



HEALTH & SAFETY

Aim

The aim of this guide is to provide information on Health & Safety principles. All those involved in practical deer management, whether as an employer, an employee, or in a self-employed or recreational capacity, should be aware of Health & Safety issues and should ensure that all activities in which they are involved, adhere to Health & Safety regulations and guidelines.¹

What is health and safety all about?

Health and safety is about preventing people from being harmed by work or becoming ill, by taking the right precautions and providing a satisfactory working environment.

Legal requirements

The basis of British health and safety law is the Health and Safety at Work etc. Act 1974 which sets out the general duties which employers have towards employees and members of the public, and employees have to themselves and to each other.

The principle behind these duties is 'so far as is reasonably practicable, whereby employers should look at what the risks are and take sensible measures to tackle them.

The Management of Health and Safety at Work Regulations 1999 set out more explicitly what employers are required to do to manage health and safety under the Health and Safety at Work Act. Like the Act, they apply to every work activity.

The main requirement on employers is to carry out a risk assessment.*

Who do health and safety laws apply to?

Whilst health & safety laws apply to all businesses (however small), to the self-employed and to employees, it is recommended that even those participating in practical deer management recreationally should adhere to H&S principles.

All employers/self-employed must:

- 1 Carry out risk assessment under legislation relating to specific activities or types of risk, including those listed in the table overleaf.²



All employers must:

- 2 Have employers' liability compulsory insurance and should display the certificate.³
- 2 Display the health and safety law poster or provide employees with individual copies of the same information in a leaflet called Health and safety law: What you should know.⁴
- 2 Provide first-aid equipment, facilities and personnel appropriate for the circumstances in the workplace.

Employees

- 1 Have a responsibility to co-operate with their employers over safety matters (Health and Safety at Work Act, 1974). There is no differentiation between employees and contractors. The employer will still be responsible for safety, though in the case of contractors this may be delegated.

Do I have to report injuries at work?

Under the Health and Safety (First Aid) Regulations 1981 and Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR) all injuries and other incidents occurring in the workplace must be reported to the Incident Contact Centre (ICC).⁵

Common areas of risk at work

The following table outlines the key common areas of risk at work and provides links to find out more to ensure that work is made safe.

Hazard means anything that can cause harm (e.g. chemicals, electricity, working from ladders). Risk is the chance, high or low, that someone will be harmed by the hazard.

Area of risk	What law applies	HSE information
Slips, trips and falls	Workplace (Health, Safety and Welfare) Regulations 1992	Preventing slips and trips at work INDG225(rev1) ISBN 0 7176 2760 8 Workplace health, safety and welfare INDG244(rev1) ISBN 0 7176 6192 X Slips and trips: Guidance for employers on identifying hazards and controlling risks HSG155 ISBN 0 7176 1145 0 Slips and trips website: www.hse.gov.uk/slips
Hazardous substances	Control of Substances Hazardous to Health Regulations 2002 (COSHH) (as amended)	COSHH: A brief guide to the Regulations INDG136(rev3) ISBN 0 7176 2982 1 COSHH essentials: Easy steps to control chemicals. Control of Substances Hazardous to Health Regulations HSG193 ISBN 0 7176 2737 3 also available on: www.coshhessentials.org.uk
Falls from a height	Work at Height Regulations 2005 Provision and Use of Work Equipment Regulations 1998	The Work at Height Regulations 2005: A brief guide INDG401 ISBN 0 7176 2976 7 Simple guide to the Provision and Use of Work Equipment Regulations 1998 INDG291 ISBN 0 7176 2429 3 Safe use of ladders and stepladders: An employers' guide INDG402 ISBN 0 7176 6105 9
Lone working	Health and Safety at Work etc Act 1974 Management of Health and Safety at Work Regulations 1999	Working Alone in safety. Controlling the risks of solitary work INDG73(rev) ISBN 0 7176 1507 3
Musculoskeletal disorders	Manual Handling Operations Regulations 1992 (as amended) Management of Health and Safety at Work Regulations 1999	Manual handling assessment charts INDG383 ISBN 0 7176 2741 1 Getting to grips with manual handling: A short guide INDG143(rev2) ISBN 0 7176 2828 0
Noise	Control of Noise at Work Regulations 2005	The Control of Noise at Work Regulations 2005 L108 ISBN 0 7176 6164 4 Noise at Work: Guidance for employers on the Control of noise at Work Regulations 2005 INDG362(rev1) ISBN 0 7176 6165 2 Sound solutions: Techniques to reduce noise at work HSG138 ISBN 0 7176 0791 7 Protect your hearing or lose it! Pocket card INDG363(rev1) ISBN 0 7176 6166 0 Noise website: www.hse.gov.uk/noise
Work equipment and machinery	Provision and Use of Work Equipment Regulations 1998 Lifting Operations and Lifting Equipment Regulations 1998 Supply of Machinery (Safety) Regulations 1992, as amended 1994	Simple guide to the Provision and Use of Work Equipment Regulations INDG291 ISBN 0 7176 2429 3 Safe use of work equipment. Provision and Use of Work Equipment Regulations 1998 L22 ISBN 0 7176 1626 6 Simple guide to the Lifting Operations and Lifting Equipment Regulations 1998 INDG290 ISBN 0 7176 2430 7 Buying new machinery INDG27 ISBN 0 7176 1559 6 Using work equipment safely INDG229(rev1) ISBN 0 7176 2389 0 Safe use of ladders and stepladders: An employers' guide INDG402 FREE (available in packs of 5 ISBN 0 7176 6105 9)
Workplace transport	Workplace (Health, Safety and Welfare) Regulations 1992 Provision and Use of Work Equipment Regulations 1998 Lifting Operations and Lifting Equipment Regulations 1998	Workplace transport safety: An employers' guide HSG136 ISBN 0 7176 6154 7 Safety in working with lift trucks HSG6 ISBN 0 7176 1781 5 Workplace transport safety: An overview INDG199(rev1) ISBN 0 7176 2821 3 Workplace transport site inspection checklist: www.hse.gov.uk/workplace transport
Firearms	Health and Safety at Work etc Act 1974	Guns AS 7 (rev)

¹ See Health & safety guide for gamekeepers INDG177 (rev 1) available from HSE - for contact details see BP Contacts

² This list is not exhaustive, and employers and the self-employed should satisfy themselves that they have thoroughly assessed their own particular need with regards to any additional UK and EU regulations that may be applicable.

³ See Employers' Liability Compulsory Insurance Act 1969. A guide for employers HSE40(rev1), available from HSE.

⁴ Health and safety law poster (ISBN 0 7176 2493 5) / Health and safety law: What you should know (ISBN 0 7176 1702 5). Available from HSE. ⁵ Incident Contact Centre. For contact details see BP Contacts. * See BPG Risk Assessment