



The Management of Health and Safety at Work Regulations 1999

The employer's responsibilities outlined in the Management of Health and Safety at Work Regulations 1999 include the following key provisions:

Regulation 3: Risk assessment

- Making a suitable and sufficient assessment of risks. This will involve identifying the hazards (a hazard is something with the potential to do harm) and evaluating the extent of risks (a risk expresses the likelihood that the harm from a particular hazard is realised).
- Identifying measures needed to comply with legal requirements.
- Reviewing the risk assessment.
- Recording the assessment when there are five or more employees.
- Special factors for young persons.

Regulation 4 (and Schedule 1): Principles of prevention

On the basis of:

- avoiding risks
- evaluating the risks that cannot be avoided
- combating the risks at source
- adapting the work to the individual, especially as regards to the design of workplaces, the choice of work equipment and the choice of working and production methods, with a view, in particular, to alleviating monotonous work and work at a predetermined work-rate and to reducing their effect on health
- adapting to technical progress
- replacing the dangerous by the non-dangerous or the less dangerous



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- developing a coherent overall prevention policy, which covers technology, organisation of work, working conditions, social relationships and the influence of factors relating to the working environment
- giving collective protective measures priority over individual protective measures
- giving appropriate instructions to employees.

Regulation 5: Health and safety arrangements

- Making arrangements for the effective planning, organisation, control, monitoring and review of the preventive and protective measures.

Regulation 6: Health surveillance

- Ensuring that employees are provided with health surveillance having regard to the risks to their health and safety, which are identified by the assessment.

Regulation 7: Health and safety assistance

- Appointing one or more competent persons to assist in undertaking the necessary measures to comply with legal requirements.
- Where there is a competent person in the employer's employment, that person should be appointed in preference to a competent person not in his employment.



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Regulation 8: Serious and imminent danger

- Establishing procedures to be followed in the event of serious and imminent danger to persons at work.
- Nominating competent persons to implement procedures.
- Informing workers about the nature of the hazard.
- Enabling persons to stop work where exposed to serious and imminent danger.

Regulation 9: External services

- Ensuring that any necessary contacts with external services are arranged, particularly as regards to first-aid, emergency medical care and rescue work.

Regulation 10: Information for employees

- Providing employees with comprehensible and relevant information on:
 - health and safety risks from the assessment
 - preventive and protective measures
 - procedures for serious and imminent danger
 - competent persons.

Regulation 13: Capabilities and training

- Taking into account employees' capabilities when giving tasks.



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- Providing training when employees are recruited, when being exposed to new or increased risks and repeated periodically.
- Training to be provided in working hours.

Regulation 15: Temporary workers

- Providing information on skills required to carry out work safely.

Regulations 16-18: New or expectant mothers

- Carrying out a specific risk assessment where women of child bearing age and new and expectant mothers may be at risk from a work process, working conditions or physical, chemical or biological agents.
- Altering working conditions or hours of work where reasonable and the risk cannot be avoided.
- Medically suspending the employee where it is not reasonable to alter the conditions of work.

Regulation 19: Protection of young persons

- Protecting young persons from risks to their health or safety as a consequence of lack of experience.
- Prohibition of the employment of young persons in certain situations.



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Regulation 14: Duties of employees

- Using equipment etc. in accordance with training and instructions.
- Informing the employer about serious danger and health and safety shortcomings.