1.1 Legal responsibilities of both employers and employees and the importance of health and safety in the workplace

Objective

At the end of these activity sheets, learners should be able to:

- state the main objectives of the Health and Safety at Work Act
- explain the role of the Health and Safety Executive
- identify the duties of employers and employees under the Health and Safety at Work Act.

These questions and activities are not intended as formal assessment. However, the answers should be discussed with the learners as a group to ensure that they have full comprehension of the subject.

Individual teachers will use these questions and activities in different ways. They could be used at the end of a session to recap, used individually during the session as a ‘to-the-point’ learning tool, or used as homework. Whichever teaching method is chosen, make sure that you set and agree upon a completion date for each activity.

The answers given are not exhaustive and are to be used as a guide only. Alternative, appropriate answers may be considered.

Notes

The candidate is to use resource material available at the centre. This may be resource disks, the internet or the library.
Objective

At the end of these activity sheets, learners should be able to:
- state the main objectives of the Health and Safety at Work Act
- explain the role of the Health and Safety Executive
- identify the duties of employers and employees under the Health and Safety at Work Act.

1. Write ‘true’ or ‘false’ after each of these statements about the Health and Safety at Work Act.

   a. The Act applies only to construction environments. ______________

   b. It protects employers, employees and members of the public. ______________

2. State the four main objectives of the Health and Safety at Work Act.

   1. __________________________________________

   2. __________________________________________

   3. __________________________________________

   4. __________________________________________
3 List two of the actions that HSE inspectors have the power to carry out.

________________________________________

________________________________________

4 What is the main duty of an employer with over five employees under the Health and Safety at Work Act, that does not apply to smaller companies?

________________________________________

5 Which of these duties must be carried out by an employee under the Health and Safety at Work Act? Place a tick or a cross in each box.

- [ ] take care at all times and ensure that they do not put themselves or others at risk by their actions
- [ ] take responsibility for repairing tools and equipment to the required safety standards
- [ ] co-operate with employers with regard to health and safety
- [ ] use any personal protective equipment and safeguards provided by their employer
- [ ] not misuse or interfere with anything that is provided for their safety
- [ ] check that their equipment is safe to use

6 List three duties a supplier has under the Health and Safety at Work Act.

1 ______________________________________________________________________

2 ______________________________________________________________________

3 ______________________________________________________________________

I confirm that I am the candidate named above and that this task was completed exclusively by me.

Signed

Candidate name: ___________________________  Date: ___________________
1.1 Legal responsibilities of both employers and employees and the importance of health and safety in the workplace

Answers

1. Write ‘true’ or ‘false’ after each of these statements about the Health and Safety at Work Act.
   
   a. The Act applies only to construction environments. **false**
   b. It protects employers, employees and members of the public. **true**

2. State the four main objectives of the Health and Safety at Work Act.
   
   • to ensure the health, safety and welfare of all persons at work
   • to protect the general public from work activities
   • to control the use, handling, storage and transportation of explosives and highly flammable substances
   • to control the release of noxious or offensive substances into the atmosphere

3. List two of the actions that HSE inspectors have the power to carry out.
   
   Any two of the following:
   • enter any premises to carry out investigations
   • demand seizure, dismantle, neutralise or destroy anything that is likely to cause immediate serious injury
   • issue an improvement notice, which gives a company a certain amount of time to sort out a health and safety problem
   • give guidance and advice on health and safety matters
   • prosecute people who break the law, including employers, employees, self-employed, manufacturers and suppliers
   • take statements and check records
   • issue a prohibition notice, which stops all work until the situation is safe
4 What is the main duty of an employer with over five employees under the Health and Safety at Work Act, that does not apply to smaller companies?

Have a written safety policy

5 Which of these duties must be carried out by an employee under the Health and Safety at Work Act? Place a tick or a cross in each box.

- take care at all times and ensure that they do not put themselves or others at risk by their actions
- take responsibility for repairing tools and equipment to the required safety standards
- co-operate with employers with regard to health and safety
- use any personal protective equipment and safeguards provided by their employer
- not misuse or interfere with anything that is provided for their safety
- check that their equipment is safe to use

6 List three duties a supplier has under the Health and Safety at Work Act.

Any three of the following:
- articles are designed and constructed so that they will be safe and without risk to health at all times while they are being used or constructed
- substances will be safe and without risk to health at all times when being used, handled, transported and stored
- tests on articles and substances are carried out as necessary
- adequate information is provided about the use, handling, transporting and storing of articles or substances.