



**DON'T GET BLOOD ON YOUR HANDS**  
Helping you understand safer business driving



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## LEGISLATION

HSE (Health and Safety Executive) guidelines make it clear that health and safety law applies to driving-related work activity in the same way that it applies to any other work activity. This means that the risks should be managed as part of your health and safety system or policy.

### **For more information visit:**

[www.orsa.org.uk](http://www.orsa.org.uk) (Occupational Road Safety Alliance)

[www.dft.gov.uk](http://www.dft.gov.uk) (Department for Transport)

[www.thinkroadsafety.gov.uk](http://www.thinkroadsafety.gov.uk) (Government Think! road safety campaign)

### **Recommended reading:**

#### **Driving at work. Managing work-related road safety.**

Available from the Health and Safety Executive,  
Tel: 01787 881165, website: [www.hse.gov.uk](http://www.hse.gov.uk)

#### **Managing road risk. An introductory guide for employers.**

Available from Brake,  
Tel: 01484 559909, e-mail: [brake@brake.org.uk](mailto:brake@brake.org.uk) or  
[fleetsafetyforum@brake.org.uk](mailto:fleetsafetyforum@brake.org.uk), website: [www.brake.org.uk](http://www.brake.org.uk)

#### **Managing occupational road risk.**

Available from Royal Society for the Prevention of Accidents,  
Edgbaston Park, 353 Bristol Road, Birmingham B5 7ST  
Tel: 0121 248 2000, website: [www.rospea.org.uk](http://www.rospea.org.uk)

Based on information produced by the Health & Safety Executive (HSE)  
and the Department for Transport (DfT).



 **LEGISLATION**

Health and Safety at Work Act 1974

 **KEY REQUIREMENTS**

As an employer you are responsible for the safety of your employees when they're at work, regardless of the type or size of your business.

You also have a duty of care to others who may be affected by your business activities. If your employees drive as part of their work, this applies to all other road users.

Management of Health and Safety at Work Regulations 1999

As an employer you are required to carry out risk assessments; make arrangements to implement any necessary measures; appoint competent people; and provide appropriate information and training.

The Workplace (Health, Safety and Welfare) Regulations 1992

These regulations cover a wide range of basic health, safety and welfare issues, including traffic routes for vehicles within the workplace

Road Traffic Act supported by the Highway Code

It is an offence for an organisation to set driver schedules that could cause employees to break speed limits, or to offer payment reward schemes that encourage them to do so.

The Highway Code applies to all road users and includes information on signs and markings, other road users, the law and driving penalties.

Corporate manslaughter - did you know that a company could be prosecuted for manslaughter committed as a result of its operations?

Businesses, directors and managers can face criminal prosecution in the event of an employee being involved in a road crash. If an employee feels that the workload, vehicle condition or lack of care shown towards them by employers is unacceptable, then they may choose to start civil proceedings against the company.

**If an employee is involved in a crash as a result of:**

- being unfit to drive. (for example, if they are drink driving the morning after a night out.)
- fatigue through working long hours
- speeding to meet impossibly tight deadlines
- driving a vehicle that is not roadworthy
- lack of training

**THE POLICE, ALONG WITH OTHER AUTHORITIES, COULD PROSECUTE YOU, AS AN EMPLOYER, UNDER HEALTH AND SAFETY LAW.**

Contact City of York Council's road safety team by emailing [road.safety@york.gov.uk](mailto:road.safety@york.gov.uk) or telephoning 01904 551331



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