

# An Employers Top 10 Health and Safety Tips

## 1. What are the legal requirements for health and safety?

The Health and Safety at Work Act (HSWA) 1974. This Act places a legal duty on employers to ensure, so far as reasonably practicable, the health, safety, and welfare of employees, and others who may be effected by their operations.

## 2. What is a Health and Safety policy?

A health and safety policy is a written statement by an employer stating the company's commitment for the protection of the health and safety of their employees and to the public.

## 3. Who needs a health and safety policy?

A documented health and safety policy is a legal requirement if you employ five or more employees. If you have fewer than five employees you do not have to write anything down, though it is considered useful to do so.

## 4. Is a health and safety policy a legal requirement?

It is also a legal requirement. Regulation 2 (3) of the Health and Safety at Work etc. Act 1974 requires employers to prepare, and maintain up-to-date, a statement showing the policy on safety and the *organisation and arrangements* put in place to ensure the general policy is carried out.

## 5. What are the main health and safety regulations?

Making 'assessments of risk' to the health and safety of the workforce, and acting upon risks identified, so as to reduce them (Regulation 3); appointing competent persons to oversee workplace health and safety; providing workers with information, instruction, training and supervision.

## 6. What is safety policy and procedures?

Specific policies and procedures address particular issues or hazards. They are administrative measures to control workplace hazards and should be used together with other hazard control measures to eliminate or reduce the risk of workplace illness or injury.

## 7. What are the legal requirements for carrying out a risk assessment?

Regulation 3, of the Management of Health and Safety at Work Regulations 1999, requires, among other things, that all employers assess the risks to the health and safety of their employees while they are at work.

## 8. What are the five steps to risk assessment?

You do not necessarily need specific training or qualifications to carry out a risk assessment. However, as an employer you must appoint someone competent to help you meet your health and safety duties. A competent person is someone with the necessary skills, knowledge and experience to manage health and safety.

### The Five Step Guide to Risk Assessment

- Step 1: Identify the hazards in the workplace
- Step 2: Decide who might be harmed and how
- Step 3: Evaluate the risks and decide on control measures
- Step 4: Record your findings
- Step 5: Review your assessment and update as and when necessary

## 9. What is the difference between statutory and regulatory requirements?

Both statutory requirements and regulatory requirements are those requirements that are required by law. .. "Statutory refers to laws passed by a state and/or central government, while regulatory refers to a rule issued by a regulatory body appointed by a state and/or central government."

## 10. How are civil and criminal law different?

Criminal law and Civil law differ with respect to how cases are initiated (who may bring charges or file suit), how cases are decided (by a judge or a jury), what kinds of punishment or penalty may be imposed, what standards of proof must be met, and what legal protections may be available to the defendant.