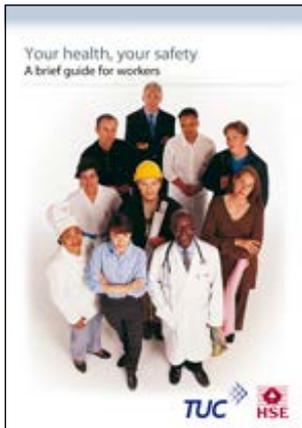


Your health, your safety

A brief guide for workers



This is a web-friendly version of leaflet INDG450, published 04/13

Introduction

This information is from the Health and Safety Executive (HSE) in collaboration with the Trades Union Congress (TUC). HSE works to protect the health, safety and welfare of workers by enforcing health and safety law and offering advice and support. The TUC represents 55 trade unions with more than six million members. It campaigns for fairness and decent standards at work.

If you are an employee (full or part time, temporary or permanent), this information explains what your rights are, what you should expect from your employer, what responsibilities you have and where to go for help.

It also applies to you if you are a young person doing work experience, an apprentice, mobile worker or homeworker, or a migrant worker (even if you are working in the UK without permission).

If you are a temporary, casual or agency worker, your agency, gangmaster or contractor needs to co-operate and communicate with the business that is using your services (the hirer) to ensure your health and safety is managed effectively.

If you are a volunteer and want further information about your health and safety, visit www.hse.gov.uk/voluntary/.

Your health and safety

You have the right to:

- work in places where all the risks to your health and safety are properly controlled;
- stop working and leave the area if you think you are in danger;
- be consulted on matters related to your health and safety at work;
- inform your employer about health and safety issues or concerns;
- contact HSE or your local authority, if you still have health and safety concerns, without getting into trouble;
- join a trade union and be a safety representative;
- paid time off work for training if you are a safety representative;
- a rest break of at least 20 minutes if you work more than six hours at a stretch and to an annual period of paid leave;
- suitable and sufficient toilets, washing facilities and drinking water;
- adequate first-aid facilities.

You must:

- take care of your own health and safety and that of people who may be affected by what you do (or do not do);
- co-operate with others on health and safety, and not interfere with, or misuse, anything provided for your health, safety or welfare;
- follow the training you have received when using any work items your employer has given you.

Employer responsibilities

Your employer must:

- tell you how to do your job safely in a way that you can understand, and tell you about the risks to your health and safety from current or proposed working practices;
- tell you how any risks will be controlled and who is responsible for this;
- consult and work with health and safety representatives and employees to protect everyone from harm in the workplace;
- tell you how to get first-aid treatment and what to do in an emergency.

Your employer must provide, free of charge:

- training to enable you to do your job safely;
- any equipment and protection necessary for you at work (such as clothing, shoes or boots, eye and ear protection, gloves, masks etc) and ensure it is properly looked after;
- health checks if there is a danger of ill health because of your work;
- regular health checks if you work nights and a check before you start.

Note: If you are genuinely self-employed, you are responsible for providing your own first-aid arrangements, training, protective equipment and health checks, and for organising your own working time.

Your employer must provide you with the following information:

- the health and safety law poster (www.hse.gov.uk/pubns/books/lawposter.htm), which must be displayed in a prominent place, or as an alternative, they can provide each worker with a copy of the equivalent pocket card. This should give the contact details of people who can help;
- their health and safety policy statement;
- an up-to-date Employers' Liability (Compulsory Insurance) certificate (www.hse.gov.uk/pubns/hse40.htm) visible in your place of work.

What to do if you are concerned about your health and safety

For advice, visit www.hse.gov.uk/workers/, or to complain, visit www.hse.gov.uk.

For employee rights, visit the Trades Unions Congress (TUC) workSMART website at www.worksmart.org.uk, or alternatively you can ring the Pay and Work Rights Helpline on 0800 9172 368.

For information about health and safety in a range of different languages, visit www.hse.gov.uk/migrantworkers/.

If you have lost your job because of a health and safety matter, you may be able to complain to an Employment Tribunal. Ask your trade union or local Citizens Advice Bureau for advice.

Further information

For information about health and safety, or to report inconsistencies or inaccuracies in this guidance, visit www.hse.gov.uk. You can view HSE guidance online and order priced publications from the website. HSE priced publications are also available from bookshops.

This guidance is issued by the Health and Safety Executive. Following the guidance is not compulsory, unless specifically stated, and you are free to take other action. But if you do follow the guidance you will normally be doing enough to comply with the law. Health and safety inspectors seek to secure compliance with the law and may refer to this guidance.

This leaflet can be found at www.hse.gov.uk/pubns/indg450.htm.

© *Crown copyright* If you wish to reuse this information visit www.hse.gov.uk/copyright.htm for details. First published 04/13.