

The list of complex actions an employer must take



| Frequency | Hazard | Legislation | Requirement | Necessity |
|---|--|---|--|-----------|
| Post job offer but before job starts | Health affecting work | Health and Safety at Work Act 1974 Management of Health and Safety at Work Regulations 1999 Equality Act 2010 | Pre-placement questionnaire — check if current health issues may impact on, or be impacted by exposure to hazards in the role, which may require reasonable adjustments. | Essential |
| Pre-placement | Health affecting work | Health and Safety at Work Act 1974 Management of Health and Safety at Work Regulations 1999 Equality Act 2010 | Assessment (if required) – check for current health issues that may impact on ability to perform the role, or be impacted by role, which may require reasonable adjustments eg vision, balance, mobility, blood pressure. | Essential |
| Before exposure to hazards | Any hazard to health | Various including: Control of Substances Hazardous to Health Regulations 1999 (2002) | Baseline assessment – health surveillance checks/measurements eg lung function, audiometry, skin, HAVS symptoms | Essential |
| Regular Annually | Dusts, chemicals, liquids skin exposure | Control of Substances Hazardous to Health Regulations 1999 (2002) | Self checks Questionnaire | Essential |
| 12 weeks then annually | Dusts, chemicals, liquids – respiratory exposure | Control of Substances Hazardous to Health Regulations 1999 (2002) | Questionnaire Lung function test (if high risk) | Essential |
| Annually Every 3rd year | Vibration from hand held or guided power tools (HAVS) | Control of Vibration at Work Regulations 2005 | Questionnaire Face-to-face assessment | Essential |
| Annually for 2 years then both every 3rd year | Noise | Control of Noise at Work Regulations 2005 | Questionnaire Face-to-face assessment | Essential |
| Every 3 years | Safety critical worker | Rail legislation – Railways and Other Guided Transport Systems (Safety) Regulations 2006 (as amended) (ROGS) | Health assessment to a specific standard – proving fitness to work in a role where a sudden negative health incident could result in major accidents/injuries beyond the individual (specific age based frequencies for rail industry) | Essential |
| Not specified | Working at height | Working at Height Regulations 2005 | Not specified. Often questionnaire, may require health assessment | Desirable |
| Not specified | Confined space | Confined Space Regulations 1997 | Not specified. Often questionnaire, may require health assessment | Desirable |
| Not specified | Lone working | Health and Safety at Work etc Act 1974 Management of Health and Safety at Work Regulations 1999 | Not specified. Often questionnaire, may require health assessment | Desirable |
| Regular basis | Night work | Working Time Regulations 1998 (as amended) | Health assessment must be offered. Often questionnaire | Essential |
| Not specified | Health affecting work | Health and Safety at Work etc Act 1974 Management of Health and Safety at Work Regulations 1999 Equality Act 2010 | No requirement but often blood pressure, vision, urinalysis often conducted as part of safety critical medical | Desirable |
| As required by DVLA | Health affecting work | DLA Fitness to Drive | HGV/LGV statutory medical | Essential |
| As required by ACOP | Asbestos Lead Ionising radiation Compressed air | Control of Asbestos at Work Regulations 2012 Control of Lead at Work Regulations 2002 Ionising Radiation Regulations 1999 Working in Compressed Air Regulations 1996 | Statutory medical | Essential |
| Regular intervals | Work affecting health | Health and Safety (Display Screen Equipment) Regulations 1992 | DSE - eye and eyesight test on request | Essential |