

Indoor Air Quality (IAQ) Regulations

What Employers & Leaders Need to Know

YOUR QUICK, PRACTICAL GUIDE TO
THE NEW HSA CODE OF PRACTICE (2023)



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The Essentials

Why This Matters

New indoor air quality regulations from the **Health and Safety Authority (HSA)** mean every employer now has a duty to keep workplace air safe and healthy.

This cheat sheet gives you the *need-to-know basics*: no jargon, just clear steps to stay compliant and support your team's wellbeing.

The Code in Brief

Code of Practice for Indoor Air Quality (IAQ) – HSA (2023)

Supports employer duties under the **Safety, Health and Welfare at Work Regulations 2007**, updated by **S.I. No. 255/2023**.

Applies to **all indoor workplaces**, with scalable requirements based on size and complexity.

Why Indoor Air Quality Matters

- Employees spend up to 90% of their working day indoors.
- Poor IAQ can cause headaches, fatigue, and respiratory irritation.
- It drives absenteeism and lower productivity.
- Good IAQ improves focus, comfort, and morale.

In short: Clean air is good business.



What Employers Must Do

1 Risk Assessment

- **Include IAQ** in your workplace safety assessments.
- **Identify risks** such as poor ventilation, high occupancy, or contaminants (radon, VOCs, dust, mold).
- **Document** findings and planned actions.

2 Ventilation

- **Ensure** a consistent supply of fresh air: naturally, mechanically or both.
- **Maintain and service** ventilation systems regularly.
- **Avoid** uncontrolled air recirculation unless filtered (e.g. HEPA).

3 Monitoring

Use IAQ monitors as an indicator e.g. for CO₂:

- Below 800 ppm = good ventilation
 - Above 800 ppm = needs attention
- Also **check** humidity, temperature, and contaminant levels.

What Employers Must Do

4 Control Measures

If risks are found, create a written IAQ Action Plan.

Options include:

- Adjusting ventilation rates
- Upgrading filters or using portable HEPA units
- Reducing occupancy or rotating teams
- Seeking expert advice before using air-cleaning tech (e.g. UV, ozone)

5 Competence & Communication

- **Appoint** competent persons for IAQ monitoring and maintenance.
- **Keep records.**
- **Tell staff** what's being done. **Transparency builds trust.**

6 Quick Checklist

- Review ventilation systems
- Install IAQ monitors in busy or enclosed spaces
- Update your risk assessment
- Develop a short- and long-term IAQ plan
- Communicate progress to employees



Clean Air means good business.

The new HSA Code makes indoor air quality a compliance requirement, but it's also a chance to improve productivity, health and morale.



Follow Q50 for more practical guides on workplace health, safety and wellbeing.



Download this cheat sheet to keep your workplace compliant and comfortable.

Learn more at [q50.ie](https://www.q50.ie)
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