

The Health & Safety at Work Act 1974

Audience & Purpose

This act is aimed at people and their activities, rather than at factories or construction sites and their processes. The act provides a legal framework to encourage high standards of health and safety at work.

Aims

1. Secure the health, safety & welfare of people at work.
2. Protect other people against the risk to health or safety arising from the activity of people at work.
3. Controlling the keeping and using of dangerous substances and preventing people from unlawfully having or using them.
4. Controlling the release into the atmosphere of noxious or offensive substances, from prescribed premises.

Safety Policy

HSWA requires every employer employing more than **five** people to prepare a written statement of their safety policy. The policy must set out the employer's aims and objectives for improving health and safety at work.



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People entering these premises must comply with the regulations under the above act

Employer's Responsibilities

Employers have a general duty to ensure the health, safety and welfare at work of their employees. The HSWA specifies five areas which are covered by the employer's general duties:

1. Provide and maintain machinery, equipment and other plant, and systems of work that are safe and without risk to health.
2. Ensure ways in which particular articles and substances (e.g. machinery and chemicals are used, handled, stored and transported are safe and without risk to health).
3. Ensure any place under their control and where employees' work is kept does not pose a risk to health, including ways in and out of the workplace, heating, lighting, and adequate ventilation.
4. Employers must also provide adequate arrangements for welfare at work this would include seating, washing and toilets.
5. Provide information, instruction, training and supervision necessary to ensure health and safety at work.

Employee's Responsibilities

1. You must take care of your own health and safety and that of your work mates.
2. You must not misuse or interfere with anything provided for your health and safety.

This implies avoiding silly or reckless behaviour and understanding hazards and complying with safety rules and procedures. You must correctly use all work items provided by your employer in accordance with training and instruction received to enable you to use them safely.