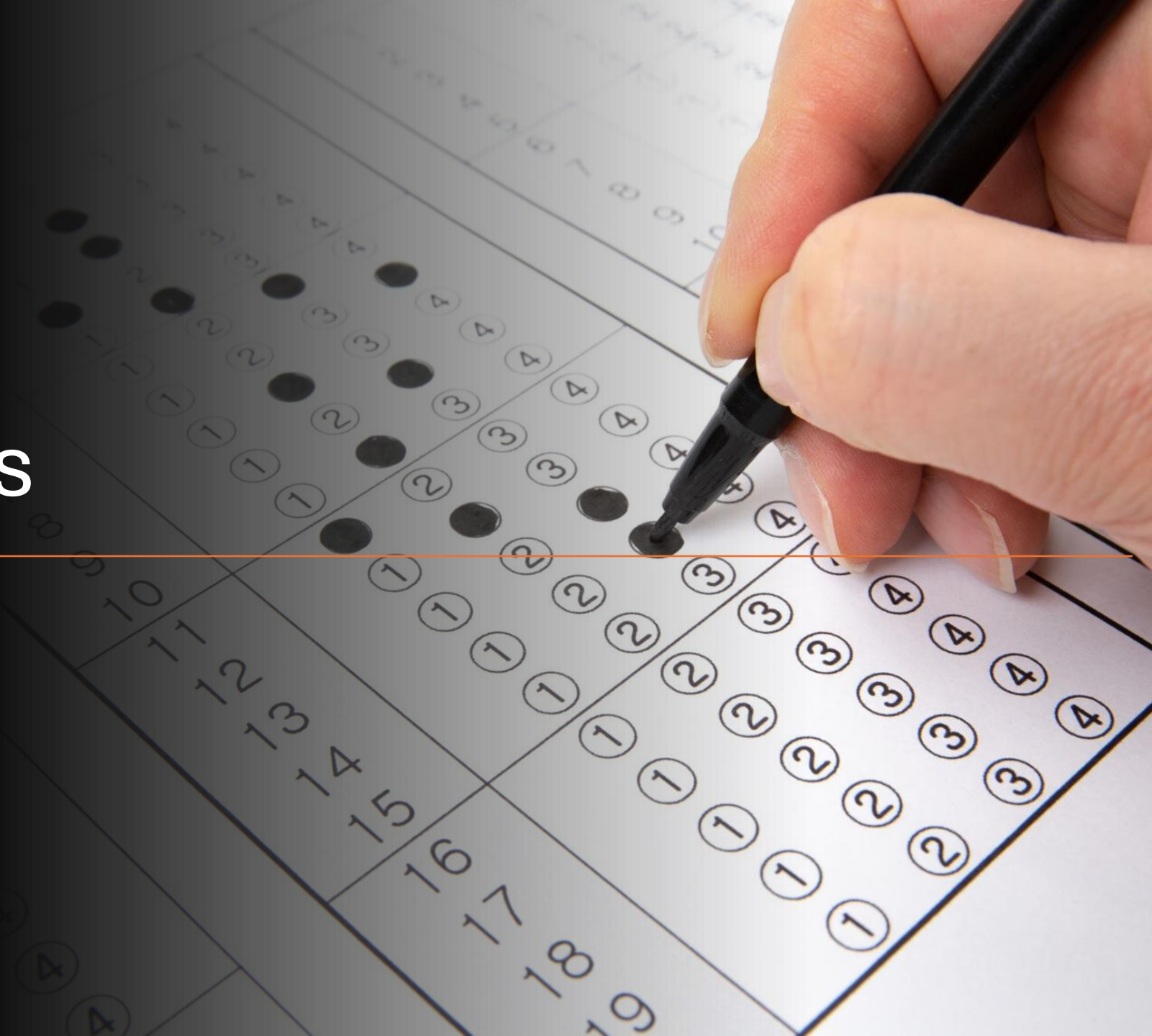
“a) The Officers of the Association shall be:

- i. a Chair;
- ii. a Vice-Chair;
- iii. a Secretary;
- iv. a Vice-Secretary;
- v. a Treasurer;
- vi. at least one Junior Officer but no more than three Junior Officers;
- vii. 7 HSLA Officers whose role and function will be determined and allocated from time to time by the committee so as to take account of the needs and objectives of the HSLA at any particular time.”

Rule 16 of the HSLA Rules shall be removed and replaced with:

“16. To be eligible for the office of Chair, the member must have held at least one previous term as an elected officer of the HSLA. To be eligible for the office of Junior Officer, the member must have no more than 10 years post qualification experience at the time they are elected to the position.”

Election results



Sam Glanville – Treasurer



Olivia Dwan – officer of the HSLA



Junior officers of the HSLA



Emily Jones



Alfie Cranmer



Sophie McCormick