

# NHS Trust fined after it failed to manage hand-arm vibration risks

- NHS Trust fined £40,000 after several employees developed serious and irreversible hand-arm vibration-related conditions.
- The court heard how failures to assess and control vibration exposure left staff at risk of lifelong ill health.
- One long-serving employee described losing her career, independence and financial security as a result.

An NHS Trust has been fined £40,000 after several employees were diagnosed with Hand Arm Vibration Syndrome (HAVS) and Carpal Tunnel Syndrome (CTS), following prolonged exposure to vibration from work equipment.

The Health and Safety Executive (HSE) began an investigation into Chesterfield Royal Hospital NHS Foundation Trust after an employee was diagnosed with HAVS – a serious, lifelong condition characterised by persistent numbness and tingling in the fingers, reduced sensory perception and impaired manual dexterity.

The investigation found the Trust failed to carry out a suitable and sufficient assessment of the risks posed by the use of vibrating tools. There were no records to demonstrate the level of vibration exposure employees faced, and the Trust also failed to eliminate exposure or reduce it to as low as reasonably practicable.

also, It became clear that employees had not been provided with suitable and sufficient information, instruction or training about the risks associated with vibration exposure.

HSE also identified that the Trust had failed to report that two other employees had been diagnosed with HAVS and that one employee had been diagnosed with Carpal Tunnel Syndrome (CTS).



Sally Elliott worked in the plaster-cast department for more than 25 years. One affected employee, Sally Elliott, who worked in the plaster-cast department for more than 25 years, described how she was never warned about the risks of vibration exposure.

“I never, for one minute, suspected that the issues I was experiencing were being caused by the tools I used in my workplace,” she said.

“I was never given any information on the risks of HAVS and I knew nothing about the potential symptoms.”

She went on to explain how her symptoms gradually worsened, affecting both her work and everyday life:

“Every aspect of daily life is impacted due to the numbness, weakness, pins-and-needles in my fingers and hands. From getting up to going to bed anything that I need to do with my hands is affected.”

After being diagnosed with advanced stage 3 vascular and sensorineural HAVS, she was no longer able to continue in her role and has remained off work since October 2023.

“I gave my all to Chesterfield Royal Hospital and enjoyed my job,” she added.

“I took seriously my duty of care to patients, and I feel the Trust failed in their duty of care to me. I feel let down and I am suffering the consequences through no fault of my own.”

The HSE investigation concluded that Chesterfield Royal Hospital NHS Foundation Trust failed to properly assess the risks associated with hand-arm vibration and failed to adequately control employees’ exposure.

HSE guidance clearly sets out the measures employers must take to assess and control vibration risks. Exposure should be eliminated where reasonably practicable or otherwise reduced to as low as reasonably practicable. Further guidance is available on the HSE website found here: [Hand arm vibration – Control the risks](#)

Chesterfield Royal Hospital NHS Foundation Trust, of Chesterfield Road, Calow, Chesterfield, Derbyshire, pleaded guilty to breaching Section 2(1) of the Health and Safety at Work etc. Act 1974. The Trust was fined £40,000 and ordered to pay full prosecution costs of £4,911 at Chesterfield Magistrates’ Court on 12 January 2026

HSE Inspector Muir Finlay said: “The fine imposed on the Trust should underline to all employers that expose their workers to vibration that the courts and HSE take failures to follow the regulations extremely seriously.

“HSE will not hesitate to take action against those that do not do all that they should to keep people safe and healthy at work.”

The HSE prosecution was brought by HSE enforcement lawyer Samantha Crockett

and paralegal officer Stephen Grabe.

## 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](#).
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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## **Bristol landlord fined after member of the public falls from staircase**

- Bristol landlord fined under Health and Safety at Work act
- Member of the public fell from a staircase which was found to have fundamental flaws in design
- HSE investigation found lack the staircase was not fit for purpose

A Bristol landlord has been fined after a member of the public sustained significant injuries when they fell from the first-floor landing of an external wooden staircase at a converted property in Bishopston.

Roger Blessitt of Dyers Lane, Iron Acton, was fined £20,000 following an investigation by the Health and Safety Executive (HSE).

The incident happened in the early hours of 2 October 2023, when a group attended Unit 4 Merton Road for a social event hosted by one of Mr Blessitt's tenants. A 28-year-old man stepped outside and fell when a section of the wooden handrail failed as he leant against it. He fell from a height of around 11 feet, landing on the concrete-paved surface at ground level, and sustained significant injuries, including to the head.

The HSE investigation found fundamental flaws in the design of the staircase, including that it was notably rotten, deteriorated and weakened. The investigation also found a distinct lack of inspection and maintenance, determining that the staircase was not fit for purpose.



Image of staircase



Image of staircase

Roger Blessitt of Dyers Lane, Iron Acton, pleaded guilty to breaching Section 3(2) of the Health and Safety at Work etc. Act 1974. He was fined £20,000 and ordered to pay costs of £4,522 at Bristol Magistrates Court on 13 January 2026.

HSE Inspector Emma Preston said: "Well-designed staircases, built to standard and properly maintained, play a crucial role in keeping people safe. "While seeming lower risk, poorly maintained staircases can turn everyday use

into a serious hazard. Routine inspections and maintenance are essential to prevent avoidable injuries.

“In this incident, defects to the staircase would have been readily identified and repaired if an effective inspection and maintenance regime had been in place.

“On behalf of the Health and Safety Executive, I would like to wish the injured person well in his continued recovery.”

#### **Further information**

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4. Relevant guidance can be found here [\\*\\*Managing for health and safety \(HSG65\) – HSE\\*\\*](#).
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## **Health and Safety Executive inspecting chiropractors to assess radiation compliance**

- HSE inspecting compliance under Ionising Radiations Regulations 2017.
- Regulator launches video explaining inspection guidance.
- Inspections taking place across Great Britain.

The Health and Safety Executive (HSE) is conducting an inspection campaign targeting chiropractors who use radiation generators.

The regulator's inspections will assess dutyholders' compliance with the Ionising Radiations Regulations 2017 (IRR17), which protect employees and other persons from occupational radiation exposure.

To help dutyholders understand the requirements of an inspection, the HSE has created an online video outlining the expectations of the visit and the areas inspectors will be assessing compliance on, including:

- management of radiation protection

- radiation risk assessment
- engineering controls and maintenance
- contingency plans
- training records
- designation and monitoring of controlled areas
- local rules and radiation protection supervisors
- personal dosimetry

All employers with staff operating radiation generators must register with HSE through the online RADAN system.

Duncan Smith, Head of the Health and Safety Executive's Health Unit, said: "The use of radiology and radiography by chiropractors, means that medical ionising radiation is employed widely across the industry. To ensure the safety of staff and members of the public we will be conducting inspections throughout January until the end of March.

"Our inspections will examine construction, warning devices, safety features and any mobile shielding used. Employers should prepare relevant records, Radiation Protection Adviser reports, critical examination reports and training certificates for review, while operators may be asked to demonstrate equipment and warning systems.

"We understand that many dutyholders will not have received a visit from HSE before, so to help explain the process we have created a new video explaining our expectations and the employer's obligations."

HSE's video on what to expect from an inspection:

Ahead of an inspection HSE inspectors will contact registered employers in advance to arrange a mutually convenient inspection time and to provide documentation ahead of the visit. This ensures the radiation responsible person is present, equipment is available for inspection, and disruption to services is minimised and inspectors have had the chance to review documents before arriving on site.

Following an inspection, HSE will provide a summary of compliance standards found, any material breaches identified, and whether enforcement action will be taken. Where material breaches of the law are identified, HSE has a range of proportionate enforcement options available, from verbal advice through to prosecution.

The [Approved Code of Practice and guidance for working with ionising radiation](#) is freely available for dutyholders on HSE's website.

**Notes to editors:**

- [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.
- On 1 January 2018, Ionising Radiation Regulations 2017 (IRR17) came into force and replaced Regulations IRR99.
- These regulations are concerned the ensuring the safety of staff and members of the public. The safety of patients has separate regulations regarding their safety.

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## **Director and company fined after failing to comply with enforcement notices**

- A North London construction director and his company were fined for failing to comply with multiple HSE enforcement notices
- Inspectors identified repeated safety failings at a residential conversion site, including work at height risks and inadequate site management
- HSE guidance on managing health and safety in construction is available

A construction company director and his firm have been fined after failing to comply with multiple enforcement notices and for failing to suitably plan, manage and monitor construction work.

Vasilis Paraskeva and his London-based company, VNP Constructions Limited, were the appointed contractor for the conversion of a former public house and adjoining building into residential flats on White Lion Street, London.

During a proactive visit to the site on 1 September 2022, Health and Safety Executive (HSE) inspectors identified several issues including work at height risks and concerns about the competence of site management. Prohibition and Improvement notices were served.

Further visits over the following 12 months identified additional breaches, demonstrating a continued failure to suitably plan, manage and monitor the work. Additional Prohibition and Improvement notices were served.

An HSE investigation found that Vasilis Paraskeva and VNP Constructions Limited failed to comply with the requirements of multiple enforcement notices and failed to ensure work was carried out safely.



Images from site show poor work at height practices and failures to suitably plan, manage and monitor the construction work.

Contractors have a responsibility to plan, manage and monitor construction work to ensure that it is carried out without risks to health or safety. Further guidance on [Managing health and safety in construction – HSE](#) can be found on HSE's website.

The company, VNP Constructions Limited, of Kings Avenue, Winchmore Hill, London, pleaded guilty to breaching Regulation 15(2) of the Construction (Design and Management) Regulations 2015 and to two counts of failing to comply with a Prohibition Notice contrary to Section 33(1)(g) of the Health and Safety at Work etc Act 1971.

The company was fined £7200 and ordered to pay £900 in costs at the same hearing.

The Director, Vasilis Paraskeva, of Kings Avenue, Winchmore Hill, London, pleaded guilty to three offences on the basis that the company had committed the above three offences and those offences were committed with his consent or connivance or was attributable to his neglect by virtue of S37(1) of the Health and Safety at Work Act 1974

He was fined £10,800 and ordered to pay £900 in costs at Snaresbrook Crown Court on 7 January 2026.

Speaking after the hearing, HSE inspector Andrew Pipe said: "These fines should send a clear message to the construction industry that HSE and the courts take failure to comply with enforcement notices extremely seriously.

"HSE will not hesitate to take action against companies and individuals who fail to keep people safe."

This HSE prosecution was brought by HSE Enforcement Lawyer Matthew Reynolds and Paralegal Officer Melissa Wardle.

#### **Further Information**

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## **Graham Farrant appointed to HSE Board**

Sir Stephen Timms, Minister of State, has confirmed the appointment of Graham Farrant as a new non-executive director on the board of the Health and Safety Executive (HSE).

Graham will bring a wealth of experience from local government and public sector to help HSE continue to deliver its mission: Protecting People and Places.

On his appointment, Sarah Newton, HSE Board Chair, said:

*"I am delighted that Graham Farrant will be joining us on the HSE Board. I'm looking forward to welcoming Graham into our team of effective and committed non-executive directors focused on enabling the delivery of HSE's vitally important mission, vision and ten-year strategy."*

## **Graham Farrant**



## Graham Farrant

Graham has worked over 47 years in or for local government and the private sector, including 25 years as a Chief Executive.

From January 2019, Graham was the Chief Executive at Bournemouth, Christchurch and Poole (BCP) Council, until he retired in August 2025. He formed one of the most complex piece of local government reorganisation in the country for 40 years, absorbing services from Bournemouth unitary authority, Poole unitary authority, Christchurch district council and Dorset County Council.

Prior to joining BCP Council Graham was Chief Executive and HM Chief Land Registrar, running HM Land Registrar. Before that he was the Chief Executive of Thurrock Council; the London Borough of Barking and Dagenham (twice); Brentwood Council; private equity-backed leisure operator Leisure Connection; and national business and sports consultancy pmpgenesis. He first qualified as an Environmental Health Officer working at Westminster City Council and has a degree in Environmental Health and a Master's Degree in Environmental Pollution Science, alongside a masters-level qualification in Executive Coaching.

Graham replaces Martin Esom, first appointed in 2017, who is due to step down from the Board in March 2026.

## About HSE

1. The Health and Safety Executive (HSE) is Britain's national regulator for workplace health and safety. We prevent work-related death, injury and ill health through regulatory actions that range from influencing behaviours across whole industry sectors through to targeted interventions on individual businesses. These activities are supported by globally recognised scientific expertise. [hse.gov.uk](https://www.hse.gov.uk).
2. HSE is an Executive Non-Departmental Public Body sponsored by the Department for Work and Pensions (DWP).