

# TOOLBOX TALK NO.1

## Health & Safety Overview



The Health and Safety at Work etc. Act 1974 (the Act) is the primary legislation covering health and safety in England, Scotland and Wales.

The Act mainly places legal duties on employers, the self-employed and, to a lesser extent, employees. The aim is to promote health and safety awareness and effective standards of health and safety management by every employer.

- The Act places duties on the persons who control premises with regard to the health and safety of other persons who are not their employees.
- It places duties on the manufacturers, designers, importers and suppliers of equipment.
- And places a duty on all people not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare.

### Duties of employees

*The general duties on employees are:*

1. To exercise reasonable care for the health and safety of themselves or others who may be affected by their acts or omissions at work
2. To co-operate with the employer, as far as is necessary, to enable them (the employer) to comply with their legal duties in health and safety matters
3. Not intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety and welfare

### Duties of the employer

*The employer must, so far as is reasonably practicable:*

1. Protect the health, safety and welfare at work of all their employees
2. Provide and maintain plant & systems of work that are safe and without risk to health
3. Have arrangements for ensuring safety and absence of risk to health in connection with the use, handling, storage and transport of articles and substances
4. Provide such information, instruction, training and supervision as is necessary to ensure the health and safety at work of employees.
5. Provide and maintain a working environment that is safe, without risks to health and adequate as regards the welfare of employees.

The Management of Health and Safety at Work Regulations 1999 also apply to every work activity and workplace and require all risks to be assessed and, where necessary, controlled.

Identifying hazards → Applying controls → Reviewing effect → Assessing risks



**SAFETY AS  
STANDARD**