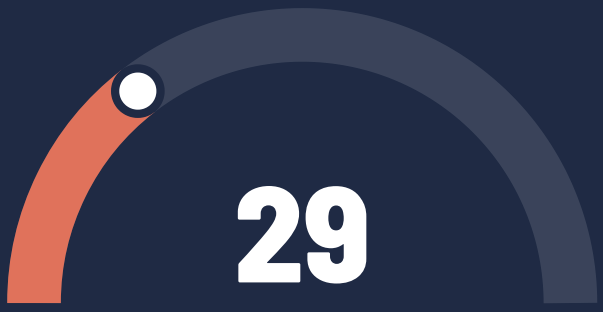
DOCUMENT REVIEW: THE CLIENT'S RISK ASSESSMENT

Sample review of a client's risk assessment

A small plumbing, heating and building firm in England. Client details removed.

REVIEWED	The client's generic risk assessment and controls document (26 pages)
BY	Hi-Vis Safety
DATE	Example, identifying details changed
STATUS	Anonymised sample



out of 100 · needs work

HV

Thanks for sharing your risk assessment. This review is meant to help, not to catch you out. Lots of small firms are in the same position: a document picked up a few years ago that never quite got made their own. The good news is there are some solid rules in here to build on. What follows is an honest look at where it falls short, and a list of things worth pulling together so we can see how much of it is already happening on your jobs.

272

hazards listed

across 21 sections

0

'before controls' ratings

so it's hard to show the controls make a difference

34

months since issue

no review date, author or sign-off

24

promises to check

things the document says happen on every job

THE SHORT VERSION

At a glance

On a quick read the document looks thorough. It covers 272 hazards across 21 sections. Read it closely, though, and much of it seems to describe a different business. There are references to store managers, contractors signing into a 'centre', a nationwide waste broker, high voltage systems and forklifts, plus whole sections on borehole drilling, tree climbing and tarmac line painting. Meanwhile the everyday work, in people's homes with apprentices and subcontractors alongside, gets the least attention.

Three things are worth looking at first. Your apprentices under 18 aren't covered. The construction regulations that apply to almost all building work (CDM 2015) aren't mentioned anywhere. And the asbestos controls rely on the householder having an asbestos register, which most homes won't have.

The other big question is whether the controls written down are actually happening. The document makes at least 24 specific promises, from face fit tested masks to a Point of Work risk assessment with every subcontractor invoice. If most of those are in place, you're in a better position than the paperwork suggests. Section 6 lists them so we can go through them together.

START HERE

Three to look at first

F2 **Your under-18 apprentices aren't covered** →

F3 **No mention of CDM 2015** →

F5 **Asbestos controls need rethinking for homes** →

⌂ **See how a typical job stacks up** →

> *It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees.*

SECTION 2(1) Health and Safety at Work etc. Act 1974

IN PLAIN ENGLISH The starting point for everything else. The risk assessment is how you show you've thought this through.

29/100

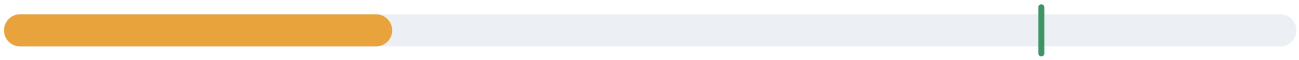
EIGHT TESTS, EACH OUT OF 10

How the document scores

Tap any bar to see the reasoning. The green marker shows roughly where a good, proportionate risk assessment for a firm your size would sit. Nobody needs a 10 everywhere.

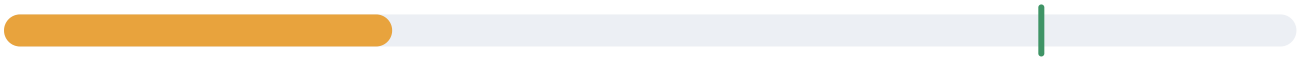
Weak, 0 to 2 · Patchy, 3 to 4 · Decent, 5 and up · Good practice

Fits the work you actually do — 3



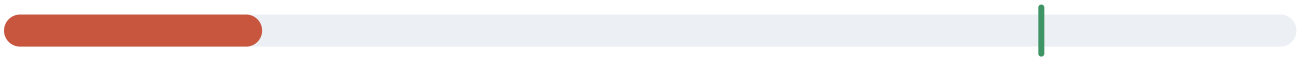
Several sections cover work a plumbing and building firm is unlikely to do, while work in people's homes is barely mentioned.

Legal coverage — 3



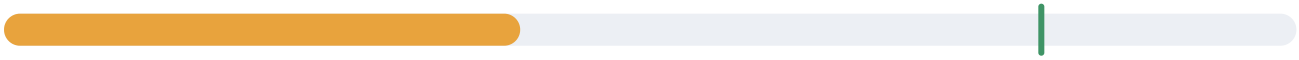
Some important areas for your trade aren't mentioned at all, CDM 2015 and young workers in particular.

Risk rating method — 2



One rating column, no explanation of what Low, Medium or High mean, and some High ratings left as they are.

Clear, checkable controls — 4



Some good firm rules, but a lot of controls are 'staff trained' or 'where possible'.

Young, pregnant and lone workers 1

Ticked as 'at risk' on page 2, then not really picked up again.

Subcontractor control 3

A good sign-up idea, but nothing on how subcontractors are chosen or checked.

Keeping it up to date 1

No author, owner, version, review date or sign-off.

Range of hazards 6

Plenty of hazards listed. The gaps are mostly in the ones that matter most for your work.

CREDIT WHERE IT'S DUE

What's already working

✓ **Clear stop-work rules**

Excavations over 1m, any roof access, fragile surfaces, ladder work over 2.5m and bad weather all stop the job until something else is in place. Firm lines like these are the most useful thing in the document.

✓ **Stop and ask on asbestos and Legionella**

Staff are told to stop and ask if they find suspect material or poorly kept water systems. The instinct is right.

✓ **Hot works permit and fire watch**

A permit and a fire watch after soldering or brazing are the right idea for the biggest fire risk a plumber creates.

✓ **Subcontractor sign-up**

Asking subcontractors to sign up to your controls and send a Point of Work risk assessment with each invoice is a really good system, if it's running.

✓ **Sensible ladder rules**

Three points of contact, no tools carried by hand, footing where needed and a 2.5m upper limit.

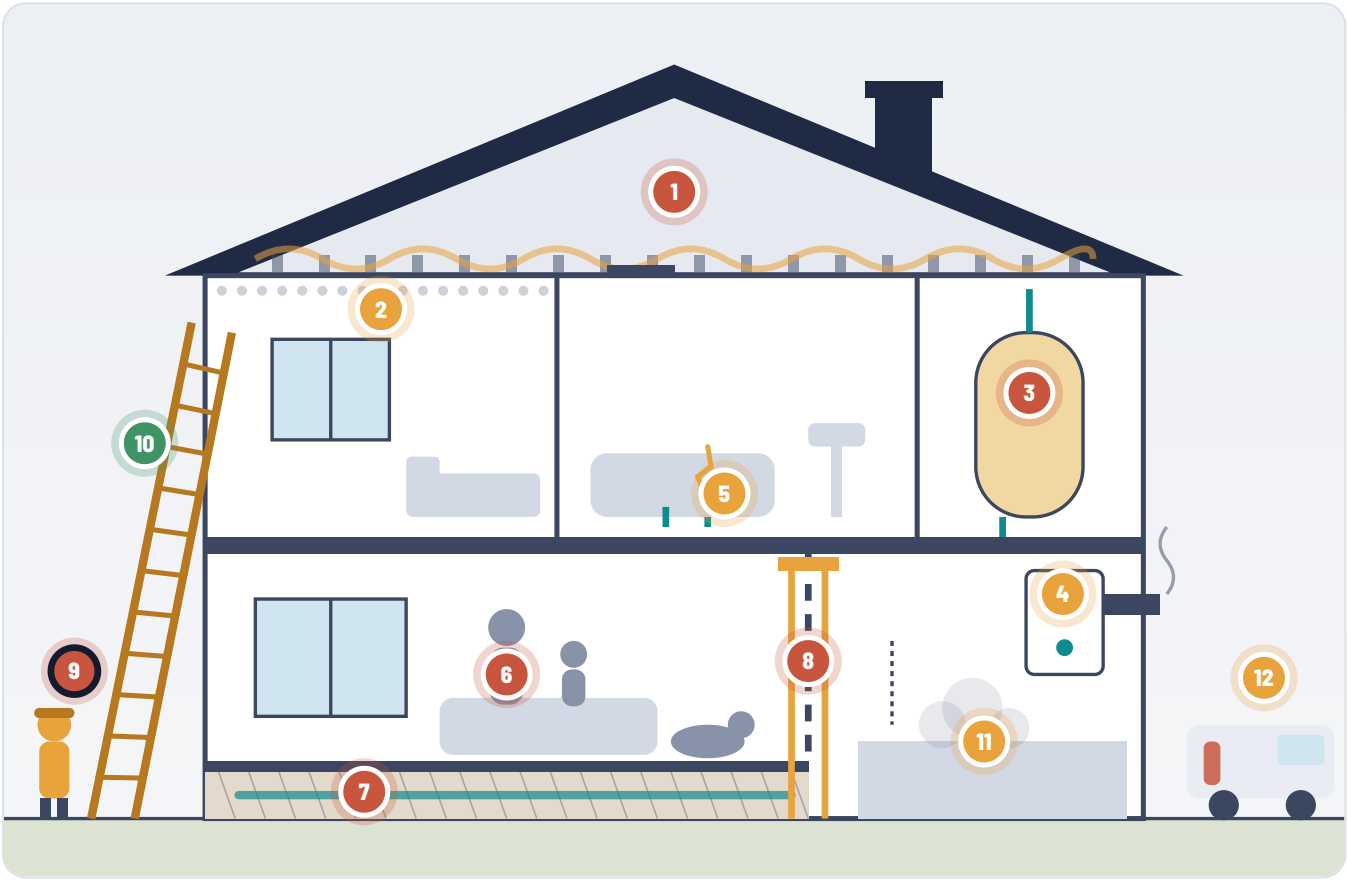
✓ **Gas Safe registered**

Gas competence is front and centre, and the registration is on the cover.

PUTTING IT TO THE TEST

A typical job

Picture a fairly typical job: a bathroom and heating upgrade in a 1970s house, with an apprentice and a subcontractor helping out. Here's how well the document covers what's likely to come up.



1	5	6
Covered	Partly covered	Missing

9 Apprentice on the job

NOT IN THE DOCUMENT

Young workers need their own assessment and clear limits on what they do and for how long.

1. Working in the loft
2. Old ceilings and pipe lagging

3 Hot water cylinder

4 Boiler and flue

5 Soldering near timber

6 Family and pets at home

7 Under the floorboards

8 Knocking through a wall

9 Apprentice on the job

10 Ladder to the front

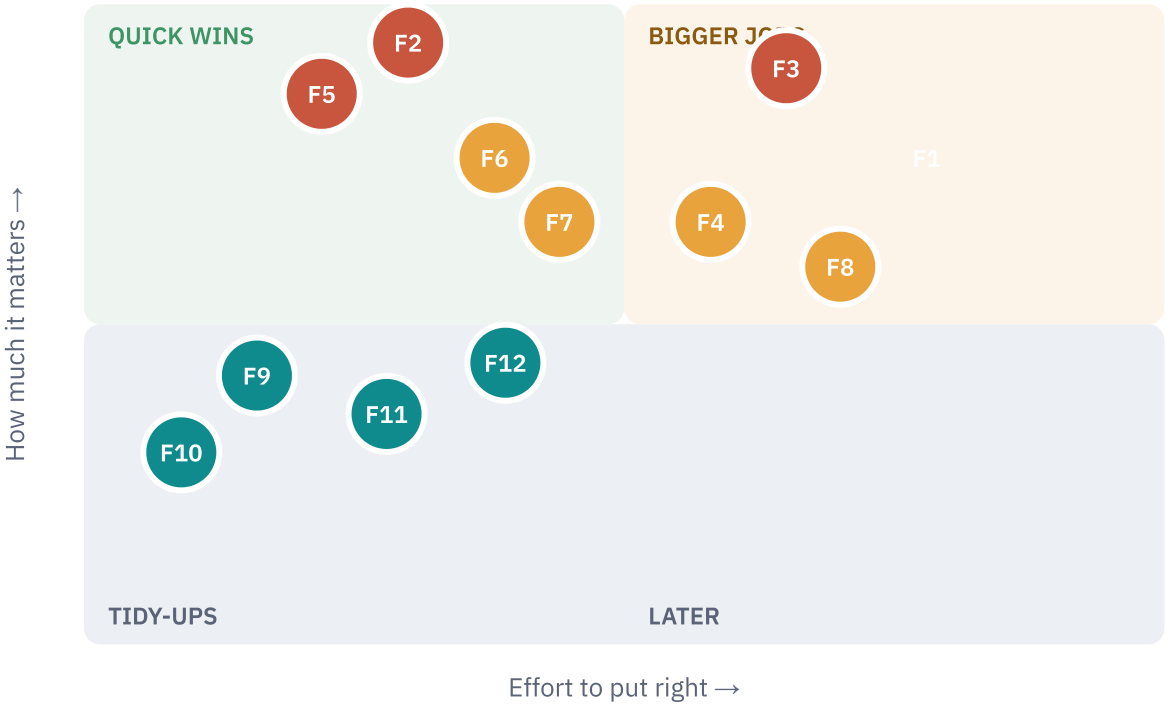
11 Cutting and chasing

12 The van

TWELVE FINDINGS

Findings

Each one opens to show what I found, why it matters, something to think about, and what I'd like to see. Tap a bubble on the chart to jump straight to it.



F1 It reads like someone else's document

WHAT I FOUND

- References to 'store manager and staff', contractors signing into a 'centre', a 'nationwide agreement with a waste broker', forklift certification and work near 'high voltage' systems.
- Whole sections on borehole drilling, tree surgery (including climbing), and tarmac and line marking.
- A few signs it hasn't been read through recently: the hot works control on page 3 stops mid-sentence, a few typos ('Safety Date Sheet', 'mobbing objects', '#drip tray'), and cross-references to a 'Use of Electrical Tools' section that's actually called something else. Waste removal is missing from the contents list.

WHY IT MATTERS

If anything ever goes wrong, the risk assessment is one of the first things anyone asks to see. A document that describes another firm's work suggests the real risks haven't been thought through, even if they have. It also buries the bits that matter for you among pages that don't.

> *Every employer shall make a suitable and sufficient assessment of (a) the risks to the health and safety of his employees to which they are exposed whilst they are at work ...*
>
> REGULATION 3(1), MANAGEMENT OF HEALTH AND SAFETY AT WORK REGULATIONS 1999

SOMETHING TO THINK ABOUT

→ It's worth going through the 21 sections and sorting them into 'we do this', 'we sometimes do this' and 'we never do this'. That alone will make the document shorter and more useful.

CAN YOU SHOW ME?

> **Which sections cover work you or your subcontractors have done in the last year? Where did the document come from originally?**

LINKED EVIDENCE

#23 Every specialist RAMS written since it was issued, or confirmation there were no such jobs

F2 Your under-18 apprentices aren't covered

WHAT I FOUND

- Page 2 ticks 'Young Persons (if used)' as at risk. The only other mention is one line in the tree surgery section.
- The working hours controls allow up to 12 hours' work in 24, and up to 350 miles of driving plus a day's work.
- There's nothing on which tasks a young worker shouldn't do yet, or who looks after them on site.

WHY IT MATTERS

The law expects a specific assessment for anyone under 18 before they start, because they're new to the risks and may not spot them. Young workers also have tighter limits on working hours and breaks than adults, so the hours in the document need a second look.

> *An employer shall not employ a young person unless he has, in relation to risks to the health and safety of young persons, made or reviewed an assessment in accordance with paragraphs (1) and (5).*
>
> REGULATION 3(4), MANAGEMENT OF HEALTH AND SAFETY AT WORK REGULATIONS 1999

SOMETHING TO THINK ABOUT

→ Have a think about each apprentice: what they're doing now, what they're not ready for yet, and who's keeping an eye on them. HSE's guidance on young people at work is a good starting point.

CAN YOU SHOW ME?

> **How many apprentices do you have, and how old are they? Is anything written down for them? Who supervises them day to day?**

F3 No mention of CDM 2015

WHAT I FOUND

- The Construction (Design and Management) Regulations 2015 aren't mentioned anywhere in the document.
- There's no construction phase plan, nothing on who's in charge when subcontractors are on site, and only a one-line 'agreement made with all clients' on welfare.

WHY IT MATTERS

Most building work, and a lot of plumbing and heating work, counts as construction work under CDM. That brings some specific duties, even on small domestic jobs, and some of the client's duties can fall on you when you're working for a householder.

> *A contractor must plan, manage and monitor construction work carried out either by the contractor or by workers under the contractor's control, to ensure that, so far as is reasonably practicable, it is ...*
>
> REGULATION 15(2), CONSTRUCTION (DESIGN AND MANAGEMENT) REGULATIONS 2015

SOMETHING TO THINK ABOUT

→ HSE has short, plain-English guides on CDM for small builders. They're worth a read to see which duties apply to the kind of jobs you do.

CAN YOU SHOW ME?

On a typical job with subcontractors, who's in charge of planning and coordinating? Is any kind of plan written down before you start?

LINKED EVIDENCE

#20 Inspection records for each excavation job since it was issued

F4 The risk ratings don't tell us much

WHAT I FOUND

- There's one rating column ('with controls'), with no 'before' rating and no explanation of Low, Medium or High.
- Five working at height hazards are still rated High after controls, and the work goes ahead.
- All 33 tree surgery hazards are rated Medium, and so are all 19 tarmac hazards. Asbestos is Low in one section and Medium in another.

WHY IT MATTERS

Without a starting point it's hard to show the controls are making a difference. A High rating after controls usually means more needs doing before work starts. Identical ratings all the way down a section suggest the column was filled in rather than thought through.

> *Every employer shall ensure that work at height is (a) properly planned; (b) appropriately supervised; and (c) carried out in a manner which is so far as is reasonably practicable safe ...*
>
> REGULATION 4(1), WORK AT HEIGHT REGULATIONS 2005

SOMETHING TO THINK ABOUT

→ A simple scoring method that everyone understands, used the same way in every section, would go a long way.

CAN YOU SHOW ME?

What does Medium mean to you in practice? What happens on site when something is rated High?

LINKED EVIDENCE

#22 How ladders are checked, and any record of it

F5 Asbestos controls need rethinking for homes

WHAT I FOUND

- The controls rely on asking for the client's asbestos register, plus awareness training.
- The painting section mentions a further survey, but only once damage or new material has been found.
- Asbestos is rated Low in the general section.

WHY IT MATTERS

Most private homes won't have an asbestos register, and plumbers, heating engineers and builders are among the trades most likely to disturb asbestos. Any house built before 2000 could have it. The current approach leaves a gap right where your team is most exposed.

> *An employer must not undertake work in demolition, maintenance, or any other work which exposes or is liable to expose employees of that employer to asbestos in respect of any premises unless either (a) that ...*
>
> REGULATION 5(1), CONTROL OF ASBESTOS REGULATIONS 2012

SOMETHING TO THINK ABOUT

→ It's worth thinking about what happens before intrusive work starts in an older house, and how the team would decide whether it's safe to go ahead.

CAN YOU SHOW ME?

When the team lifts floorboards or drills into an old textured ceiling, what happens first? When was everyone's asbestos awareness training last refreshed?

LINKED EVIDENCE

#9 Certificates for staff and subcontractors, with refresher dates

F6 Subcontractors: a good system, if it's running

WHAT I FOUND

- The document is designed to be signed by 'approved contractors', who also send a Point of Work risk assessment in with each invoice.
- There's nothing on how a contractor becomes 'approved' or what's checked first.

WHY IT MATTERS

If this is happening, it's one of the strongest things you've got. If it isn't, it's a written promise that isn't being kept, which can look worse than not making it at all.

SOMETHING TO THINK ABOUT

→ A short, repeatable check before a new subcontractor starts would back this up nicely.

CAN YOU SHOW ME?

Who are your regular subcontractors? Could we see their signed declarations, and match their Point of Work assessments to invoices going back to when it was issued?

LINKED EVIDENCE

#24 Signed declarations from each subcontractor, and the Point of Work RAs matched to invoices since it was issued

F7 Dust, vibration and noise: good on paper

WHAT I FOUND

- 'Issued with (and face fit tested) FFP3 dust masks' and 'All equipment used will have dust extraction systems'.
- Vibrating tools are limited to 'no more than 20 minutes use every hour'.
- 'Site power tools are all 110v' and 'All electrical equipment to have been subject to PAT within last 3 months'.

WHY IT MATTERS

These are clear, specific statements, which is good, but they need to be true. Face fit testing needs records, a flat 20 minute rule doesn't take account of how much each tool actually vibrates, and many trades now use cordless tools rather than 110v.

SOMETHING TO THINK ABOUT

→ Worth checking each of these against what's really in the vans. Where something isn't happening, either put it in place or change the wording.

CAN YOU SHOW ME?

Could we look at face fit records, the PAT history since it was issued, and which tools and extractors are really in the vans?

LINKED EVIDENCE

#3 Do PAT records exist? If so, every test date since it was issued (that's about 12 rounds if it's really every 3 months)

#7 Do these assessments exist? Which products do they cover?

#10 How is tool use actually tracked? Any records kept

#11 The signed PPE issue sheets, going back to when it was issued

#12 Face fit records for each person, with test dates

#13 The extraction kit you own, and which tools it's used with

#18 What tools are actually in the vans

F8 Some everyday risks are missing

WHAT I FOUND

- Nothing on working in occupied homes, lofts, carbon monoxide and flues, hot water cylinders, lead pipework, or what's under the floor.
- Gas cylinders only come up in the tarmac section, not for blowtorches or carrying them in vans.
- For the building side, nothing on structural alterations or propping.
- Lone working, fatigue and weather exposure are absent or only touched on.

WHY IT MATTERS

A risk assessment should cover the significant risks of the work you actually do. These are everyday jobs for a plumbing and building firm, and some of them can cause serious harm. See the typical job picture in section 4.

> *It shall be the duty of every employer to conduct his undertaking in such a way as to ensure, so far as is reasonably practicable, that persons not in his employment who may be affected thereby are not thereby ...*
>
> SECTION 3(1), HEALTH AND SAFETY AT WORK ETC. ACT 1974

SOMETHING TO THINK ABOUT

→ Walking through last month's jobs and listing what actually came up is a good way to find the gaps.

CAN YOU SHOW ME?

> **Talk me through a few recent jobs. Which of these came up, and how did the team handle them?**

LINKED EVIDENCE

#5 Licence check records and van service history | #17 Records of when and how this was done

F9 Some people are ticked but not followed up

WHAT I FOUND

- Pregnant workers, lone workers, agency staff and visitors are all marked 'Yes' on page 2, but only tree surgery says anything more about them.
- 'Client staff' is left blank, and householders and their families aren't mentioned.
- One control says no work happens without a site manager present, which can't apply to a domestic call-out.

WHY IT MATTERS

Ticking a group as 'at risk' and then not picking it up again shows the risk was spotted but not dealt with.

SOMETHING TO THINK ABOUT

→ For each group on page 2, ask: what would we actually do differently for them?

CAN YOU SHOW ME?

If someone works alone on a job, how do you know they're OK at the end of the day?

F10 Nobody owns it

WHAT I FOUND

- Issued nearly three years earlier, with no author, no sign-off, no version number and no review date.
- Taking on apprentices since then is the kind of change that would normally prompt a review.

WHY IT MATTERS

Risk assessments are expected to be reviewed when things change. Without a named owner and a review date, that tends not to happen.

> *Any assessment such as is referred to in paragraph (1) or (2) shall be reviewed by the employer or self-employed person who made it if (a) there is reason to suspect that it is no longer valid; or (b) there ...*
>
> REGULATION 3(3), MANAGEMENT OF HEALTH AND SAFETY AT WORK REGULATIONS 1999

SOMETHING TO THINK ABOUT

→ A name, a date and a reminder in the diary is a quick win.

CAN YOU SHOW ME?

Who looks after this document? When was it last updated?

LINKED EVIDENCE

#1 A signed copy from a van or site, and who signed it

#2 Current certificates, plus the policies in place since it was issued

F11 The hot works rules aren't clear

WHAT I FOUND

- Permits are to be issued 'by the site or Contract Supervisor', which doesn't really work in someone's home.
- The general section's hot works control stops mid-sentence, so the fire watch rule isn't clear there. The gas section's version is complete.

WHY IT MATTERS

Soldering and brazing near timber, insulation and loft spaces is one of the main causes of fires on refurbishment jobs. The rule needs to be clear and workable everywhere.

SOMETHING TO THINK ABOUT

→ One simple rule, written the same way in every section, that works on a domestic job.

CAN YOU SHOW ME?

Do you have hot works permits? Could we look at the completed ones for jobs since it was issued? Do the vans carry extinguishers?

LINKED EVIDENCE

#8 Do permits exist? Completed permits for hot works jobs going back to when it was issued

F12 Lots of training, but can it be shown?

WHAT I FOUND

- 'Trained' or 'training' appears 69 times, for example 'all trained and competent', 'training certificates supplied on request' and 'trained to emergency first aid level'.
- There's no training record, and no mention of electrical scheme registration for work in homes, or the refrigerant handling certificate needed for air conditioning work.

WHY IT MATTERS

Training counts for a lot more when you can prove it, and some certificates run out.

> *the provision of such information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of his employees*
>
> SECTION 2(2)(C), HEALTH AND SAFETY AT WORK ETC. ACT 1974

SOMETHING TO THINK ABOUT

→ A simple table of who holds what, and when it expires, would cover most of this.

CAN YOU SHOW ME?

> **Could we look at the training certificates for each person, including Gas Safe cards?**

LINKED EVIDENCE

#4 Certificates for each person, with dates
#6 Training records for each person, including apprentices
#14 A look in the vans, and any record of kit checks
#15 Do toolbox talk records exist? Topics, dates and who attended since it was issued
#16 Gas Safe cards for each person doing gas work
#19 Electrical qualifications and any scheme membership
#21 Operator cards for anyone using plant

PAPER VS PRACTICE

The evidence list

0/24

Every line here is something the document says happens.

For each one there are two questions: does it exist, and can you show it going back to when the document was issued? A permit system that's only been used once or twice in three years tells a different story from one that's used on every job.

Tick each one off as it's shown. If most of these are in place, things are in a much better state than the paperwork suggests. Anything that isn't can either be put in place or taken out of the document. Ticks are saved in this browser only.

#	WHAT THE DOCUMENT SAYS	PAGE	WHAT I'D LIKE TO SEE	HOW FAR BACK	FIND
1	*"Signed copy of this RA to be available when on site"*	p2	**A signed copy from a van or site, and who signed it**	NOW	F10
2	*"Insurance certificates to be available"*	p2	**Current certificates, plus the policies in place since it was issued**	SINCE ISSUE	F10
3	*"All electrical equipment PAT tested within the last 3 months"*	p2	**Do PAT records exist? If so, every test date since it was issued (that's about 12 rounds if it's really every 3 months)**	SINCE ISSUE	F7
4	*"Staff have first aid and asbestos awareness training"*	p2	**Certificates for each person, with dates**	CURRENT	F12
5	*"Driving licences checked and vehicles maintained"*	p3	**Licence check records and van service history**	SINCE ISSUE	F8

#	WHAT THE DOCUMENT SAYS	PAGE	WHAT I'D LIKE TO SEE	HOW FAR BACK	FIND
6	*"Training certificates supplied to client on request"*	p3	**Training records for each person, including apprentices**	CURRENT	F12
7	*"Assessments done on substance application"*	p3	**Do these assessments exist? Which products do they cover?**	CURRENT	F7
8	*"No hot works without a Permit to Work"*	p3	**Do permits exist? Completed permits for hot works jobs going back to when it was issued**	SINCE ISSUE	F11
9	*"All contract site staff trained in asbestos awareness"*	p3	**Certificates for staff and subcontractors, with refresher dates**	CURRENT	F5
10	*"Vibrating tools limited to 20 minutes in every hour"*	p4	**How is tool use actually tracked? Any records kept**	SINCE ISSUE	F7
11	*"All staff issued with, and signed for, relevant PPE"*	p4	**The signed PPE issue sheets, going back to when it was issued**	SINCE ISSUE	F7
12	*"FFP3 masks issued and face fit tested"*	p4	**Face fit records for each person, with test dates**	SINCE ISSUE	F7
13	*"All equipment used will have dust extraction"*	p4	**The extraction kit you own, and which tools it's used with**	NOW	F7
14	*"First aid kit in every vehicle and replenished"*	p4	**A look in the vans, and any record of kit checks**	NOW	F12
15	*"Toolbox talks to raise awareness of dangers"*	p5	**Do toolbox talk records exist? Topics, dates and who attended since it was issued**	SINCE ISSUE	F12
16	*"Staff doing gas work are Gas Safe registered"*	p6	**Gas Safe cards for each person doing gas work**	CURRENT	F12
17	*"All staff instructed on manual handling"*	p6	**Records of when and how this was done**	CURRENT	F8
18	*"Site power tools are all 110v"*	p10	**What tools are actually in the vans**	NOW	F7

#	WHAT THE DOCUMENT SAYS	PAGE	WHAT I'D LIKE TO SEE	HOW FAR BACK	FIND
19	*“Only qualified staff do electrical work”*	p11	**Electrical qualifications and any scheme membership**	CURRENT	F12
20	*“Excavation inspections will be recorded”*	p14	**Inspection records for each excavation job since it was issued**	SINCE ISSUE	F3
21	*“Machine operators hold competency training cards”*	p14	**Operator cards for anyone using plant**	CURRENT	F12
22	*“Ladders subject to pre-use checks”*	p17	**How ladders are checked, and any record of it**	SINCE ISSUE	F4
23	*“A dedicated RAMS for roof access and deeper excavations”*	p17	**Every specialist RAMS written since it was issued, or confirmation there were no such jobs**	SINCE ISSUE	F1
24	*“Subcontractors sign these RAMS and send a Point of Work RA with every invoice”*	p26	**Signed declarations from each subcontractor, and the Point of Work RAs matched to invoices since it was issued**	SINCE ISSUE	F6

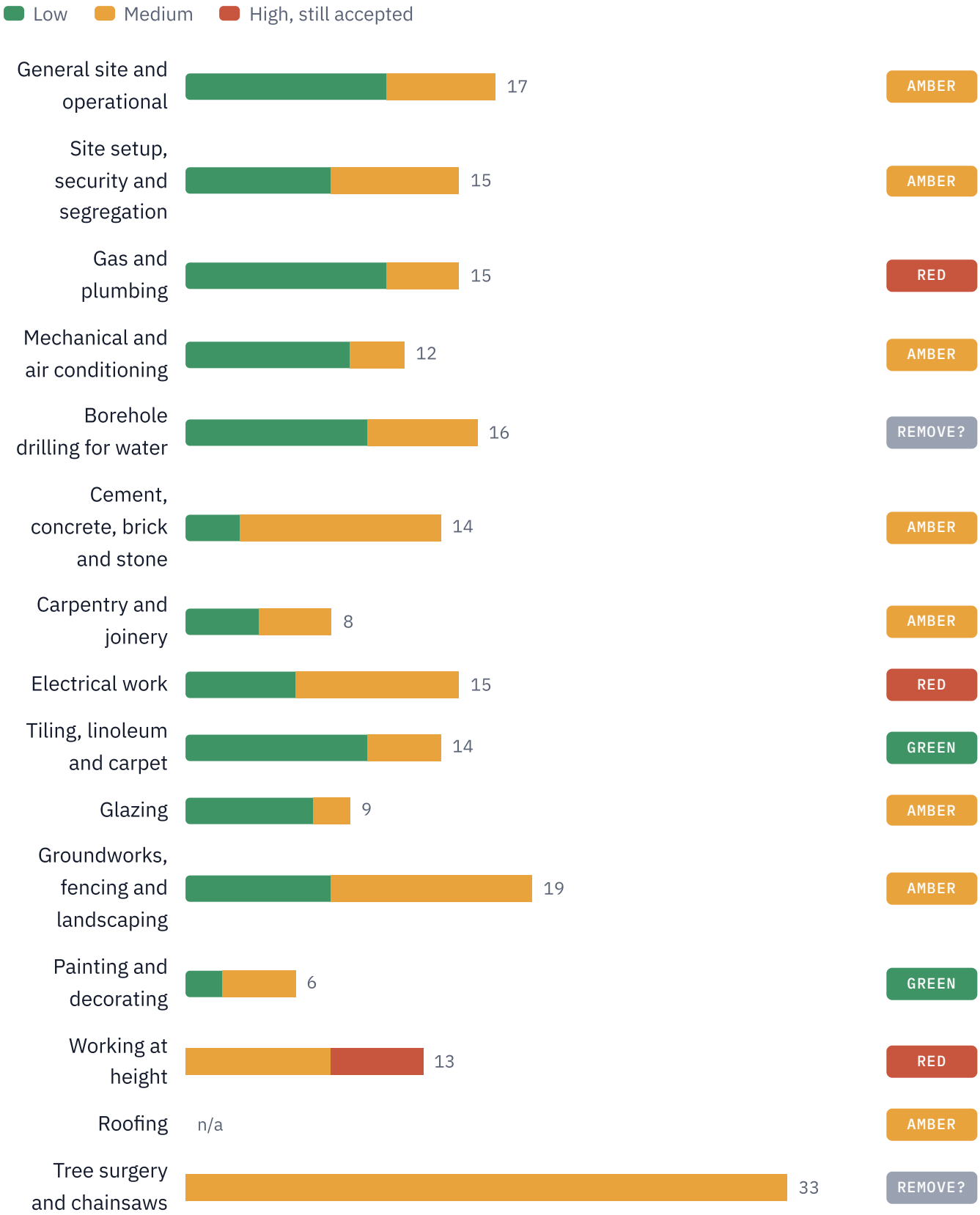
Not in the document, but good to have

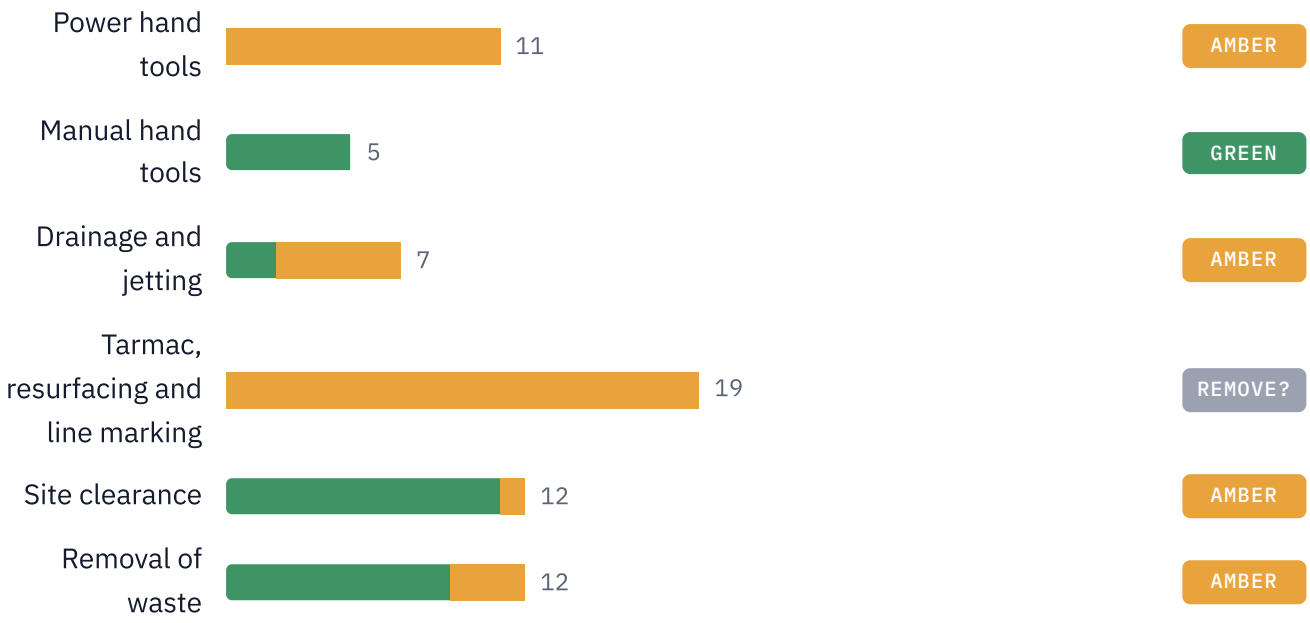
- Anything written for your apprentices F2
- A plan for a recent building job F3
- Accident records F10
- How lone workers keep in touch F9
- Waste carrier registration and paperwork F1

ALL 21 SECTIONS

Section by section

How each section rates its own risks. Tap a bar for my view. Sections where every line gets the same rating, and five High risks left as they are, are the giveaways.





HIERARCHY OF CONTROL

Which kind of control does it lean on?

The best controls take the hazard away or engineer it out. Training and PPE come last, because they depend on people getting it right every time. Counting control words across the document shows it leans heavily on the bottom two. These counts are indicative, not exact.



A SUGGESTED ORDER

Next steps

A rough order to tackle things in. How you do each one should fit the way you run your jobs.

1

First

The next few weeks

- Look at what's in place for your apprentices F2
- Think about how asbestos is checked on house jobs F5
- Gather what you can from the evidence list
- Check your subcontractor paperwork F6

2

Then

Over the next few months

- Trim the document down to the work you actually do F1 F8
- Settle on a simple way to rate risks F4
- Get to grips with how CDM applies to your jobs F3
- Check the dust, vibration and noise statements F7

3

Later

When the big things are done

- Pick up lone working and the other groups on page 2 F9
- Tidy up the hot works rule F11
- Keep a simple training record F12
- Give the document an owner and a review date F10

WORTH TALKING THROUGH

Eight questions

1. What jobs did you actually do last month?
2. Where did this document come from, and when did someone last read it through?
3. How many apprentices do you have, and who keeps an eye on them?
4. When you lift floorboards in an older house, what happens before the first board comes up?
5. Who are your regular subcontractors, and how did you choose them?
6. Could you put your hands on the last few Point of Work assessments that came in with invoices?
7. What would make you stop a job?

8 If an inspector turned up on one of your jobs tomorrow, what would you want them to see?

None of this needs fixing overnight. The three Critical points are the ones to start on, and pulling together the evidence list will quickly show where things really stand. Happy to talk any of it through.

Hi-Vis Safety

STRAIGHT FROM THE SOURCE

What the law says

The wording behind the findings, with a plain-English note under each. These are extracts, so the full text on legislation.gov.uk is the one to rely on.

> *It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees.*

SECTION 2(1) Health and Safety at Work etc. Act 1974

IN PLAIN ENGLISH The starting point for everything else. The risk assessment is how you show you've thought this through.

> *It shall be the duty of every employer to conduct his undertaking in such a way as to ensure, so far as is reasonably practicable, that persons not in his employment who may be affected thereby are not thereby exposed to risks to their health or safety.*

SECTION 3(1) Health and Safety at Work etc. Act 1974 · F8

IN PLAIN ENGLISH This is the one that covers householders, their families and anyone else around your jobs.

> *Every employer shall make a suitable and sufficient assessment of (a) the risks to the health and safety of his employees to which they are exposed whilst they are at work ...*

REGULATION 3(1) Management of Health and Safety at Work Regulations 1999 · F1

IN PLAIN ENGLISH 'Suitable and sufficient' is the test. A document describing someone else's work struggles to meet it.

> *Any assessment such as is referred to in paragraph (1) or (2) shall be reviewed by the employer or self-employed person who made it if (a) there is reason to suspect that it is no longer valid; or (b) there has been a significant change in the matters to which it relates ...*

REGULATION 3(3) Management of Health and Safety at Work Regulations 1999 · F10

IN PLAIN ENGLISH Taking on apprentices, new types of work or new subcontractors all count as changes.

> *An employer shall not employ a young person unless he has, in relation to risks to the health and safety of young persons, made or reviewed an assessment in accordance with paragraphs (1) and (5).*

REGULATION 3(4) Management of Health and Safety at Work Regulations 1999 · F2

IN PLAIN ENGLISH The assessment for a young worker has to be in place before they start.

> *Every employer shall ensure that young persons employed by him are protected at work from any risks to their health or safety which are a consequence of their lack of experience, or absence of awareness of existing or potential risks or the fact that young persons have not yet fully matured.*

REGULATION 19(1) Management of Health and Safety at Work Regulations 1999 · F2

IN PLAIN ENGLISH The law recognises that apprentices may not spot a risk that an experienced plumber would.

> *A contractor must plan, manage and monitor construction work carried out either by the contractor or by workers under the contractor's control, to ensure that, so far as is reasonably practicable, it is carried out without risks to health or safety.*

REGULATION 15(2) Construction (Design and Management) Regulations 2015 · F3

IN PLAIN ENGLISH This applies to small domestic jobs as well as big sites.

> *An employer must not undertake work in demolition, maintenance, or any other work which exposes or is liable to expose employees of that employer to asbestos in respect of any premises unless either (a) that employer has carried out a suitable and sufficient assessment as to whether asbestos ... is present or is liable to be present in those premises; or (b) if there is doubt as to whether asbestos is present in those premises the employer (i) assumes that asbestos is present ...*

REGULATION 5(1) Control of Asbestos Regulations 2012 · F5

IN PLAIN ENGLISH The duty to find out sits with the employer doing the work, not just the householder.

> *Every employer shall ensure that work at height is (a) properly planned; (b) appropriately supervised; and (c) carried out in a manner which is so far as is reasonably practicable safe ...*

REGULATION 4(1) Work at Height Regulations 2005 · F4

IN PLAIN ENGLISH Worth bearing in mind next to the five working at height risks still rated High.

> *the provision of such information, instruction, training and supervision as is necessary to ensure, so far as is reasonably practicable, the health and safety at work of his employees*

SECTION 2(2)(C) Health and Safety at Work etc. Act 1974 · F12

IN PLAIN ENGLISH Training and supervision are a legal duty in their own right, which is why records matter.

> *No person shall carry out any work in relation to a gas fitting or gas storage vessel unless he is competent to do so.*

REGULATION 3(1) Gas Safety (Installation and Use) Regulations 1998

IN PLAIN ENGLISH Being Gas Safe registered is a real strength. The evidence check is simply making sure each person's categories match the work.

▶ **Useful guidance to read alongside this**

▶ **About this review**