

Nuneaton and Bedworth Borough Council - An Enforcing Authority for Health & Safety at Work

ENFORCEMENT OF HEALTH AND SAFETY LEGISLATION

INTRODUCTION

The enforcement of health and safety is split between the Health and Safety Executive (HSE) and local authorities (LAs).

The HSE covers factories, building sites, mines and quarries, farms, fairgrounds, railways, chemical plant and offshore and nuclear installations.

LAs cover shops, warehouses, offices, hotels and catering, sports, leisure, consumer services (eg. launderettes, hairdressers, undertakers, shoe repair, tyre and exhaust fitters, residential care homes and churches. In LAs it is usually Environmental Health Officers (EHOs) who visit businesses in connection with health and safety.

WHAT HEALTH & SAFETY ACTIVITIES DO EHOs CARRY OUT?

Primarily, EHOs seek to prevent accidents and ill-health in the workplace. This is done by:-

- Inspecting workplaces to make sure that risks from work are properly managed
- Helping people meet their legal responsibilities
- Making recommendations of good practice
- Investigating accidents or occupational ill-health
- Investigating complaints about working conditions or work practices
- Acting as a source of advice on any aspect of health and safety
- Promoting awareness/knowledge of safety issues through campaigns, newsletters, seminars or training courses.

HOW DO EHOs GO ABOUT A VISIT?

- This depends on why the visit is being made and the type of workplace being visited. General inspections are influenced by the extent of risk (to both employees and the public) so that, as a rule, places with more serious risks, or where the risks have been poorly controlled in the past, will be visited more regularly. All accident notifications are assessed by EHOs and may result in an investigative visit, depending on a number of factors including the severity of the injury, potential for recurrence,

Ref:

Intro

May 2002

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 1 of 17

extent of possible breaches of legislation, type of accident and past record of the business.

- Inspections are usually unannounced but, where necessary, can be made by appointment. EHOs will probably want to talk to managers, supervisors, employees, health and safety representatives and other interested persons. In addition to looking around your premises, EHOs will examine safety-related paperwork such as:
 - health and safety policy statement (if applicable)
 - risk assessments (if applicable)
 - plant maintenance and inspection records
 - training records
 - accident records
- EHOs are under a legal obligation to tell employees about issues affecting their health, safety or welfare at their workplace. This may be done verbally at the time of the EHO's visit and possibly by sending a copy of any correspondence to employees.
- At the end of the visit you will be advised by the EHO what further action, if any, is going to be taken. If we are going to write, we will tell you when you can expect to hear from us. In any correspondence we will seek to provide you with useful and relevant advice on what you need to do.

WHAT HAPPENS IF EHOs FIND SOMETHING UNSAFE OR AGAINST THE LAW?

- EHOs are trained to seek consistency in their actions and follow set procedures so that employers in similar circumstances should be treated in a similar way. At a national level consistency is promoted through the Health and Safety Executive/Local Authority Liaison Committee, which issues national guidance to Inspectors and produces an Annual Report on LA enforcement activity.
- The main aim of the EHO is to help and advise but formal enforcement action can be taken. The EHO will consider a number of factors in deciding what action to take, including:
 - the degree of risk
 - the seriousness of the legal contravention
 - past record and general attitude to health and safety
 - if there has been a blatant disregard for the law
 - if there is sufficient evidence
- Formal enforcement powers include the issue of improvement or prohibition notices:

Ref:

Intro

May 2002

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 2 of 17

Improvement notices tell you what the problem is and require the employer to put things right within a certain time. The EHO would usually discuss the time limit with you and explain how to get it extended if there is good reason.

Prohibition notices tell you what the problem is and require you to stop doing something until things are put right. These are only issued if it is considered that there is a risk of serious injury.

Notices will contain, or have attached, an explanation of what you must do to comply, although you are allowed to use a different but equally effective alternative. When notices are issued, a copy will be provided for employees. The law requires some notices to be put in a register, which is open to public inspection. Failure to comply with a notice is a serious offence and is likely to lead to prosecution. If you appeal against an Improvement Notice it is suspended until the appeal is heard. A Prohibition Notice remains in force until the appeal is heard, unless the Employment Tribunal (which hears appeals) suspends it. A form for appeal against either type of notice must be enclosed with each notice served.

- The EHO can also decide to prosecute the company and/or any individual breaking the law. Prosecution is more likely where there:
 - i) is a blatant disregard for the law (particularly for economic reasons)
 - ii) is reckless disregard for the health and safety of workpeople and others
 - iii) have been repeated breaches of legislation and it appears management is neither willing nor structured to deal adequately with these
 - iv) has been a serious accident or a case of ill-health arising from a substantial legal contravention

or where:

 - v) a particular type of offence is prevalent in an activity or area
 - vi) a particular contravention has caused justifiable, serious public concern

- The laws that EHOs enforce take account of the costs of what you are required to do. This means that the action required must be in proportion to the risks concerned.

Ref:

Intro

May 2002

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 3 of 17

- The leaflet, ['What to expect when a health and safety inspector calls'](#) is reproduced in this section.

WHAT POWERS DO EHOs HAVE?

The law gives LA Inspectors a wide range of powers, including the power to:

- enter premises at any reasonable time
- carry out examinations and investigations
- take measurements, photographs and samples
- take possession of an article (telling you why and giving you a receipt)
- have articles dismantled and tested
- require information and take statements
- inspect and copy documents

WHAT STANDARDS CAN YOU EXPECT FROM US?

- We will:-
 - be courteous
 - be fair and consistent
 - tell you our name, show you a 'Certificate of Appointment' or ID card when we visit
 - tell you our name when speaking on the phone
 - give help and advice whenever required
- We also aim to respond to complaints or requests for advice **within three working days**. Many will be answered immediately.
- If we are going to write following a visit we will tell you how long it will take. Normally this will be within 15 working days of a routine visit.
- We monitor our performance and report regularly and publicly to a Council Committee on performance against standards for
 - inspections
 - accident investigations
 - response to complaints and requests for advice

We seek to continually improve our performance

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 4 of 17

HOW TO COMPLAIN IF YOU ARE UNHAPPY WITH US

- If you are not happy with any aspect of our service (e.g. officer conduct, level of service or the way you have been treated) you can speak or, if you prefer, write to the manager of the person you have been dealing with. The appropriate contact details will be made freely available to you.
- The Council also operates a complaints procedure to ensure that all complaints are thoroughly and fairly investigated. Complaint forms are available from all Council offices.

INTRODUCTION

Ref:

Intro

May 2002

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 5 of 17

The Regulation of Health and Safety

WHAT HEALTH AND SAFETY LAW REQUIRES

INTRODUCTION

- The basis of British health and safety law is the **HEALTH AND SAFETY AT WORK ETC. ACT 1974**. The Act sets out **general duties** which employers have towards employees and members of the public, and employees have to themselves and each other.

These duties are qualified in the Act by the principle of '**so far as is reasonably practicable**'. This means that the degree of risk in a particular workplace or work activity needs to be balanced against the

- time
- trouble
- cost
- and physical difficulty

of taking measures to avoid or reduce the risk

What the law requires is what good management and common sense would lead employers to do anyway - that is, to **look at what the risks are and then take sensible (control) measures to tackle them**.

- The **MANAGEMENT OF HEALTH AND SAFETY AT WORK REGULATIONS 1999** generally make more explicit what employers are required to do under the Health and Safety at Work etc. Act 1974. Like the Act, they apply to all work activities. The main requirements are to:
 - i) carry out a **risk assessment**
 - ii) make **arrangements** for implementing the health and safety measures identified as necessary by the risk assessment
 - iii) appoint **competent people** to implement the arrangements
 - iv) set up **emergency procedures**
 - v) provide **information and training** to employees
 - vi) **co-operate** with other employers sharing the same workplace

Ref:

Intro

May 2002

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 6 of 17

The principle of risk assessment forms the basis for most modern health and safety law in this country.

A list of the main regulations which apply generally include:

- Workplace (Health, Safety and Welfare) Regulations 1992
- Health and Safety (Display Screen Equipment) Regulations 1992
- Personal Protective Equipment (PPE) Regulations 1992
- Provision and the Use of Work Equipment Regulations 1998
- Manual Handling Operations Regulations 1992
- Health and Safety (First Aid) Regulations 1981
- Health and Safety Information for Employees Regulations 1989
- Reporting of Injuries, Diseases & Dangerous Occurrences Regulations 1995
- Electricity at Work Regulations 1989
- Control of Substances Hazardous to Health Regulations 1999
- Employers' Liability (Compulsory Insurance) Regulations 1969

NB Some requirements within these Regulations are not qualified by 'reasonable practicability'.

- In supplementing existing arrangements, the Health and Safety Commission/ Executive have 3 main options:-

1. GUIDANCE

Guidance can be specific to the health and safety problems of an industry or of a particular process in a number of industries. The main purposes of guidance are to interpret the law, to help people comply with the law and to give technical advice. *Following guidance is not compulsory and employers are free to take other action.* However, following guidance will normally be enough to comply with the law.

2. APPROVED CODES OF PRACTICE (ACoPs)

These offer practical examples of good practice and give advice on how to comply with the law. *They have a special legal status.* If employers are prosecuted for a breach of health and safety law, and it is proved that they have not followed the relevant provisions of the ACoP, a court can find them at fault unless they can show that they have complied with the law in some other way.

3. REGULATIONS

Regulations are law, approved by Parliament. Some risks are so great, or the proper control measures so costly, that it would not be appropriate to give employers discretion in deciding what to do about them. Regulations identify these risks and set out specific action that must be taken.

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 7 of 17

EMPLOYMENT

Health and safety law is most often concerned with the relationship between employers and employees, which essentially arises out of the 'contract of employment' agreed between them. There is no simple test for establishing whether a person is working under a contract of employment or not. In general terms however, the existence of a contract of employment should be gauged by reference to several criteria:

- whether a person for whom the work is being done **controls** the way in which the work is done;
- whether a worker is, in essence, working as part of the other person's business, **integrated into the organisation of the business**;
- whether, on the other hand, there are signs that the worker is trading **in his/her own right** (i.e. as a self-employed person) e.g. whether s/he takes a degree of financial risk, is insured, provides his/her own tools/equipment etc. or provides his/her own assistants.

SAFETY DUTIES AND RESPONSIBILITIES

In the field of health and safety there exists the possibility of both criminal and civil liability.

Criminal liability arises from the commission of a crime or criminal offence (e.g. a breach of a statutory duty). Such statutory duties are to be found in Acts of Parliament (eg. the Health and Safety at Work etc. Act 1974) or in Regulations etc. which govern standards of health and safety.

Civil liability arises from an act or omission which is recognised by the law as giving one individual (or company) the right to pursue a legal claim against another. In the health and safety field this may principally involve either negligence and/or breach of statutory duty. The duty of care required by common law is that a person takes 'reasonable care' if he is in a situation where, if he were to fail to take such care, it can be foreseen that somebody else might suffer injury or loss. Negligence can therefore arise out of a positive act or, alternatively, an omission or failure to act.

Criminal or civil liability can expose a business to significant financial loss that may threaten its profitability or even its survival.

INTRODUCTION

Ref:

Intro

May 2002

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 8 of 17

Useful Addresses and Contact Details

INTRODUCTION

1. **Nuneaton and Bedworth Borough Council**

Environmental Health Services
Council House
Coton Road
Nuneaton
Warwickshire
CV11 5AA



(024) 7637 6402

(024) 7637 6403

(024) 7637 6135

Fax
(024) 7637 6214

E-Mail
env.health@nuneatonandbedworth.gov.uk

2. **Health and Safety Executive**

West Midlands Area Office
McLaren Building
35 Dale End
Birmingham B4 7NP

Tel: (0121) 607 6200

HSE Website: www.open.gov.uk/hse/hsehome.htm

Comprehensive advice on many health and safety topics is available on this site. A number of leaflets can be downloaded free of charge.

3. **Employment Medical Advisory Service (EMAS)**

May be contacted via the HSE West Midlands Area Office (see 2 above).

4. **HSE Books**

PO Box 1999

Sudbury

Suffolk

CO10 6FS

Tel: (01787) 881165

Fax: (01787) 313995

5. **Health and Safety Enquiries**

HSE Infoline (Confidential)

08701 545 500

Ref:

Intro

May 2002

6. Warwickshire Fire and Rescue Service

Fire Safety HQ Old Budbrooke Road Warwick Warwickshire CV35 7DP Tel: (01926) 410800 Fax: (01926) 466212	Fire Safety Department Nuneaton Fire Station Newtown Road Nuneaton Tel: (024) 7638 3486
--	---

7. Health and Safety Training Providers

N.B. In producing this list the Council does not seek to recommend or endorse any providers in particular. The list is provided for information only. There will be other training providers who could help. The Council will endeavour to maintain a list of health and safety training providers willing to assist local businesses.

a) **Nuneaton and Bedworth Borough Council** (see 1 above)

- CIEH Basic Health and Safety Course

b) **Royal Society for the Prevention of Accidents**

RoSPA Training Centre, 353 Bristol Road, Edgbaston Road, Birmingham B5 7ST Tel: 0121 248 2000

- Health and Safety Management Foundation Course
- NEBOSH National General Certificate/RoSPA Health and Safety Management
- IOSH "Managing Safely"
- NEBOSH National Diploma/Diploma in Occupational Safety and Health
- Various other courses on Management and Specialist areas
- Instructors and assessors courses - various
- Various skills courses

c) **National Examination Board in Occupational Safety and Health (NEBOSH)**

Dominion Way
Meridian Business Park
Leicester LE3 2QW
Tel: (0116) 263 4700
Fax: (0116) 282 4000
Email: info@nebosh.org.uk

NEBOSH offers various qualification courses and may be able to help with details of training providers in the area.

d) **North Warwickshire and Hinckley College**

Hinckley Road
 Nuneaton CV11 6BH
 Tel: (024) 7632 2912
 Fax: (024) 7632 9056

The college can organise specific safety-based training

e) **Other Colleges**

Other education colleges in the area may also be able to offer safety training, eg.

i) Coventry Technical College
 The Butts
 Coventry CV1 3GD
 Tel: (024) 7652 6700

ii) Warwickshire College
 Moreton Morrell Centre
 Moreton Morrell
 Warwickshire
 CV35 9BL
 Tel: (01926) 318000

This college offers training for the agricultural/horticultural sector.

f) **First Aid Training**

<p>i) British Red Cross 6 Warwick New Road Leamington Spa Tel: (01926) 832446</p>	<p>ii) St John Ambulance NAC, Stoneleigh Warwickshire Tel: (01926) 832446</p>
--	--

Information on other approved first aid training providers can be obtained from the HSE Area Office.

g) **Open Learning Packages**

There are a number of suppliers of open learning packs on health and safety including:

i) COTU at Coventry Technical College
 The Butts
 Coventry
 CV1 3GD Tel: (024) 7652 6700

COTU offer a two level package

- a) Working Safely
- b) Managing Safely

Ref:

Intro

May 2002

- iii) 80/20 Training Limited
 31 Linford Forum
 Rockingham Drive
 Milton Keynes
 MK14 6LY Tel: (01908) 201877

8. Miscellaneous/General

- a) British Safety Council
 National Safety Centre
 Chancellors Road
 London
 W6 9RS Tel: 020 8741 1231
 website: www.britsafe.org
- b) Trades Union Congress
 Congress House
 Great Russell Street
 London
 WC1B 3LS Tel: 0207 636 4030
 website: www.tuc.org.uk
- c) Confederation of British Industry
 Centre Point
 103 New Oxford Street
 London
 WC1A 1DA Tel: 020 7379 7400
 website: www.cbi.org.uk
- d) The Institute of Occupational Safety and Health
 The Grange
 Highfield Drive
 Wigston
 Leicestershire
 LE18 1NN Tel: (0116) 257 3100
 website: www.iosh.co.uk
- e) British Standards Institution
 389 Chiswick High Road
 London
 W4 4AL Tel: 020 8996 9000
 website: www.bsi-global.com

Ref:

Intro

May 2002

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 12 of 17

WHAT TO EXPECT WHEN A HEALTH AND SAFETY INSPECTOR CALLS

A brief guide for business, employees and their representatives

ABOUT THIS LEAFLET

This leaflet is intended for those in business who have duties under health and safety law (dutyholders), for example employers and those in control of workplaces. It explains what you can expect when a health and safety inspector calls at your workplace.

It also tells employees and their representatives what information they may expect from an inspector during a visit.

WHO ENFORCES HEALTH AND SAFETY LAW?

Health and safety law is enforced by inspectors from the Health and Safety Executive or by inspectors from your local authority. Further details are given in the leaflet *The Health and Safety Executive - working with employers*.

Inspectors have the right to enter any workplace without giving notice, though notice may be given where the inspector thinks it is appropriate. On a normal inspection visit an inspector would expect to look at the workplace, the work activities, your management of health and safety, and check that you are complying with health and safety law. The inspector may offer guidance or advice to help you. He/she may also talk to employees and their representatives, take photographs and samples, serve improvement notices and take action if there is a risk to health and safety that needs to be dealt with immediately.

ENFORCING HEALTH AND SAFETY LAW

If the inspector finds a breach of health and safety law, the inspector will decide what action to take. The action will depend on the nature of the breach and be based on the principles set out in the Health and Safety Commission's *Enforcement Policy Statement*. The inspector should provide employees or their representatives with information about any action taken, or which is necessary for the purpose of keeping them informed about matters affecting their health, safety and welfare.

Inspectors may take enforcement action in several ways to deal with a breach of the law:

INTRODUCTION

Ref:

Intro

May 2002

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 13 of 17

Informal

Where the breach of the law is relatively minor, the inspector may tell the dutyholder, for example the employer or contractor, what to do to comply with the law, and explain why. The inspector will, if asked, write to confirm any advice.

Improvement Notice

Where the breach of the law is more serious, the inspector may issue an improvement notice to tell the dutyholder to do something to comply with the law. The inspector will discuss the improvement notice and, if possible, resolve points of difference, before serving it. The notice will say what needs to be done, by when and why. The time period within which to take the remedial action will be at least 21 days, to allow the dutyholder time to appeal to an Employment Tribunal if they so wish (see 'Appeals' below). The inspector can take further legal action if the notice is not complied with within the specified time period.

Prohibition Notice

Where an activity involves, or will involve, a risk of serious personal injury, the inspector may serve a prohibition notice prohibiting the activity immediately or after a specified time period, and not allow it to be resumed until remedial action has been taken. The notice will explain why the action is necessary. The dutyholder will be told in writing about the right of appeal to an Employment Tribunal (see 'Appeals' below).

Prosecution

In some cases the inspector may consider that it is also necessary to initiate a prosecution. Decisions on whether to prosecute are informed by the principles in the HSC's *Enforcement Policy Statement*. Health and Safety law gives the courts considerable scope to punish offenders and to deter others. For example, a failure to comply with an improvement or prohibition notice, or court remedy order, carries a fine of up to £20,000, or 6 months imprisonment, or both. Unlimited fines, and in some cases imprisonment, may be imposed by higher courts.

APPEALS

A dutyholder will be told in writing about the right of appeal to an Employment Tribunal when an improvement or prohibition notice is served. Advice on the appeal mechanism is also explained on the reverse of the notice. The dutyholder will be told:

- how to appeal, and given a form with which to appeal;
- where and within what period an appeal may be brought; and
- that the remedial action required by an improvement notice is suspended while an appeal is pending.

Ref:**Intro****May 2002**

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 14 of 17

INFORMATION TO EMPLOYEES OR THEIR REPRESENTATIVES

During a normal inspection visit, an inspector will expect to check that those in charge, e.g. employers, have arrangements in place for consulting and informing employees or their representatives, for example safety representatives, about health and safety matters. Such arrangements are required by law.

An inspector will meet or speak to employees or their representatives during a visit, wherever possible, unless this is clearly inappropriate because of the purpose of the visit. When they meet, employees or their representatives should always be given the opportunity to speak privately to the inspector, if they so wish.

The inspector will provide employees or their representatives with certain information where it is necessary for the purpose of keeping them informed about matters affecting their health, safety and welfare. This information relates to the workplace or activity taking place there, and action that the inspector has taken or proposes to take. The type of information that an inspector will provide includes:

- matters which an inspector considers to be of serious concern;
- details of any enforcement action taken by the inspector; and
- an intention to prosecute the business (but not before the dutyholder is informed)

Depending on the circumstances, the inspector may provide this information orally or in writing.

COMPLAINTS

This leaflet sets out what you can expect when a health and safety inspector calls at your workplace. If you have a complaint that these procedures have not been followed, then you can contact the inspector's manager to discuss the matter.

If the inspector is from a **local authority** you can contact the inspector's manager and ask for your complaint to be investigated, as follows:

Steve Moore, Head of Food & Occupational Safety
Tel: 024 7637 6138
Fax: 024 7637 6214
Email: steve.moore@nuneatonandbedworth.gov.uk

INTRODUCTION

Ref:

Intro

May 2002

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 15 of 17

If you are still not satisfied, you can use the local authority's formal complaints procedure. You can also contact HSE's Local Authority Unit, which will see that your complaint is followed up promptly and fairly with the local authority. If it is unable to resolve the problem, it will report the matter to the Health and Safety Commission. In cases of maladministration you can also make a complaint to the Local Government Ombudsman in England, Scotland or Wales.

If the inspector is from another enforcing authority, you can contact the inspector's manager and ask for your complaint to be investigated. If you are still not satisfied you can contact the Director General of HSE.

The Director General of HSE or the Head of the Local Authority Unit, can be contacted in writing at the Health and Safety Executive, Rose Court, 2 Southwark Bridge, London, SE1 9HS.

Ref:**Intro****May 2002**

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 16 of 17

HOW TO FIND OUT MORE ABOUT HEALTH AND SAFETY LAW AND HOW IT IS ENFORCED

More information, including what business must do by law, can be found in these free leaflets:

An introduction to health and safety - INDG259

www.hse.gov.uk/pubns/indg259.pdf

Health and safety regulation - a short guide - HSC13

www.hse.gov.uk/pubns/hsc13.htm

The Health & Safety Executive - working with employers - HSE26

The Health and Safety Executive and you - HSE25

The Health and Safety Commission's enforcement policy statement - MISC030

<http://213.212.77.20/misc030.htm>

The Health and Safety Executive produce a large number of free and priced publications to help you comply with the law. A free catalogue and the publications available are available by mail order from:

HSE Books
PO Box 1999
Suffolk CO10 6FS
Tel: 01787 881165
Fax: 01787 313995

You can obtain more information and advice from:

Health and Safety Executive Infoline
Caerphilly Business Park
Caerphilly
South Wales CF83 3GG
Tel: 08701 545 500
Fax: 02920 859 260
Open: 8.00am to 6.00pm - Monday to Friday
Email: hseinformationsservices@natbrit.com

Local authorities may produce their own further information on enforcing health and safety.

Your enforcing authority is:

Nuneaton and Bedworth Borough Council
Environmental Health Services
Council House
Coton Road
Nuneaton CV11 5AA
Tel: (024) 7637 6376
Fax: (024) 7637 6214
Email: env.health@nuneatonandbedworth.gov.uk

INTRODUCTION

Ref:

Intro

May 2002

Reproduced by permission of the Health and Safety Executive

ORIGINAL ISSUE DATE: October 1997	ISSUE No: 4	ISSUE DATE: May 2002
SECTION: Introduction		PAGE No. 17 of 17