



THE MANAGEMENT OF HEALTH AND SAFETY AT WORK REGULATIONS 1999

The Management of Health and Safety at Work Regulations 1999 serve to make more explicit what employers are required to do under the Health and Safety at Work etc Act 1974.

The main requirements are;

REG 3: To carry out risk assessments

Every employer shall make a suitable and sufficient assessment of -

(a) the risks to the health and safety of his employees to which they are exposed whilst they are at work; and

(b) the risks to the health and safety of persons not in his employment arising out of or in connection with the conduct by him of his undertaking,

REG 4: Apply the principles of prevention

Where an employer implements any preventive and protective measures he shall do so on the basis of the general principles of prevention specified in Schedule 1, which are:

- a. Avoiding risks;
- b. Evaluating the risks which cannot be avoided;
- c. Combating the risks at source;
- d. Adapting work to the individual;
- e. Adapting to technical progress
- f. Replacing dangerous with non-dangerous or less dangerous
- g. Developing a coherent prevention policy
- h. Giving collective prevention measures priority over individual protective measures
- i. Giving appropriate instruction to employees

REG 8: Institute procedures for serious and imminent danger

Every employer shall -

(a) so far as is practicable, require any persons at work who are exposed to serious and imminent danger to be informed of the nature of the hazard and of the steps taken or to be taken to protect them from it;

(b) enable the persons concerned (if necessary by taking appropriate steps in the absence of guidance or instruction and in the light of their knowledge and the technical means at their disposal) to stop work and immediately proceed to a place of safety in the event of their being exposed to serious, imminent and unavoidable danger; and

(c) save in exceptional cases for reasons duly substantiated (which cases and reasons shall be specified in those procedures), require the persons concerned to be prevented from resuming work in any situation where there is still a serious and imminent danger.

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REG 10: Provide information for employees

Every employer shall provide his employees with comprehensible and relevant information on -

- (a) the risks to their health and safety identified by the assessment;
- (b) the preventive and protective measures;

REG 13: In respect of capabilities and training

Every employer shall, in entrusting tasks to his employees, take into account their capabilities as regards health and safety.

Every employer shall ensure that his employees are provided with adequate health and safety training -

- (a) on their being recruited into the employer's undertaking; and
- (b) on their being exposed to new or increased risks because of -
 - (i) their being transferred or given a change of responsibilities within the employer's undertaking,
 - (ii) the introduction of new work equipment into or a change respecting work equipment already in use within the employer's undertaking,
 - (iii) the introduction of new technology into the employer's undertaking, or
 - (iv) the introduction of a new system of work into or a change respecting a system of work already in use within the employer's undertaking.

The training referred to shall -

- (a) be repeated periodically where appropriate;
- (b) be adapted to take account of any new or changed risks to the health and safety of the employees concerned; and
- (c) take place during working hours.

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