

Legislative Requirements and Associated Regulations and Guidelines

The Health and Safety requirements for all businesses are regulated by The Health and Safety at Work etc. Act 1974, as an 'enabling' act under which the Management of Health and Safety at Work Regulations 1999 requires risk assessments to be undertaken of work-related activities and workplaces. The most relevant Acts and Regulations considered during this Risk Assessment are:

- The Workplace (Health, Safety and Welfare) Regulations 1992
- Provision and Use of Work Equipment Regulations 1998
- The Working at Height Regulations 2005
- The Regulatory Reform (Fire Safety) Order 2005 (aka FSO)
- The Fire Safety Regulations (NI) 2010 & Fire and Rescue Services (NI) Order 2006 - apply in Northern Ireland
- Control of Asbestos Regulations 2012 and associated Approved Codes of Practice
- Employers' Liability (Compulsory Insurance) Act 1969 & (Amendment) Regulations
- 2008 Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013
- The Health and Safety (First Aid) Regulations 1981
- Health and Safety (Safety Signs and Signals) Regulations 1996 Electricity at Work Regulations 1989
- Control of Substances Hazardous to Health Regulations 2002 Construction Design and Management
- Regulations 2015 Hazardous Waste Regulations 2005
- Environmental Protection Act 1990
- Lifting Operations and Lifting Equipment Regulations 1998 Lift Regulations 1997
- The Approved code of practice - Legionnaires disease - control of legionella bacteria in water systems
- The Control of Noise at Work Regulations 2005
- Manual Handling Operations Regulations 1992
- Health and safety (Display Screen Equipment) Regulations 1992 Working time Regulations 1998
- The Equalities Act 2010
- The Health Act 2006 in England / The Prohibition of Smoking in Certain Premises (Scotland) Regulations 2006
- Smoke-Free Premises etc. (Wales) Regulations 2006 / The Smoking (Northern Ireland) Order 2006 / The Tobacco Smoking (Prohibition) Regulations 2003 (EIRE)
- The Housing Act 1988
- The Building Regulations (relevant editions)

Failure to comply with the HSAW Act and its subordinate regulations can result in heavy civil and criminal penalties for which individuals may be personally liable. The legislation is however, qualified by the concept of 'reasonableness', to which end the Health and Safety Executive publishes useful interpretation in the form of Guidance Notes and Approved Codes of Practice. Some of which that may be referred to by our auditors include:

- HS(G) 65 'Management for Health and Safety'
- Essentials of Health & Safety at Work Human Factors in Industrial Safety HS(G)48
- Slips and trips HS(G)155 & ind(g)225
- First Aid at Work L74 (Third edition) Published 2013

- Safe Use of Ladders & Step Ladder INDG455
- Young People at Work HS(G)165
- Safety Representatives and Safety Committees COP1
- Stress at Work HS(G)116
- Safety in Working with Lift trucks HS(G)6
- The Waste Electrical and Electronic Equipment (WEEE) Regs 2006

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