



Solution

HSI EHS Software

Industry

Engineering and
Construction

Size

Approximately
1,900 employees and
up to 4,000 including
subcontractors

Location

Ireland, UK, and
Mainland Europe

Kirby scales Zero Harm across Europe, saves 37,840 hours, and transforms safety visibility with HSI

Company Overview

Founded in 1964, Kirby Group Engineering is a leading mechanical and electrical engineering contractor delivering complex, high value projects across Ireland, the UK, and mainland Europe. Operating in high risk sectors such as data centres, life sciences, power, and industrial manufacturing, Kirby supports a workforce of up to 4,000 employees and subcontractors across geographically dispersed projects.

As Kirby expanded across multiple countries and regulatory environments, maintaining consistency in safety execution, engagement, and reporting became increasingly complex and increasingly critical.

Challenge

Before implementing HSI, Kirby relied on paper based processes, spreadsheets, and disconnected systems to manage safety activities. While these methods supported a strong safety record, they created inefficiencies and limited visibility at scale.

Why It Matters

Across the EMEA region, engineering and construction organizations are under increasing pressure to move beyond compliance and demonstrate proactive, measurable safety performance across diverse sites, contractors, and jurisdictions.

For Kirby, safety is deeply rooted in its Zero Harm philosophy, focused on interaction, engagement, and care for people. As the organization scaled, leadership recognized that culture alone was not enough. To truly embed Zero Harm across every project, they needed a way to make it practical, measurable, and consistent.

"We had a programme, and now we used the platform to improve that programme. Our Zero Harm programme was built around interacting with people and focusing on key indicators, but we needed a way to make it easier for people to engage with it and deliver it consistently across all our projects. That is what HSI has allowed us to do."

- Barry O'Brien, Associate Director of EHS

The goal was clear. Make safety easier to execute, easier to see, and easier to act on at every level of the organization.

Safety teams spent significant time chasing documentation, consolidating reports, and managing multiple systems. Critical processes such as incident escalation lacked consistency, and leadership had limited real time insight into what was happening across projects.

"At the end of the month, we had to ask people, 'Where's your reports?' It was challenging and inefficient. Information was scattered across emails, laptops, and multiple systems, and we were constantly chasing. There was no real visibility, and it slowed everything down."

- Barry O'Brien, Associate Director of EHS

In a multi country environment with thousands of workers and subcontractors, this lack of standardization made it difficult to ensure consistent execution and proactively manage risk.

Solution

Kirby implemented KSafe on the HSI EHS platform to operationalize its Zero Harm programme across all projects and regions. KSafe is Kirby's internally developed safety framework, built around its Zero Harm philosophy and focused on driving interaction, engagement, and consistent delivery of key safety activities across the business.

Rather than simply digitizing existing processes, Kirby rethought how safety should work in practice. The platform was designed around how teams operate on site, making it mobile first, intuitive, and easy to use. This reduced friction and made participation more natural for workers and supervisors in the field.

Zero Harm's key indicators were embedded directly into daily workflows, transforming safety from a set of requirements into a system of real time interaction. Activities such as observations, behavioural interactions, and safe plan of action assessments became easier to complete and more meaningful in execution.

Automation introduced a new level of consistency and control. High severity incidents now trigger immediate escalation through structured workflows, replacing informal and unreliable communication methods.

At the same time, real time dashboards and reporting provide leadership with clear, consistent visibility across all projects, something that had not previously been possible.

"It's about getting out and talking to people, interfacing and interacting with the guys on the ground. They're the ones most exposed to risk. If we're not engaging with them, understanding the job, and having those real conversations, then we're not truly managing safety."

**- Barry O'Brien,
Associate Director EHS**

Results

The impact of the transformation has been both measurable and operational.

Kirby estimates that the move to a fully digital, integrated system has resulted in approximately **37,840 hours saved annually**. These efficiencies were driven by eliminating paper based processes, removing duplicate systems, and significantly reducing the time spent managing and chasing safety documentation.

"We don't have to go chasing information anymore. It's all there live. We can see what's happening in real time and act on it immediately."

**- Barry O'Brien,
Associate Director EHS**

At the same time, safety performance has continued to improve. Kirby reduced their Total Recordable Incident Rate and their All Injury Frequency Rate through stronger execution of its Zero Harm program, increased digital participation and extra time now available to be with the workers.

Operationally, the shift has been significant. What was once delayed, manual reporting is now real time and transparent. Leaders can see incidents, actions, and trends as they happen, enabling faster and more informed decision making.

Engagement across the workforce is also increasing. With simplified mobile access and reduced barriers to reporting, more workers and subcontractors are actively participating in safety processes, strengthening proactive risk identification across projects.

Looking Ahead

With a strong digital foundation in place, Kirby is focused on continuing to scale and embed its approach to safety across the EMEA region.

Kirby have easily increased adoption throughout the business, expanded participation and now with the ability to further leverage AI from this data and analytics the next phase is to transform our preventative programmes.

As engagement grows, Kirby is well positioned to strengthen its proactive safety culture, ensuring Zero Harm is not just a principle, but a measurable and scalable reality across every project.

“This is just the beginning. The more people engage with the system, the more value we get. This has been a game changer for us.”

- Barry O'Brien, Associate Director of EHS