

Case Study

LeoLynch





HSI Solutions

Workforce Competency
Management

Industry

Mechanical and Electrical
Engineering

Size

250+ Employees and
Agency Partners
300+ Contractors

Location

Ireland, the UK and Europe

How Leo Lynch Scaled Workforce Readiness With HSI Donesafe

Company Overview

Leo Lynch is a leading mechanical, electrical and process (MEP) engineering contractor delivering complex projects across Ireland, the UK and Europe. With safety at the heart of its operations and thousands of workers and contractors accessing sites, the business needed a more efficient way to manage workforce competency, onboarding and compliance at scale.

By implementing HSI Donesafe's Workforce Competency Management solution, Leo Lynch created a centralised, digital approach to onboarding, training and supply chain management, reducing administrative effort while improving visibility, audit readiness and workforce compliance across its operations.

The Challenge

For Leo Lynch, prioritising safety is a fundamental part of how the business operates.

As the business expanded, managing workforce onboarding, competency verification and contractor compliance became increasingly complex. Direct employees, subcontractors and agency workers all needed to meet site-specific training and compliance requirements before arriving on site.

Despite established processes, onboarding relied heavily on paper records, spreadsheets and manual administration. Site inductions were delivered in person, certifications were reviewed manually, and workforce information was spread across multiple systems.

“Safety is a key pillar of what we do as a company. Our people are our main selling point and it’s in our interest to make sure we keep them healthy, happy and safe.”

— **Denis O’Sullivan**

Environmental Health, Safety and Sustainability Director, Leo Lynch

Denis O’Sullivan, Environmental Health, Safety and Sustainability Director, explains, “We were predominantly managing our inductions through on-site PowerPoints and relying on the safety team to carry out training on site.”

The process placed a significant administrative burden on the Health and Safety team, while limiting visibility of workforce readiness. Verifying qualifications and certifications often required considerable manual effort, making it increasingly difficult to support a growing workforce efficiently.

Leo Lynch needed a more scalable, centralised approach that would reduce administration, strengthen compliance and ensure workers arrived on site fully verified, inducted and ready to work.



The Solution

Leo Lynch selected HSI Donesafe to create a more scalable, centralised approach to workforce onboarding, competency management and supply chain compliance.

Through HSI Donesafe's Workforce Competency Management solutions, they implemented several modules across two core areas: workforce training and competency management, and supply chain management.

The platform provides a central view of direct employees, subcontractors and agency workers, enabling Leo Lynch to verify their skills, certifications and site readiness before they arrive on site.

This has enabled Leo Lynch to streamline onboarding, training and competency verification. Certifications and qualifications can be checked in advance, inductions are delivered before workers reach site, and the team can confirm that each individual meets the relevant requirements before work begins. This reduces manual administration while improving compliance, visibility and workforce readiness.

Leo Lynch has also strengthened its vendor and supply chain management processes. By digitising pre-qualification and approval workflows, the business can assess vendors against its requirements and add them to its approved vendor list before projects begin. Approved vendors can also manage their own employee onboarding and submit the required information in advance, reducing follow-up work for Leo Lynch and helping workers arrive ready to begin.

"It allows us to check and verify our vendors to get them on the approved vendor list before they start."

— Denis O'Sullivan

Environmental Health, Safety and Sustainability Director,
Leo Lynch

By completing critical compliance checks before workers arrive on site, Leo Lynch has reduced the administrative burden on site teams while improving workforce readiness and oversight.

Results

HSI Donesafe has transformed how Leo Lynch manages workforce onboarding and compliance. By completing certification checks, training validation and onboarding activities before workers arrive on site, the business no longer needs to review emailed certificates and paperwork as employees arrive. This has reduced delays, increased efficiency and saved the EHS team an estimated two to three days each week.

Up to 60% more efficient.

With certificates and competency records available in advance, the team can identify and resolve issues such as incorrect cards, photographs or dates before workers reach site. This makes interventions smoother, accelerates the first-day experience and enables workers to move more quickly into client inductions. By reducing office-based administration, the platform also allows the EHS team to spend more time working proactively on site and driving safety performance across projects.

HSI Donesafe's digital audit trail has further strengthened compliance oversight. Training records, policy acknowledgements and competency data are available in one place, enabling the team to respond quickly and confidently to audit requests.

"When an ISO auditor is in front of us asking how we can confirm somebody has read a policy, we know that at the click of a button we can give them that answer."

— Denis O'Sullivan

Environmental Health, Safety and Sustainability Director,
Leo Lynch



Looking Ahead

Leo Lynch's continued focus is building on the efficiencies achieved through HSI Donesafe, using the platform to support a more consistent and scalable approach as the business evolves.

With stronger visibility of workforce competency and compliance, the organisation is better equipped to respond to changing project requirements and maintain high standards across its operations. This continued focus will help Leo Lynch support a growing workforce, strengthen readiness across its supply chain and protect the safety-first culture that remains central to the business.

Why It Matters

For businesses operating across complex projects and multiple sites, workforce competency is fundamental to safe, compliant and efficient delivery. As workforces and contractor networks grow, organisations need reliable assurance that every person has the appropriate training, qualifications and information before beginning work.

At Leo Lynch, safety is a core business priority, reflecting the value the organisation places on its people. As its operations expanded, the business recognised that established processes needed to evolve to support this commitment consistently at scale. Creating a clearer, more connected approach to workforce readiness would enable Leo Lynch to protect its safety-first culture while meeting the demands of continued growth.

Three Words to Describe HSI Donesafe

Responsive. Efficient. Scalable.

— Denis O'Sullivan

Environmental Health, Safety and Sustainability Director,
Leo Lynch

**Smarter software for
a safer tomorrow.**

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