TOOLBOX TALK #49

Vital GRP

Legal duties of employees

Prepare: Quiet location? No distractions? Talk aids ready?

Reason: Employees should be aware of their legal duties.

Why: You cannot comply with the law if you are not

aware of what it says.

Outline: This talk will cover the legal duties of employees

under the Health and Safety at Work Act 1974

NOTES

and Regulations.



Framework Of Health And Safety Law

- The Health and Safety at Work Act 1974 provides general guidelines on the way in which work activities are to be carried out.
- More detailed guidance is provided through the issue of Regulations, which also carry the full force of law.

Employees' Legal Duties Under The Health And Safety At Work Act

- You must safeguard your own health and safety and that of others (e.g. other operatives and members of the public) who may be affected by your actions.
- You must cp-operate with your employer to help them comply with their legal duties.
- You must not interfere with anything provided for health and safety.

Q: Give two examples of interfering with items provided for health and safety.

Q: Describe one way in which you can assist your employer to comply with his or her legal duties.

Employees Legal Duties Under RegulationsSome of the legal duties imposed on employees by Regulations are:

 General Safety – to follow the training and instructions provided when using machinery, equipment, dangerous substances, transport equipment or safety devices. Report any defects which you believe could endanger health or safety.

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PPE – you must use in accordance with training and instructions given. Report loss or damage and store correctly after use. COSHH – you must make use of any control measures provided to enable you to avoid contact with hazardous substances. Noise – you must wear hearing protection devices and take other actions that your employer may decide are necessary to protect your hearing. Manual Handling – you must make use of any system of work provided by your employer to eliminate or reduce the risk of manual handling Electricity – you must co-operate with your employer and follow instructions with regard to working safely. Q: What would you do if you found that your safety helmet was damaged? Q: If you suffered a back injury whilst lifting a heavy load and you had not followed your employer's instructions to get someone to help, do you think that the court would be sympathetic to a claim for compensation? Do you have any questions for me?

Sources: Health and Safety at Work etc Act 1974 - HSE Legislation on leading health and safety - HSE Legislation - HSE