**Investigating Rights and Responsibilities at Work**

**Laws that protect the rights of the employee**

**Health and Safety at Work Act**

**Under health and safety law, the primary responsibility is down to employers. Workers have a duty to take care of their own health and safety and that of others who may be affected by your actions or omissions at work. Workers must co-operate with employers and co-workers to help everyone meet their legal requirements.**

Over 200 people are killed each year in accidents at work and over one million people are injured. Over two million suffer illnesses caused by, or made worse by, their work. Preventing accidents and ill health caused by work should be a key priority for everyone at work. Owners and managers of a business know that competent employees are valuable. This is why employers conduct inductions and ongoing training to staff in relation to the health and safety of their role at work.

Employers providing health & safety information and training helps to:

* Ensure employees are not injured or made ill by the work they do;
* Develop a positive health & safety culture, where safe & healthy working becomes second nature to everyone;
* Find out how you could manage health and safety better;
* Meet their legal duty to protect the health & safety of their employees.

**Effective training:**

* Will contribute towards making your employees competent in health & safety;
* Can help a business avoid the distress that accidents and ill health cause;
* Can help avoid the financial costs of accidents & occupational ill health.

The law requires that employers provide whatever information, instruction and training is needed to ensure, so far as is reasonably practicable, the health & safety of your employees.

**What is training?**

Training means helping people to learn how to do something, telling people what they should or (often as important) should not do, or simply giving them information. Training isn’t just about formal ‘classroom’ courses and obtaining ‘tickets’ (certificates) to work.