

Topic 12

Health and safety principles and coverage

12.3

Responsibilities for health and safety



PowerPoint 3:
Responsibilities and requirements



LEGAL
RESPONSIBILITIES



EMPLOYERS
EMPLOYEES



REQUIREMENTS
IN PRACTICE



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WORKPLACES



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Objectives

By the end of this session, learners should be able to:



1

Describe the **responsibilities and obligations** of the individual, employee and employer.



2

Appreciate the **differences** between local, national and global health and safety requirements.



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Responsible people

The Health and Safety at Work Act (HASAWA) 1974 relates to all people at work whether they are employers, employees or the self-employed.



People, not just premises

The Act is specifically aimed at people and their activities at work, rather than premises or processes.



Protection for everyone

It includes provisions for both the protection of people at work and members of the general public who may be at risk as a consequence of workplace activities.



Shared responsibility

Employers, employees and the self-employed all have duties to help keep workplaces safe and healthy.



Key point:

Health and safety is everyone's responsibility.



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Employer responsibilities

HASAWA tells us that **employers' responsibilities** include:



1. Minimise risks

Minimising risks in the handling, storage and transport of articles and substances.



2. Provide information, training and supervision

Instruction, training and supervision to maintain high standards of health and safety at work.



3. Maintain a safe workplace

Maintaining the workplace and its environment to ensure it is safe and there is a minimum risk to health.



4. Health and safety policy

Providing a statement of general health and safety policy.



5. Support safety representatives

Providing arrangements for safety representatives and safety committees.



6. Keep others safe

Ensuring the safety of visitors, contractors and members of the public.



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Key point: Employers must take proactive steps to protect everyone who may be affected by their work activities.



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Employee responsibilities

Health and safety responsibilities of **employees** include:

1



Work safely so as not to cause injury to yourself and others in the vicinity.

2



Only carry out work you are trained and authorised to do.

3



Cooperate with your employer to enable their health and safety duties to be carried out.

4



Have regard to any duty or requirement imposed on your employer or others under statutory provisions.

5



Do not interfere with or misuse anything provided in the interests of health, safety or welfare.



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Local and national requirements

Health and safety responsibilities vary locally and at a national and global level.



Local

Local authorities in the UK are responsible, generally, for the enforcement of health and safety legislation within the service sectors, for example:



Offices and shops



Warehousing and distribution



Residential care



Beauty sector



Hotels, catering and leisure facilities



National

The Health and Safety Executive (HSE) is responsible for health and safety enforcement within the manufacturing industries, medical and educational establishments, for example:



Factories and manufacturing



Farms and agriculture



Building sites



Hospitals and nursing homes



Schools and local authority premises



Key point:

Both local authorities and the HSE work together to help keep people safe at work.



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Global requirements

Health and safety varies all over the globe, with experts estimating that **6,300 people die daily** due to workplace accidents.



Higher implementation

Health and safety overall trends to be strongly implemented in the **EU, UK, USA and Canada** more than anywhere else in the world.



Lower priority

In contrast, health and safety in many developing countries can be a **much lower priority**, particularly where there is a high amount of poverty, as people are forced to work in unsafe conditions in order to protect their livelihoods.



6,300

people die daily
due to workplace
accidents.

**Safer workplaces
build stronger
communities worldwide.**



Your turn

Carry out some research online to identify the HSE law poster and answer the questions below.

1



Find the poster

Carry out some research online to identify the HSE law poster.

2



Employer responsibilities

Can you clarify what employers must do for you as an employee?

3



Your responsibilities

Can you clarify what you must do as an employee?

4



Find it in your workplace

Can you locate this poster in your own organisation?



Think about:

How do these responsibilities help keep everyone safe at work?

Any questions?

If you're unsure about anything,
now is the time to ask.

