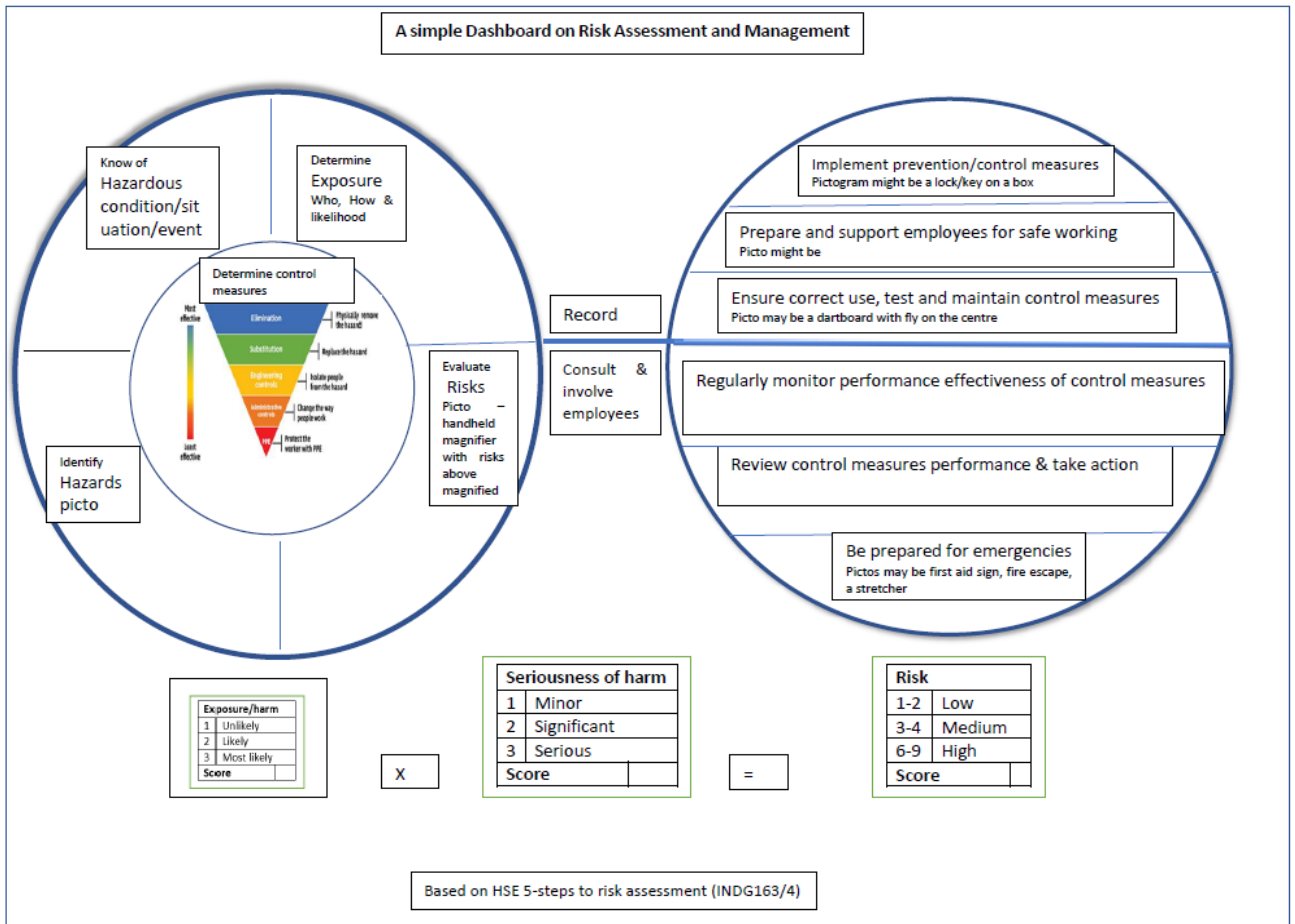


## Health and Safety (HAS) Laws

There are many H&S laws. These are designed to help employers, employees and other duty holders to comply with law and maintain acceptable standards of health, safety and wellbeing at work. You don't need to know all the details. But, one thing is common among the laws, which is the risk management principle. It is summarised with the help of two figures below.





**Key:**

**Exposure/harm**

**1 Unlikely** – Because of the quality of control measures and safe systems of work in place, exposure to the hazard/harm is unlikely. At all times, all aspects of the risk control measures, including their use and maintenance, meet the recommendations of the applicable HSE guidance and/or industry standards for the hazardous condition, event or activity.

**2 Likely** – Control measures and safe systems of work are not tight or adequate enough to stop exposure taking place. see 1 above, for good controls judgement.

**3 Most likely** – When one or more of the conditions described in this section is present. The work activity/event/condition/situation can cause exposure because control measures are (i) not present, (ii) inadequate, (iii) used incorrectly, (iv) not tested or maintained, (v) performance effectiveness is not monitored and reviewed. The safe system of work in place does not follow applicable HSE guidance or industry standards.

**Seriousness of harm**

**1 Minor** – injuries or conditions not included in 2 and 3





**2 Significant** – It is credible that (i) an injury (physical or health) could occur causing absence from work for more than three days; and/or (ii) an injury could occur that causes non-permanent or reversible health effects or non-progressive condition.

**3 Serious** – It is credible that (i) a fatal injury could occur; or (ii) an injury (physical or health) could occur which results in permanent or irreversible disabling condition or major reduction in quality of life could occur; or (iii) an injury requires immediate treatment at a hospital.

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## Commonly encountered health and safety laws

Some of the commonly encountered regulations are presented on their own as online modules in the LOCHER resources section and under “Health Risk Control” and “Health and Safety System”. The regulations which do not have presentations of their own are listed below in a summary form. You may need to become familiar with these and other areas of law that are pertinent to your vocational qualification.

Law	Key requirements
<p><b>Health and Safety at work Act</b></p> 	<p>General duties of various duty holders are laid out, including employers and employees.</p> <p>(see more information in “GB Health and Safety System.”)</p>
<p><b>The Management of Health and Safety at Work Regulations</b></p>  <p>Human Capital – A Vital Key. Take care of it.</p>	<p>Requires employers to <b>put in place arrangements</b> to control health and safety risks.</p> <ol style="list-style-type: none"> <li>1. Have a written <b>health and safety policy</b> (if five or more employees)</li> <li>2. Undertake <b>Risk assessment</b>. Take account of employees, contractors, customers, partners, and any other people who could be affected by the activities</li> <li>3. <b>Record</b> the significant findings in writing (if five or more employees)</li> <li>4. Arrange for the <b>effective planning, organisation, control, monitoring and review</b> of the preventive and protective measures that come from risk assessment</li> <li>5. Have access to <b>competent health and safety advice</b></li> <li>6. Provide employees with <b>information, instruction, training and supervision</b> so that they can work safely</li> <li>7. <b>Consult with employees</b> about their risks at work and current preventive and protective measures</li> </ol>
<p><b>The Provision and Use of Work Equipment Regulations (PUWER)</b></p>  	<p>Generally, <b>any equipment</b> which is <b>used by an employee at work</b> is covered, for example hammers, knives, ladders, drilling machines, power presses, circular saws, photocopiers, lifting equipment (including lifts), dumper trucks and motor vehicles.</p> <p>The purpose is to make working life safer for everyone using and coming into contact with machinery and equipment. All equipment is:</p> <ul style="list-style-type: none"> <li>• suitable for the intended use</li> <li>• safe for use, maintained in a safe condition</li> <li>• inspected to ensure it is correctly installed and does not subsequently deteriorate</li> <li>• used only by people who have received adequate information, instruction and training</li> <li>• accompanied by suitable health and safety measures, such as protective devices and controls. These will normally include guarding, emergency stop devices, adequate means of isolation from sources of energy, clearly visible markings and warning devices</li> <li>• used in accordance with specific requirements, for mobile work equipment and power presses</li> </ul>

### The Display Screen Equipment Regulations

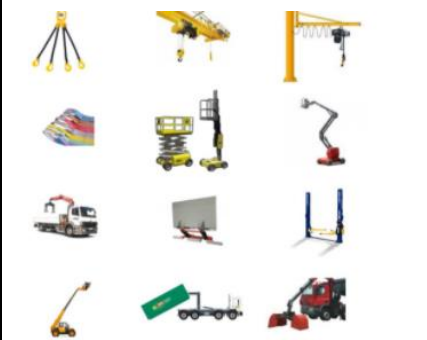


[Temporary Working at Home - Workstation Setup - YouTube](#)

It is to ensure:

- Safe use of visual display equipment and the associated workstations facilities
- The provision for regular breaks when working at a computer for long periods and determined by risk assessment

### Lifting Operations and Lifting Equipment Regulations (LOLER)



When undertake lifting operations involving lifting equipment, employer must:

- plan them properly
- using people who are sufficiently competent
- supervise them appropriately to ensure that they are carried out in a safe manner

### Slips, Trips and Falls

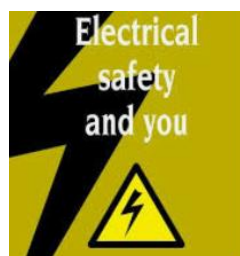
HSW Act, management regulations and Welfare regulations



Employer must take practical steps to prevent slips, trips accidents. Consider factors like:

- Human behaviours
- Contamination
- Obstructions
- Lighting
- Flooring/Footwear
- Cleaning
- Signs
- Design

### Electricity at Work Regulations



Duty holders must

- have the electrical systems constructed in a way that prevents danger
- maintain the electrical systems as necessary to prevent danger (including a 5-year fixed installation inspection)
- carry out work on electrical systems carried out in a way that prevents danger.

Employees should only work on or with electrical equipment if they have suitable

- training
- knowledge
- experience
- supervision