

INVESTING IN TRAINING

The Health and Safety at Work Act (HSWA) 1974 (Section 2) requires every employer to provide whatever information, instruction, training and supervision is necessary to ensure, 'so far as is reasonably practicable,' the health and safety at work of their employees and others affected by their activities.

The Safety Representatives and Safety Committees Regulation 1977 and the Health and Safety (Consultation with Employees) Regulations 1996 require the employer to consult his employees, or their representatives, on health and safety issues which includes health and safety training.

Training has to be paid for by the employer and organised in work time. The first step is to risk assess to identify hazards and the measures needed to control risks to health and safety. Training may be required and if the employer is not qualified to provide it himself, outside help will be necessary. The law requires employers to have access to a suitable source of competent advice to assist in the management of health and safety and the training requirements necessary.

Investing in training:

- will help employees identify hazards and adopt safe and healthy working practices
- will help avoid distress and financial costs that accidents and ill health can cause
- will enable employers to meet their legal duty to protect the health and safety of their employees and others.

All businesses have a legal duty to provide information, training and supervision to employees to enable them to carry out their work safely. This applies to all staff, including directors, managers and those in other key roles.

Training does cost money and time but this is outweighed by the benefits of cutting accidents and ill health and ensuring faultless operation of the business. Training can make a major contribution to the success of a business.