

2026/21 – Prosecution in the UK for Inadequate Welfare Facilities and a Lack of Asbestos Awareness Training

What Happened?

- A waste and recycling company in North Wales was fined £36,000 for repeatedly failing to provide appropriate welfare facilities and asbestos awareness training for employees.

Why it Happened?

- Employees had no access to running water or soap after sorting waste materials that could be contaminated with asbestos by hand.
- According to HSE (UK) Inspector James Benton: “The health risks from exposure to material containing asbestos is well known yet this company wasn’t providing the appropriate facilities for workers to protect themselves. Basic welfare provision is essential to ensure that employees can clean themselves at work, to help prevent exposure to harmful microorganisms. After being told of the risks, this company repeatedly failed to provide adequate welfare facilities such as soap and running water and failed to provide asbestos awareness training to employees.”
- HSE (UK) guidance states that employers must provide employees who are liable to interact with asbestos containing materials with suitable training.

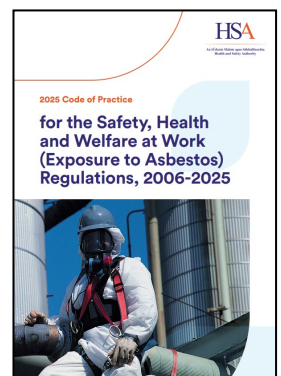
CIF Commentary

- The requirements for providing adequate site welfare facilities are addressed in Part 14 of the Safety, Health and Welfare at Work (Construction) Regulations 2013 and summarised succinctly in [CSPAC Guidance - Requirements for Construction Site Welfare Facilities](#)
- The Safety, Health and Welfare at Work (Exposure to Asbestos Regulations) 2006-2025 introduced key legislative changes in the Republic of Ireland, including:
 - **Mandatory Asbestos Identification** - employers must assess structures for asbestos before any work starts and undertake an exposure risk assessment.
 - **Lower Exposure Limit (OEL)** – reduced to 0.01 fibres/cm³.
 - **Permit System** - A permit must be obtained from the HSA in advance of undertaking work with asbestos.
 - **Enhanced Training for Asbestos Workers** - there is also a change to the contents of the Training Certificate.
 - **Medical Monitoring & Disease Register:** Workers exposed to asbestos require specific health surveillance and monitoring.
 - **Improved Detection Methods** - by 2029, electron microscopy will be needed to allow detection of thin asbestos fibres.
 - **A new [HSA Code of Practice](#)** - published in late Dec. 2025.

Requirements
for Construction
Site Welfare
Facilities



CONSTRUCTION
SAFETY
PARTNERSHIP
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Further Details

- HSE(UK): <https://press.hse.gov.uk/2026/07/09/north-wales-waste-and-recycling-company-fined-over-welfare-facilities-and-repeated-site-failures/>