

Volume 1, Issue 43

## TRAINING

Various statutory piece of legislation require health and safety training. From the key piece of legislation the "Health and Safety at Work Etc Act 1974" to regulations and approved codes of practice.

Many such as 'Construction' related industry requires formalised training routes such as "CSCS" (construction skills certificate scheme), and can include occupations from cleaners to carpenters highways workers to kitchen fitters, bricklayers, roofers to stonemasons. For detail visit [www.cscs.uk.com](http://www.cscs.uk.com).

Many occupations do not have formalised health and safety training programmes and we take this opportunity to provide basic facts. The starting point is "induction training" if you do not currently provide this, you should review your position—send to us an e-mail and we will send a 'induction procedure'.

The stated Act states "the provision of such information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of his employees". This suggest that you need to make something understood, i.e. what equipment, what procedures, location of fire exits and the location of the facilities to clean, location of toilets and where to obtain a drink.

The "Management of Health and Safety at Work Regulations" states "Every employer shall ensure that his employees are provided with adequate health and safety training" - This must provided on them being recruited into the employer's location (consider all locations—fire exist locations etc (have you ever flown on a aeroplane and be given safety advice whilst taxing)) and on being exposed to new or increased risks due to them being transferred or given a change of responsibilities within the employer's location, (change of

position / promotion etc).

At the introduction of new work equipment into the business or a change of work equipment already in use, including the layout of the office etc, at the introduction of new technology new work equipment and the like.

At the introduction of a new system of work or a change of a system of work already in use—new equipment / new machinery / new floor space / new company fleet of vehicles / issue of hand held PDA's etc.

Meaning of 'work' and 'at work', can be extended to include relevant training, information, instruction and direction, you must include and allow for temporary staff, agency staff, young persons and others under your control.

Time off for training, training should be completed during normal working hours at the organisations cost, if training is to be provided at other such times, the company should pay for the time at the relevant rates applicable.

Information, instruction and training appears under many guises under many regulations and can include the following:-

Provision and Use of Work Equipment Regulations—*there must be adequate and suitable training to use the equipment.*

Electricity at Work Regulations-*requires the electrical systems and associated equipment to be maintained, many of the checks are to be completed by a trained and qualified electrician, however, there are basic checks for appliances—user defines checks, therefore provide training in what to look for.*

Control of Substances Hazardous to Health Regulations – *to control exposure to substances, what measures are in place, what happened when they may fail, what ill-health affects are attributed to exposure.*

Control of Asbestos Regulations– *awareness on what it looks like, where it is located and what any individual can do to minimise exposure.*

Work at Height Regulations–*competent to work at height, therefore an understanding of risk and hazard of height and the impacts, selection of equipment, further expands on competence.*

Training is a requirement also to be found under other related areas such as the "Environmental Protection Act" and the related environmental awareness programmes. Training has become a large part of the working environment and should not be ignored.

Training should be repeated from time to time if the work it relates to is only done occasionally, i.e. example, if someone fills in for someone else when they are away; a process is not often done; or emergency procedure.

## Health and Safety Offences Act 2008.

The Health and Safety Offences Act 2008 came into force on Friday, 16 January 2009. This new Act will increase penalties and provide courts with greater sentencing powers for those who break health and safety law,

This Act gives lower courts the power to impose higher fines for some health and safety offences. It is right that there should be a real deterrent to those businesses and individuals that do not take their health and safety responsibilities seriously. Everyone has the right to work in an environment where risks to their health and safety are properly managed, and employers have a duty in law to deliver this.

The message to the many employers who do manage health and safety well is that they have nothing to fear from this change in law. There are no new duties on employers or businesses, and the HSE is not changing its approach to how it enforces health and safety law.

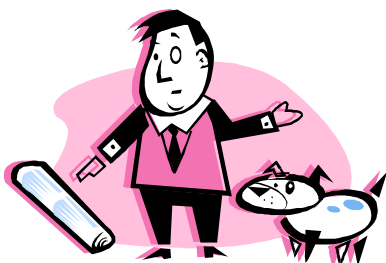
They will retain the important safeguards that ensure that inspectors use their powers sensibly and proportionately. They will continue to target those who knowingly cut corners, put lives at risk and who gain commercial advantage over competitors by failing to comply with the law.

The maximum fine which may be imposed in the lower courts is now up to £20,000 for most health and safety offences.

The can make imprisonment an option for more health and safety offences in both the lower and higher courts.

The Act can make certain offences, which are currently only in the lower courts, triable in either the lower or higher courts.

The fines are only half the story, the hidden costs after an incident can lead to a heavy cost burden to the organisation, from compensation costs to the possible bad business press.



## G R O V E S E R V I C E S ( U K ) L i m i t e d

Sunnyhill House. 3 -7, Sunnyhill Road.  
LONDON. SW16 2UG. United Kingdom.

Telephone and fax details.

Telephone 020 8696 6200.  
Fax number 0870 9128387.

General e-mail address: -

[Newsbrief@groveservices.co.uk](mailto:Newsbrief@groveservices.co.uk)

Visit our web page  
[www.groveservices.co.uk](http://www.groveservices.co.uk).

## G R O V E S E R V I C E S ( U K ) L i m i t e d

We are appointed to assist with health and safety. We offer various Health, Safety and Environmental services, including safety management systems to meet various type of workplaces.

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