

Health & Safety at Work

Overview

This guide aims to inform you of the basic legislation which exists to ensure your safety in the workplace.

The Health & Safety at Work Act 1974. This has provided the basis for a more systematic approach to health and safety.

The main provisions include:

- Spelling out the duties of employers and employees
- Extending protection to other persons affected by work activities, such as the public.
- Establishing the Health & Safety Executive (HSE) as the main enforcing body.
- Detailing the enforcement measures that can be carried out including inspection and enforcement notices.

Your company's Health & Safety Policies can be seen by contacting:



The Management of Health & Safety at Work Regulations 1999

These regulations introduced the need for workplace risk assessment, the documentation of findings and the provision of training and information.

They also require employers to make requirements relating to:

- Provide health surveillance where necessary
- Organise competent personnel for Health and Safety
- Have suitable emergency procedures in place
- Provide information, consultation and training
- Assess risks specifically to new or expectant mothers and young persons



The Control of Substances Hazardous to Health (COSHH) Regulations 2002

COSHH requires employers to protect employees from harmful exposure to substances used or generated in the workplace.

Employers are required to:

- Avoid contact of the staff with substances exposed
- Substitution of less harmful materials
- Maintenance of all controls and safe systems of work
- Monitoring control exposures
- Provide health surveillance
- Provide training



The Manual Handling Operations Regulations 1992

These regulations are intended to reduce the risk of injury to employees when performing work involving manual handling, which is defined as physical activity that involves lifting, carrying, pushing and pulling.

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Typical manual handling injuries include:

- Damage to ligaments and tendons
- Strain or sprain
- Slipped discs
- Hernias

The Seven Goals:

The Seven Goals are intended to reduce the risk of injury to employees when performing work involving manual handling, which is defined as physical activity that involves lifting, carrying, pushing and pulling.

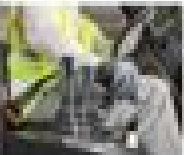


The Provision & Use of Work Equipment Regulations (PUWER) 1998

PUWER Regulations lay down requirements relating to the safe use of machinery.

Employers must ensure that:

- Equipment is suitable for the intended purpose and condition of use
- Equipment is safe for the intended use
- Operators are provided with suitable training and information about the equipment's operation
- Equipment is fitted with appropriate working signs, marks, safety flags or guards
- Special procedures are in place to supervise machine breakdown and normal activities are suspended until repairs



The Workplace (Health & Safety and Welfare) Regulations 1993 (Workplace Regulations)

The Workplace Regulations cover the environment in which work activity is conducted within premises.

Employers must:

- Adequately maintain the workplace
- Provide adequate heat, light and ventilation
- Ensure the workplace is in a suitable state for the work activities carried out
- Secure safe traffic management
- Provide adequate toilet, washing facilities
- Provide facilities for changing clothing
- Provide facilities for food and a means of drinking water
- Facilities for changing clothing
- Facilities for food and drinking water



The Health and Safety (Safety Signs and Signals) Regulations 1996

These Regulations provide the format for Health and Safety signs and signalling.

Signs are as follows:

- Blue signage indicates compulsory requirements such as PPE which must be worn and similar instructions
- Red signage is prohibited or restricted (e.g. 'No entry' or 'No smoking'). Some red signage is also used to indicate fire precautions such as the location of fire extinguishers
- Yellow signage warns of hazards such as 'wet floor' or 'fragile roof'
- Green signage indicates a safe condition and is used to indicate the exit information or direction to the exit route



The Personal Protective Equipment (PPE) at Work Regulations 1992

The PPE Regulations require employers to provide PPE at an adequate standard where risk assessment highlights the need for it.

Employers must:

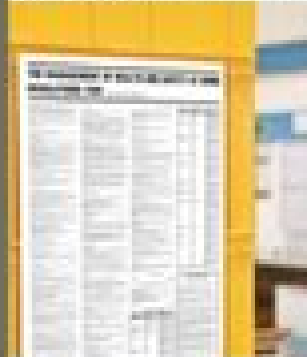
- Provide suitable PPE to employees if there is a risk to their health or safety that cannot be adequately controlled by other means
- Consider PPE at the job design and task level, as well as more effective measures (technical aids, such as engineering controls or safe systems of work, as far as possible)
- Ensure compatibility of more than one form of PPE needs to be met by the regulations
- Recognise PPE is an efficient way to improve working conditions and to prevent injury
- Provide appropriate storage facilities for PPE when it is not in use
- Provide employees with adequate relevant information, instruction and training



Other Provisions

Other safety Regulations cover matters such as:

- Fire
- Working under pressure (e.g. computer workstations, technical platforms and other equipment)
- Employee consultation and representation
- First aid and accident reporting
- Flammable liquids and hazardous materials
- Work at height



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Ying-Ying Zheng



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