

Proposals for amendments to the Health and Safety Information for Employees Regulations 1989

This consultative document is issued by the Health and Safety Executive in compliance with its duty to consult under section 16(2) of the Health and Safety at Work etc Act 1974.

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to reach there no later than **11 August 2008**

The Executive tries to make its consultation procedure as thorough and open as possible. Responses to this consultative document will be lodged with the Health and Safety Executive's Knowledge Centre after the close of the consultation period where they can be inspected by members of the public or be copied to them on payment of the appropriate fee to cover costs.

Responses to this consultative document are invited on the basis that anyone submitting them agrees to their response being dealt with in this way. Responses, or part of them, will be withheld from the Knowledge Centre only at the express request of the person making them. In such cases, a note will be put in the index to the responses identifying those who have commented and have asked that their views, or part of them, be treated as confidential.

Many business e-mail systems now automatically append a paragraph stating the message is confidential. If you are responding to this CD by e-mail and you are content for your responses to be made publicly available, please make clear in the body of your response that you do not wish any standard confidentiality statement to apply.

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Proposals for amendments to the Health and Safety Information for Employees Regulations 1989

Consultation by the Health and Safety Executive

About this document

The Health and Safety Executive (HSE)¹ has a statutory duty to consult to seek stakeholders' views on proposals. HSE believes that this enables an open and transparent approach to decision-making, which is essential if policies and decisions are to have widespread ownership and reflect the needs and aspirations of the people they will affect. HSE then decides on the best way forward based on an interpretation and analysis of the results of the exercise.

HSE tries to make its consultation procedure as thorough and open as possible. Responses to this consultation document will be lodged in HSE's Knowledge Centre at Redgrave Court, Merton Road, Bootle, Merseyside, L20 7HS, after the close of the consultation period, where they can be inspected by members of the public or be copied to them on payment of the appropriate fee to cover costs.

Responses are invited on the basis that anyone submitting them agrees to their being dealt with in this way. Responses, or part of them, will be withheld from the Knowledge Centre only at the express request of the person making them. In such cases a note will be put in the index to the responses identifying those who have commented and have asked that their views, or part of them, be treated as confidential.

Many business e-mail systems now automatically append a paragraph stating the message is confidential. If you are responding to this CD by e-mail and you are content for your responses to be made publicly available, please make clear in the body of your response that you do not wish any standard confidentiality statement to apply.

If you reply to this consultation document in a personal capacity, rather than as a post holder of an organisation, you should be aware that information you provide may constitute "personal data" in the terms of the Data Protection Act 1998. For the purposes of this Act, HSE is the "data controller" and will process the data for health, safety and environmental purposes. HSE may disclose this data to any person or organisation for the purposes for which it was collected, or where the Act allows disclosure. You have the right to ask for a copy of the data and to ask for inaccurate data to be corrected. Please note that all replies will be made public unless you specifically state that you wish yours to be made confidential.

We will acknowledge all responses and give full consideration to the substance of arguments in the development of proposals; we may also contact you again if, for example, we have a query. When HSE has decided upon its recommendation to Ministers, we will let you know how the work will proceed and how the decision reached reflects the results of the consultation.

If you are reading this document on a computer screen and would prefer a printed version, it can be obtained on request by emailing workerinvolvement@hse.gsi.gov.uk or contacting Keith Pritchard, HSE, 5NW Rose Court, Southwark Bridge, London SE1 9HS, tel: 020 7717 6499.

¹ On 1 April 2008, the Health and Safety Commission (HSC) and the Health and Safety Executive (HSE) merged to form a single national regulatory body responsible for promoting the cause of better health and safety at work. The merged body is called the Health and Safety Executive. References in this Consultative Document to the Health and Safety Commission and HSC relate to the period before 1 April 2008.

If you require a more accessible format, an Executive Summary is available in Braille, large print, audio formats (eg, CD, audiocassette tape), or in other languages. Please contact HSE's Infoline on 0845 345 0055, or write to HSE Information Services, Caerphilly Business Park, Caerphilly, CF83 3GG.

How to respond

- You can complete the **online questionnaire** by going to <http://consultations.hse.gov.uk/inovem/consult.ti/cd218/listquestionnaires>.
- **On paper** - you can print the questionnaire and send it or a written response to Keith Pritchard, HSE, 5NW, Rose Court, Southwark Bridge, London SE1 9HS.
- Responses **by email** are also welcome, and should be sent to workerinvolvement@hse.gsi.gov.uk.

Responses must be received by 11 August 2008. All responses will be acknowledged and a summary of the main issues raised will be produced once the consultation period has been completed.

Code of Practice on Consultation

HSE is committed to best practice in consultation and to the Government's Code of Practice on consultation. The Code of Practice sets out 6 criteria for consultation documents. These are:

- Consult widely throughout the process, allowing a minimum of 12 weeks for written consultation at least once during the development of the policy;
- Be clear about what your proposals are, who may be affected, what questions are being asked and the timescale for responses;
- Ensure that your consultation is clear, concise and widely accessible;
- Give feedback regarding the responses received and how the consultation process influenced the policy;
- Monitor your department's effectiveness at consultation, including through the use of a designated consultation co-ordinator; and
- Ensure your consultation follows better regulation best practice, including carrying out a Regulatory Impact Assessment if appropriate.

If you believe that this document, or the consultation on these proposals, does not meet these criteria, or if you are not satisfied with the way in which this consultation exercise has been conducted, we want to know, and we want to put things right. Please contact Maureen Kirwan, HSE Better Regulation Unit, 5S1, Redgrave Court, Merton Road, Bootle, Merseyside LS20 7HS.

We aim to reply to all complaints within 10 working days. If you are not satisfied with the response, you may ask for your complaint to be passed to a more senior member of staff. Following our second response, if you are still not satisfied, you can ask for your complaint to be referred to the Chief Executive.

Introduction

1. This Consultative Document sets out proposals for amending the Health and Safety Information for Employees Regulations (HSIER) 1989. These regulations require employers to provide information to their employees relating to health safety and welfare at work, generally by display of a poster or alternatively by giving out leaflets.
2. The proposed amendments would allow HSE to approve and publish new posters and leaflets which do not require the addition or updating of information by businesses displaying them, so reducing an unproductive burden, whilst maintaining or improving employees' access to useful information. The proposed amendments would also permit employers to continue to display their existing posters or give out existing leaflets, providing they are readable and provide up-to-date information on contacting the enforcing authority and EMAS.
3. A review of the current approved poster showed that it was unappealing and very rarely read by employees. Publication of a new approved poster and leaflet provides an opportunity to present clear basic information about employees' health and safety rights and responsibilities, and how to get further help and advice. In particular, the approved poster and leaflet need to be understood by employees who have visual and/or learning difficulties, poor English reading skills, and work in an environment where the risk of being denied employment rights is high. This will help all employees to understand their right to a safe and healthy workplace and to play their part in ensuring good standards of health and safety.
4. This document provides an overview of the proposals and a short questionnaire for your completion. The full impact assessment for the amended regulations is available online at <http://www.hse.gov.uk/consult/condocs/cd218.htm> and a summary is included here at annex 2. The draft regulations are at annex 3. We are not consulting on how the revised law poster or leaflet should look or the type of information to be included. We will seek professional advice on design to improve the impact; and will invite stakeholder comments on the proposed content of the poster.

Background to the regulations

5. The HSIER were introduced in 1989 and replaced specific requirements to display copies or abstracts of legislation in factories, construction sites, offices, shops and railway premises.
6. The Regulations require an employer either to display the HSE approved poster so that an employee at their place of work can see it or to give the HSE approved leaflet to the employee.
7. The employer must also ensure that the poster has written on it the enforcing authority's name and address and the address of the local office of the Employment Medical Advisory Service for the area in which the premises are situated. If an employer gives a leaflet to the employee then a written notice of the above needs to be provided.
8. Under the current regulations, if HSE approves a revised poster or leaflet there is a period of nine months grace after which all employers are required to display the new approved poster or give the new approved leaflet to the employee.
9. Failure to comply with the regulations is a criminal offence, punishable by a fine.

Review of the regulations

10. HSE has conducted a review of the regulations (see HSC² paper HSC/07/64 available on HSE website at <http://www.hse.gov.uk/aboutus/hsc/meetings/2007index.htm>). The review showed that the regulations are of value, not least because in some businesses they may provide the only obvious source of health and safety information. But the current approved law poster and leaflet are visually unappealing and difficult to understand, particularly by those who have visual, learning difficulties or have poor English reading skills.
11. The review also found that it would save unproductive effort if employers were no longer required to find and write out the address of the local enforcing authority and Employment Medical Advisory Service. Employees could easily get this, and wider, information from the HSE Infoline if the telephone number were printed on the poster. Infoline provides multilingual and multi-channel access to information, advice and support for those who need it.
12. The review also identified the need to minimise the additional one off cost to all employers when HSE approves a new poster or leaflet arising from the requirement to display the new poster or give out the new leaflet within nine months of the approval being published.

The proposals

13. Proposal one: HSE intends to publish new approved posters and leaflets which include the following words or similar:

Call HSE's Infoline service on 0845 345 0055 to get information on health and safety in confidence or how to contact the enforcing authority for health and safety in your workplace and your local Employment Medical Advisory Service

Linked to this, **it is proposed to amend regulations 5(1) and 5(3)** so that employers no longer need to write on new approved posters, or give notices detailing, the enforcing authority's name and address and the address of the local office of the Employment Medical Advisory Service (EMAS) for the premises.

14. **Proposal two: HSE intends that employers should be able to continue to display an old poster provided the information on it is current and readable.**
15. To give effect to this intention **we propose to delete regulations 3(3) and 4(3)** and introduce transitional provisions allowing employers, when a new poster or leaflet is approved, to continue to display the unrevised approved poster or provide the unrevised approved leaflet. Employers would still be required to ensure that the approved poster is displayed in a readable condition or to give to an employee an approved leaflet as soon as reasonably practical after they commenced employment, and to ensure they communicate up-to-date information on contacting the enforcing authority and EMAS.
16. Following these changes and given the current rate of poster sales we might expect to see a newly approved poster and leaflet in the majority of workplaces within five years.
17. We believe that by amending regulations 5(1) and 5(3) so that the approved poster and leaflet cite HSE's Infoline Service we will ensure that employees have notice of the best route to contacting HSE for advice or for making a complaint about health and safety standards at their workplace.

² On 1 April 2008, the Health and Safety Commission (HSC) and the Health and Safety Executive (HSE) merged to form a single national regulatory body responsible for promoting the cause of better health and safety at work. The merged body is called the Health and Safety Executive. References in this Consultative Document to the Health and Safety Commission and HSC relate to the period before 1 April 2008.

Our publications have for some time given the telephone number of HSE's Infoline service as the route to health and safety information and advice.

18. Anecdotal evidence has suggested that many displayed approved posters and approved leaflets either do not provide an employee with information about their enforcing authority or Employment Medical Advisory Service or provide out of date information. The above changes to the regulations will remedy this problem and will reduce the costs to business associated with making this information available to their employees.
19. The new approved poster would still retain optional boxes for inserting local information about health and safety representatives, and the persons appointed by the employer to assist with health and safety responsibilities.

Questions for consultation

1. Do you agree with the proposal for new approved posters and leaflets to display information on how employees can contact their local enforcing authority and Employment Medical Advisory Service, rather than requiring employers to write the name and addresses on the poster or give a notice of these details with the leaflet?

2. Do you agree with the proposal to allow employers to continue to display a legible unrevised poster or give to their employee an unrevised leaflet when a new approved poster and leaflet is published?

Annex 1 - List of organisations and individuals to whom this Consultative Document has been sent

Government Departments and Non-Departmental Public Bodies

Advisory, Conciliation and Arbitration Service
Border and Immigration Agency
Cabinet Office
Central Office of Information
Civil Aviation Authority
Crown Prosecution Service
Department for Business, Enterprise and Regulatory Reform – Better Regulation Executive
Department for Business, Enterprise and Regulatory Reform – Small Business Service
Department for Children, Schools and Families
Department for Communities and Local Government
Department for Culture, Media and Sport
Department for Environment, Food and Rural Affairs
Department of Health
Department for Innovation, Universities and Skills
Department for International Development
Department for Transport
Department for Work and Pensions
Foreign and Commonwealth Office
Government Communications Headquarters
Health and Safety Executive Northern Ireland
HM Revenue and Customs
HM Prison Service
HM Treasury
Home Office
Legal Secretariat to the Law Officers
Ministry of Defence
Ministry of Justice
Northern Ireland Office
Office of Rail Regulation
Office of the Secretary of State for Wales
Scotland Office
Treasury Solicitors' Department

Devolved Administrations

Scottish Executive
National Assembly for Wales

Local Government Organisations

Association of London Government
Convention of Scottish Local Authorities
LACORS
Local Government Association
National Association of Local Councils

Employers' Organisations and Small Firms' Representatives

Alliance of Independent Retailers
British Chambers of Commerce
Confederation of British Industry
EEF, the manufacturers' organisation
Federation of Small Businesses
Institute of Directors

Trade Unions and Employees' Organisations

Abbey National Group Union
Accord
Associated Society of Locomotive Engineers and Firemen
Association of Teachers and Lecturers
BACM-TEAM
Bakers', Food and Allied Workers Union
British Air Line Pilots' Association
Broadcasting, Entertainment, Cinematograph and Theatre Union
British Medical Association
Chartered Society of Physiotherapy
Communications Workers' Union
Community
Connect
Council of Civil Service Unions
Educational Institute of Scotland
Equity
Fire Brigades Union
First Division Association
GMB
Musicians' Union
NAPO
NATFHE
National Association of Colliery Overmen, Deputies and Shotfirers
National Association of Head Teachers
National Association of Schoolmasters / Union of Women Teachers
National Union of Journalists
National Union of Marine, Aviation and Shipping Transport Officers
National Union of Mineworkers
National Union of Rail, Maritime and Transport Workers
National Union of Teachers
Nationwide Group Staff Union
Offshore Industry Liaison Committee
Prison Officers Association UK
Prospect
Public and Commercial Services Union
Royal College of Nursing
Scottish Trades Union Congress

Society of Chiropractors and Podiatrists
Society of Radiographers
Trades Union Congress
Transport Salaried Staffs' Association
Union of Construction, Allied Trades and Technicians
Union of Democratic Mineworkers
Union of Shop, Distributive and Allied Workers
Unison
Unite – the Amalgamated Union
United Road Transport Union
Unity
University and College Union

Trade and Other Associations

Agricultural Industries Confederation
Airport Operators' Association (AOA)
Association of the British Pharmaceutical Industry
Association of Building Cleaning Direct Service Providers
Association of Electricity Producers
Association of School and College Leaders (ASCL)
Automated Material Handling System Association
Board of Airline Representatives in the UK (BAR UK)
British Aerosol Manufacturers' Association
British Aggregates Association
British Association of Chemical Specialities
British Association of Leisure Parks, Piers and Attractions
British Beer and Pub Association
British Ceramic Confederation
British Chemical Distributors and Traders Association
British Chemical Engineering Contractors Association
British Cleaning Council
British Coatings Federation
British Compressed Gases Association
British Drilling Association
British Fireworks Association
British Glass
British Hospitality Association
British Industrial Truck Association
British Institute of Cleaning Science
British Institute of Innkeeping
British Pest Control Association
British Pyrotechnicians Association
British Retail Consortium
British Rig Owners' Association
Cast Metal Federation
Chemical and Industrial Consultants Association
Chemical Industries Association
Cold Storage Distribution Federation
Confederation of Paper Industries

Confederation of UK Coal Producers (CoalPro)
Construction Confederation
Cosmetic Toiletry & Perfumery Association Ltd
Electrical Contractors' Association
Energy Institute
Energy Networks Association
Engineering Construction Industry Association
Engineering Equipment and Material Users Association
Environmental Services Association
Farmers Union of Wales
Federation of Independent Mines
Federation of Master Builders
Food and Drink Federation
Federation of Petroleum Suppliers
Fork Lift Truck Association
Freight Transport Association
Hotel and Catering International Management Association
Industrial Packaging Association
Institute of Explosives Engineers
Institution of Chemical Engineers
International Association of Drilling Contractors
International Marine Contractors' Association
Law Society of England and Wales
Law Society of Scotland
Liquid Petroleum Gas Association
Mining Association of the UK (MAUK)
National Association of Care Catering
National Farmers' Union
National Farmers' Union of Scotland
National Federation of Demolition Contractors
National Specialist Contractors' Council
NHS Support Federation
Offshore Contractors' Association
Paper Federation of Great Britain
Pipeline Industries Guild
Port Skills and Safety Ltd.
Production Services Association (PSA)
Professional Lighting and Sound Association (PLASA)
Quarry Products Association
Road Haulage Association
Royal Agricultural Society of England
Royal Highland and Agricultural Society of Scotland
Showmen's Guild of Great Britain
Society of British Aerospace Companies
Society of British Gas Industries
Society of Chemical Industry
Solvents Industry Association
Tank Storage Association
Timber Trade Federation
UK Flight Safety Committee
UK Lubricants Association
UK Offshore Operators' Association
UK Onshore Pipeline Operators Association
UK Petroleum Industry Association
UK Warehousing Association
Water UK

Well Services Contractors' Association

Police and Emergency Services Bodies

Association of Chief Police Officers of
England, Wales and Northern Ireland
Association of Chief Police Officers in Scotland
Association of Scottish Police Superintendents
Chief and Assistant Chief Fire Officers'
Association
Police Federation of England and Wales
Police Superintendents' Association of England
and Wales
Scottish Police Federation

Health and Safety Specialists

Association of Port Health Authorities
Association of Occupational Health Nurse
Practitioners (UK)
British Occupational Hygiene Society
British Safety Council
Chartered Institute of Environmental Health
Faculty of Occupational Medicine
Institute of Risk Management
Institution of Occupational Safety and Health
International Institute of Risk and Safety
Management
Royal Environmental Health Institute of
Scotland
Royal Institute of Public Health and Hygiene
Royal Society for the Prevention of Accidents
Royal Society for the Promotion of Health
Safety Assessment Federation
Society of Occupational Health Nursing
Society of Occupational Medicine
The Ergonomics Society

Academic Institutions

University of Birmingham – Institute of
Occupational and Environmental Medicine
University of Manchester – Centre for
Occupational and Environmental Health
University of Newcastle-upon-Tyne – School of
Population and Health Sciences
University of Sheffield – Institute of Work
Psychology
University of Warwick Business School

People Management and Related Organisations

Chartered Institute of Personnel and
Development
Chartered Management Institute
Involvement and Participation Association
The Work Foundation

Other Organisations

British Standards Institute
Greater Manchester Hazards Centre
London Hazards Centre
People 1st
The Consumers Association
Trading Standards Institute
Network Rail

We have tried to make this list comprehensive and relevant, whilst focussing on the organisations that we believe will have an active interest in the issues explored in this Consultative Document. If there is an organisation that you think we have overlooked and would like us to consult directly please let us know by contacting us at workerinvolvement@hse.gov.uk or using the address on the front of this Consultative Document.

Annex 2

Review of the Health and Safety Information for Employees Regulations (HSIER) 1989 – Impact Assessment Summary

1. This annex contains a brief summary of an impact assessment carried out by HSE's Economic Analysis Unit. The full document can be read here (<http://www.hse.gov.uk/consult/condocs/cd218.htm>).
2. The options considered in the Impact Assessment were:
 - 1) Do nothing.
 - 2) **Re-design the poster with regulatory changes**
3. Option 1 in the document, do nothing, has no cost or benefit implications – it is simply the option of continuing with the status quo. For the other options, a fuller explanation with cost and benefit details is available in the full Impact Assessment document.
4. At its meeting on 11 December 2007, the then Health and Safety Commission³ discussed these options (paper HSC/07/81⁴), and agreed that it would proceed to consult on the one option – **to amend the regulations and approve a new poster** ie, option 2.

Benefits of changing the regulations and approving a new poster

5. It is expected that the major benefit will be realised through a reduced administrative burden. The health and safety benefits from this option are difficult to estimate and, as such, no attempt is made.
6. Assuming it takes the average employer three minutes to enter the details of their appointed safety representative, the rest of the annual burden to employers of filling in the remaining two boxes for the enforcing authority and EMAS on the poster, amounts to £2.9m when initially filling in the poster, or £7.4m per annum from updating the information when it changes. These figures were calculated using information from the Administrative Burden Measurement Exercise⁵.
7. The benefits realised through not having to fill in these details is £10.3m per annum or £88.4m over a ten-year appraisal period. These figures include both the reduced burden when initially displaying the poster and when updating the poster when the information changes.

Costs of changing the regulations and approving a new poster

8. HSE will incur a one-off cost of £140K for designing a new poster, staff costs and implementing the changes. In addition to this, increased costs through a higher call volume to Infoline could amount to between £26k and £130K per annum, or £240k to £1.2m over the ten-year appraisal period. In addition, there will be residual but reduced costs for those employers who update their existing poster and this is estimated at £200K per annum or £1.7m over the ten-year appraisal period.
9. **This amounts to an average annual cost of between £226k to £330K (excluding one-off cost), or £2.0m to £2.9m over the ten-year appraisal period.**

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⁴ HSC papers and minutes can be found on the HSE website www.hse.gov.uk

⁵ See <http://www.hse.gov.uk/simplification/abme.htm>

Annex 3

DRAFT STATUTORY INSTRUMENTS

2008 No.

HEALTH AND SAFETY

The Health and Safety Information Regulations 1989 (Amendment) Regulations 2008

<i>Made</i>	- - - -	***
<i>Laid before Parliament</i>		***
<i>Coming into force</i>	- -	***

The Secretary of State makes the following Regulations in exercise of the powers conferred upon him by sections 15(1), (2), (3)(a) and (b), (4), (5)(b) and 6(b), and 82(3)(a) of, and paragraph 15(1) of Schedule 3 to, the Health and Safety at Work etc. Act 1974 ('the 1974 Act')⁽⁶⁾ and of all other powers enabling him in that behalf and for the purpose of giving effect without modifications to proposals submitted to him by the Health and Safety Executive under section 11(3) of the 1974 Act after the carrying out by the said Executive of consultations in accordance with section 50(3) of that Act, hereby makes the following Regulations:

1. Citation and commencement

(1) These Regulations may be cited as the Health and Safety Information Regulations 1989 (Amendment) Regulations 2008 and shall come into force on [insert]

2. Interpretation and application

(1) In these Regulations-

'the 1989 Regulations' mean the Health and Safety Information for Employees Regulations 1989⁽⁷⁾

3. Amendment of the 1989 Regulations

(1) The 1989 Regulations are amended as follows.

⁽⁶⁾ 1974 c 37, as amended by the Legislative Reform (Health and Safety Executive) Order 2008 (S.I. 2008/****). Sections 15 and 50 were amended by the Employment Protection Act 1975 (c.71) Schedule 15, paragraphs 6 and 16 respectively.

⁽⁷⁾ S.I. 1989/682, amended by S.I. 1995/2923

(2) After regulation 5(1) (b) insert the following:

“; or (c) information as to how any of his employees may obtain the information referred to in (a) and (b) above”

(3) After regulation 5(3) (b) insert the following:

“; or (c) information as to how any of his employees may obtain the information referred to in (a) and (b) above”

4. Transitional provisions

(1) Where an employer is required to display an approved poster or to provide an employee with an approved leaflet in accordance with regulation 4(1) of the 1989 Regulations, the employer may continue to distribute the unrevised approved leaflet and to display the unrevised approved poster:

- (a) until the unrevised approved poster ceases to be kept in a readable condition as required by regulation 4(1)(a), or
- (b) until the employer decides to replace with the revised approved poster and leaflet during the normal course of business.

5. Revocations

(1) The revocations listed in Schedule 1 shall have effect.

Signatory text

Date

Name
Parliamentary Under Secretary of State
Department for Work and Pensions

SCHEDULE 1 REVOCATIONS

Regulation 5

<i>Instrument revoked</i>	<i>References</i>	<i>Extent of revocation</i>
The Health and Safety Information for Employees Regulations 1989	S.I. 1989/682	Regulations 3(3) and 4(3)

EXPLANATORY NOTE

(This note is not part of the Regulations)

These regulations amend the Health and Safety Information for Employees Regulations 1989 (1989 No. 682), which require information relating to health, safety and welfare to be furnished to employees by means of posters or leaflets in the form approved and published for the purposes of the Regulations by the Health and Safety Executive.

The 1989 Regulations require the name and address of the enforcing authority and the address of the employment medical advisory service to be written in the appropriate place on the poster (regulation 5(1)); and where the leaflet is given, the same information should be specified in a written notice accompanying it (regulation 5(3)). These Regulations amend regulation 5(1) and 5(3) of the 1989 Regulations to enable an employer alternatively to provide information as to how any of his employees may obtain the name and address of the enforcing authority and the address of the employment medical advisory service.

The Regulations also revoke regulations 3(3) and 4(3) of the 1989 Regulations and make transitional provisions so that, when the Health and Safety Executive approves and publishes a revised poster and leaflet, an employer may continue to display the unrevised approved poster and distribute the unrevised approved leaflet until the unrevised poster ceases to be kept in a readable condition or he decides to replace the unrevised poster and leaflet.

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The full text of this and other
Consultative Documents can be viewed
and downloaded from the
Health and Safety Executive web site on the
internet: www.hse.gov.uk/consult/index.htm

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