

Employment law is designed to ensure fairness at work, and can help to boost productivity and well as being a necessary response to demographic and social change. Legislation makes a positive contribution to employee relationships and increases employees' sense of fairness and trust in their employer.

Health and Safety at Work Act (HASAW) (1974)

As a brief overview, the HASAWA 1974 requires that workplaces provide: Adequate training of staff to ensure health and safety procedures are understood and adhered to. Adequate welfare provisions for staff at work. A safe working environment that is properly maintained

The Health and Safety (First Aid) Regulations 1981

The Health and Safety (First-Aid) Regulations 1981 require employers to provide adequate and appropriate equipment, facilities and personnel to ensure their employees receive immediate attention if they are injured or taken ill at work.

Reporting of Injuries Diseases and Dangerous Occurrences Regulations (RIDDOR) (2013)

RIDDOR is the law that requires employers, and other people in charge of work premises, to report and keep records of: work-related accidents which cause deaths. work-related accidents which cause certain serious injuries (reportable injuries) ... certain 'dangerous occurrences' (incidents with the potential to cause harm)

Control of Substances Hazardous to Health (COSHH) Regulations (2002)

COSHH is the law that requires employers to control substances that are hazardous to health. You can prevent or reduce workers exposure to hazardous substances by: ... providing monitoring and health surveillance in appropriate cases; planning for emergencies.

Management of Health and Safety at Work Regulations (1999)

The Management of Health and Safety at Work Regulations 1999 (the Management Regulations) generally make more explicit what employers are required to do to manage health and safety under the Health and Safety at Work Act. Like the Act, they apply to every work activity. The main requirement on employers is to carry out a risk assessment.

Personal Protective Equipment Regulations (PPE) (1992)

The Personal Protective Equipment at Work Regulations 1992 seeks to ensure that where risks cannot be controlled by other means PPE should be correctly identified and put into use. If there is a need for PPE items they must be provided free of charge by the employer.

Regulatory Reform (Fire Safety) Order (2005)

What is the Regulatory Reform (Fire Safety) Order 2005?

It means that any person who has some level of control in premises must take reasonable steps to reduce the risk from fire and make sure people can safely escape if there is a fire.

<https://www.hse.gov.uk/legislation/index.htm>