

Toolbox Talk Details	
Title	A01 – Legal Duties
Reason	You should be aware of your legal duties. You cannot comply with the law if you are not aware of what it says.
Outline	This talk explains the legal duties of employees under the Health and Safety at Work etc. Act 1974 and secondary legislation in the form of regulations.
Framework of health and safety law	
<ol style="list-style-type: none"> <li>1. The Health and Safety at Work etc. Act 1974 is the primary piece of legislation covering occupational health and safety. It gives the underlying principles of how work activities should be carried out safely.</li> <li>2. More detailed secondary legislation is provided through the issue of regulations, which also carry the full force of law.</li> <li>3. The Health and Safety at Work etc. Act and related regulations are enforced by the Health and Safety Executive (HSE) and local authorities.</li> </ol>	
Your legal duties under the Health and Safety at Work etc. Act	
<ol style="list-style-type: none"> <li>1. You must safeguard your own health and safety and that of others (such as other workers and members of the public) who may be affected by your actions or omissions.</li> <li>2. You must co-operate with your employer to help them comply with their legal duties.</li> <li>3. You must not interfere with anything provided for health and safety.</li> </ol>	
Your legal duties under the regulations	
<ul style="list-style-type: none"> <li>• <b>General safety.</b> To follow the training and instructions provided when using machinery, equipment, dangerous substances, transport equipment or safety devices. Report anything which you believe could endanger your own health or safety or that of others.</li> <li>• <b>Information, instruction and training.</b> Attend a site induction before starting work on a new site, when requested by your employer or principal contractor or when site hazards change.</li> <li>• <b>Personal protective equipment (PPE).</b> You must use PPE in accordance with training and instructions given. Report loss or damage and store correctly after use.</li> <li>• <b>Control of substances hazardous to health (COSHH).</b> You must make use of any control measures provided to enable you to work safely with hazardous substances.</li> <li>• <b>Noise.</b> You must wear hearing protection and take other actions that your employer may decide are necessary to protect your hearing.</li> <li>• <b>Manual handling.</b> You must make use of any system of work provided by your employer to eliminate or reduce the likelihood of manual handling injuries.</li> <li>• <b>Electricity.</b> You must co-operate with your employer and follow instructions regarding working safely.</li> </ul>	

Revision Date	Assessed By	Signature
January 2021	Michael Reddan	