

# Biffa fined almost £2.5 million after worker crushed by skip wagon

A waste management company has been fined £2.48 million after a worker was run over by a reversing skip wagon at a waste transfer station in Bradford.

James Tabiri, 57, was working as a sort line operative at Biffa Waste Services Ltd's waste transfer site in Bradford. On 10 August 2023, while making his way to the site office across the weighbridge, he was struck from behind by a reversing skip wagon. The impact caused him to fall, and he died from crush injuries from the rear wheels.



Screenshot of CCTV footage seconds before the collision. The vehicle involved is reversing in from the left-hand side of the image.

An investigation by the Health and Safety Executive (HSE) found that Biffa Waste Services Ltd failed to effectively review and monitor the control measures in place to protect pedestrians and keep them separate from vehicle movements.

CCTV footage from the week before the incident showed that it was common practice for people on site to bypass segregated pedestrian routes, with some seen climbing over barriers that were intended to keep them safe.

By law, employers must ensure traffic routes can be used without putting workers at risk. Guidance on managing vehicle movements in the workplace is available at [Transport movements – HSE](#).

Biffa Waste Services Ltd, of Coronation Road, Cressex, High Wycombe, Buckinghamshire, pleaded guilty to breaching Regulation 5(1) of the Management of Health and Safety at Work Regulations 1999. The company was fined £2.48 million and ordered to pay full costs of £5,768.06 at Leeds Magistrates' Court on 15 October 2025.

Following the hearing, HSE inspector Elliot Archer said:

"This incident was easily avoidable. Control measures were in place to allow pedestrians and vehicles to move safely, but a lack of monitoring and supervision allowed poor working practices to develop between the workers on

site.

“Our investigation found a casual attitude to health and safety with workers treating a high hazard site like a playground.

“Nearly a quarter of all deaths involving workplace transport occur during reversing manoeuvres.

“This tragic incident should be a reminder to the waste industry not to become complacent with the risks workplace transport poses, and that even where control measures are in place to segregate pedestrians and vehicles, robust monitoring and supervision of their correct usage need to be in place.”

The prosecution was brought by HSE enforcement lawyer Arfaq Nabi and paralegal officer Melissa Wardle.

#### **Further information:**

1. [The Health and Safety Executive](#) (HSE) is Britain’s national regulator for workplace health and safety. We are dedicated to protecting people and places, and helping everyone lead safer and healthier lives.
2. More information about the [legislation](#) referred to in this case is available.
3. Further details on the latest [HSE news releases](#) is available.
4. Relevant guidance can be found here [Transport movements – HSE](#).
5. HSE does not pass sentences, set guidelines or collect any fines imposed. Relevant sentencing guidelines must be followed unless the court is satisfied that it would be contrary to the interests of justice to do so. The sentencing guidelines for health and safety offences can be found [here](#).

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## **Builder given suspended sentence after roof worker fell to his death**

- Man had been helping with roof work on an extension when he fell
- No measures were in place to stop falls from height.
- HSE guidance is available.

A self-employed builder from Reading has been given a suspended prison sentence after a man fell to his death while assisting with roof work.

Raffaele Vigliotti, 68, who was trading as Absolute Building Solutions, was also ordered to complete 200 hours of unpaid work, after the death of Andrew Layley. The 69-year-old, an acquaintance of Vigliotti, was helping with roof work as part of an extension to a domestic property in the town.

It was during this work on 8 April 2023 that Mr Layley fell and sustained serious head injuries. He died in hospital several weeks later.



Andrew Layley was photographed by the home owner before the incident

Mr Layley, from Reading, was married with three grown up children and had a love of cats. His wife of nearly 40 years and children massively feel the loss of their “caring” husband and dad, saying his loss has left a huge hole in their lives.

An investigation by the Health and Safety Executive (HSE) found that Vigliotti failed to put in place suitable measures to protect both Mr Layley and another worker while they were working at height. The measures that were used were inadequate to either prevent or control a fall, or mitigate the consequence of a fall.

HSE guidance requires where it is not possible to avoid working at height, action must be taken to control the risk of falling and also minimise the consequence of a fall by either minimising the distance of a fall, or having measures in place, such as soft landing systems, to mitigate the fall. Guidance on working at height is available – [Introduction to working at height safely – HSE](#).



Mr Layley and another worker were both put at risk while working at height

Mr Vigliotti of The Hedges, Bath Road, Padworth, Reading, Berkshire, pleaded guilty to breaching Section 3(2) of the Health and Safety at Work etc. Act 1974. At Reading Crown Court on 13 October 2025 he was given an eight-month custodial sentence, suspended for 18 months. He was also ordered to carry out 200 hours of unpaid work within the next 18 months and to pay a victim surcharge.

HSE inspector Nicola Pinckney said: "Every year, a significant proportion of incidents, many of them serious and sometimes fatal, occur as a result of unsuitable or absent measures to protect workers from falls from height.

"This was a wholly avoidable incident, and if consideration had been given to the well-known risks of working at height, and suitable, readily available controls been put in place, this incident could have been avoided.

"Due to Vigliotti's failures, a family has been left without a much loved husband and dad.

"The penalty imposed on Mr Vigliotti will hopefully serve to highlight to others the importance of taking this risk seriously and ensuring they protect their workers from this risk."

This HSE prosecution was brought by HSE enforcement lawyer Rebecca Schwartz and paralegal Officer Helen Hugo.

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## **Construction company fined £1m following death of employee**

- Worker struck by reversing road-sweeper
- Family describes Robert Morris as "the centre of our world"
- HSE guidance is available on safe use of vehicles on site

A construction company that specialises in road resurfacing in London has

been fined £1m after one of its employees was killed by a reversing road-sweeper.

Robert Morris, 48, was working on the resurfacing of Pemberton Road in Haringey for Marlborough Highways Limited on 30 May 2022. A colleague was at the wheel of the vehicle and Robert was struck while it was reversing.

A joint investigation was launched between the Health and Safety Executive (HSE) and the Metropolitan Police. The police submitted evidence to the Crown Prosecution Service (CPS) leading to a separate prosecution, which resulted in the driver being given a suspended prison sentence.

The HSE investigation identified a number of failings. There was no segregation between people and moving vehicles on site and a banksman was not used when the road sweeper reversed and struck Mr Morris. The traffic management systems in place at the site were inadequate and unsafe, placing employees and members of the public at risk of serious injury and death.

The majority of construction transport accidents result from the inadequate segregation of pedestrians and vehicles. This can usually be avoided by careful planning, particularly at the design stage, and by controlling vehicle operations during construction work.

[The safe use of vehicles on construction sites: A guide for clients, designers, contractors, managers and workers involved with construction transport – HSE](#) provides detailed guidance on the importance of a safe site and the segregation of people and vehicles.

Marlborough Highways Limited of Woolf House Eagle Way, Chelmsford Garden, Chelmsford pleaded guilty to Sections 2(1) and 3(1) of the Health and Safety at Work etc. Act 1974 at the first opportunity. The company was fined £1million, with full costs awarded in the sum of £6,028, at City of London Magistrates' Court on 3 October 2025.

In the separate CPS case, Jamie Smith, who was also an employee of the company, was prosecuted for an offence of causing death by careless driving contrary to section 2B of the Road Traffic Act 1988. He pleaded guilty and in February 2024, at Wood Green Crown Court, he was sentenced to a six-month custodial sentence, suspended for two years, and disqualified from driving for one year.

HSE principal inspector James Goldfinch said: "Our thoughts are with Robert's family, described by his widow as 'the centre of our world'. She says his children are 'sad and angry and cheated of so much of their future'.

"Robert was entitled to return home safely from work to his family but the lack of segregation of vehicles and pedestrians by Marlborough Highways Limited meant he did not.

"This was a case where appropriate controls had been identified but were not being implemented on site."

The prosecution was brought by HSE's Enforcement Lawyer Samantha Wells, with

the assistance of Paralegal Melissa Wardle.

## Notes to Editors

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## Two companies fined after worker falls through fragile rooflight

- Man fell through fragile roof light.
- He had to be rescued by firefighters after becoming impaled.
- HSE guidance about working at height is available.

Two companies have been fined after a man fell through a fragile rooflight at a factory in Keighley, impaling his leg on machinery below.

A.T. Lee Properties Limited and LJH Property Limited were fined a combined total of more than £95,000 following a prosecution by the Health and Safety Executive (HSE). Directors for each firm were also given conditional discharges and ordered to pay prosecution costs.





The man fell through a fragile rooflight while carrying out over-cladding work

The man suffered leg injuries after falling at Cirteq Ltd, Hayfield Mills, Colne Road, Glusburn in Keighley, on 8 July 2022.

He had been over-cladding an existing asbestos cement roof with two other operatives when he stepped onto a fragile rooflight, causing him to fall through and narrowly miss a machine operator working below. Firefighters were called to assist in rescuing the worker, who had landed on machinery, impaling his leg. Despite the horrific circumstances, he sustained relatively minor injuries.

The HSE investigation found that principal contractor A.T. Lee Properties Limited failed to ensure the works were properly planned, and that neither they nor their sub-contractor, LJH Property Limited, had effective preventative and protective measures in place to control the risks associated with roof work. They also failed to ensure that the correct equipment and tools were in place to undertake the work safely.



After falling through the rooflight he was impaled on machinery below

Sub-contractor LJH Property Limited failed to properly plan, supervise, or ensure the work was carried out safely, and its assessment of the risks arising from the work was both unsuitable and insufficient.

HSE has guidance for those planning work at height and how it can be carried out safely, including the preventative measures required is available.

[Introduction to working at height safely – HSE.](#)

Further guidance is available for those undertaking the role of a Principal Contractor – [Principal contractors: roles and responsibilities – HSE.](#)

A.T. Lee Properties Limited, of Leardene House, Draughton, Skipton, North Yorkshire, pleaded guilty to breaching Section 3(1) of the Health and Safety at Work etc. Act 1974. The company was fined £47,783 and ordered to pay £2,386 in costs at Leeds Magistrates' Court on 1 October 2025.

Company director Neil Cryer pleaded guilty to breaching Section 37(1) of the same Act. He received a two-year conditional discharge and was ordered to pay £2,369 in costs.

LJH Property Limited, of Moorfield Drive, Baildon, Shipley pleaded guilty to breaching Section 3(1) of the Act. The company was fined £47,818 and ordered to pay £2,518 in costs.

Company director Luke Hudson pleaded guilty to breaching Section 37(1) of the same Act. He received a two-year conditional discharge and was ordered to pay £23,69 in costs.



HSE inspectors visited the site after the incident

HSE principal inspector Paul Thompson, who investigated the incident, said:

“People working on the roof and those working below within the factory were placed at serious risk. Had the man just a short distance either side of where he was impaled, this could have been a wholly different outcome.

“Work at height continues to be the leading cause of workplace fatalities, and had this work been planned, managed, and monitored to a sufficient standard by all parties involved, then this incident should not have occurred.”

This prosecution was brought by HSE Enforcement Lawyer Jonathan Bambro, supported by HSE Paralegal Officer Helen Hugo.

#### **Further information:**

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## **HSE urges industry to check guidance following Swindon explosion**

- Product Safety report updated today, Friday 10 October
- HSE investigating possible link with incident in South Wales
- Regulator has “significant concerns” about the safe use of the machines in question

The Health and Safety Executive (HSE) is urgently asking all companies using similar printing machinery to that involved in a recent industrial explosion to consult guidance published last year and updated today, Friday 10 October 2025.

A sublimation calender machine manufactured by Diferro was in use at a printers on the Groundwell Industrial Estate, Swindon, where the explosion took place at around 7.30pm on Wednesday 24 September. Thankfully, nobody was injured.

Following the incident, HSE, acting in its role as the market surveillance authority, has directly contacted all known users instructing them to ensure they have referenced this guidance and cease operations if they are in any doubt.

The regulator is attempting to identify any other users of machines believed to have been sold by two known distributors, and is taking steps to prevent any other Diferro machines coming into the country via liaison with UK border officials.

HSE is investigating the design of the machine in question and a possible link with a similar explosion in South Wales at the Treforest Industrial Estate, Rhondda Cynon Taff, in 2023, which resulted in the death of a director of a neighbouring food laboratory business.

Following this incident, HSE worked with the Office for Product Safety Standards (OPSS), to produce a key alert, known as a [Product Safety Report](#), relating to the machinery involved.

Following the recent incident in Swindon, HSE has reviewed the Product Safety

Report and has today made key additions. This includes reinforcing the advice that the device should not be left unattended when connected to the power supply.

Further revisions include the instruction to cease operating these machines until a second independent Safety-Related Control System (SRCS) has been installed by a competent person and validated to appropriate standards.

Luke Messenger, Head of Technical Product Safety at HSE said: “We have significant concerns about the safe use of these machines. The guidance issued following the Treforest Industrial Estate incident has clear instructions – revisions to this have been published today and we will continue to share any further updates.

“We never want to see a repeat of the fatality in 2023 or the recent catastrophic explosion in Swindon.”

## Notes to editors

1. The Health and Safety Executive (HSE) is Britain’s national regulator for workplace health and safety. We are dedicated to protecting people and places and helping everyone lead safer and healthier lives.
2. In this case we are acting in our role as the Market Surveillance Authority.
3. The HSE investigation is specifically related to the design of the machine in question and a possible link with the incident in South Wales. A decision on whether to open an investigation into the causes of the Swindon explosion itself will be made in due course, in line with our well-established [incident selection criteria](#).
4. HSE now has primacy in the investigation relating to the incident at the Treforest Industrial Estate in 2023.
5. The Product Safety Report was first published in April 2024 and has been updated today.