

12 questions for an oral check (answers from law and HSE)

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1. **Who must provide health and safety training?** – The employer (HSWA s. 2(2)(c)).
2. **When must training be given?** – On recruitment and when exposed to new or increased risks (MHSWR reg. 13).
3. **During what time?** – During working hours (reg. 13(4)).
4. **Must training be repeated?** – Periodically where appropriate (reg. 13(3)).
5. **What is the first step for manual handling?** – Avoid hazardous manual handling so far as is reasonably practicable (MHOR reg. 4).
6. **And if it cannot be avoided?** – Assess it and reduce the risk to the lowest level reasonably practicable (MHOR reg. 4).
7. **Who enforces health and safety law?** – HSE and local authorities.
8. **Who decides first-aid provision?** – The employer, based on an assessment of needs (First-Aid Regulations 1981).
9. **What must employees be told about risks?** – Comprehensible and relevant information on risks and preventive measures (MHSWR reg. 10).
10. **Maximum fine in the Crown Court?** – Unlimited (HSWA s. 33).
11. **Can imprisonment apply?** – Yes, for certain offences, up to 2 years on indictment.
12. **Does the UK Manual Handling course include a practical part?** – No.

Sources (2026-10-06): – Health and Safety at Work etc. Act 1974, s. 2 ([legislation.gov.uk](https://www.legislation.gov.uk)):
<https://www.legislation.gov.uk/ukpga/1974/37/section/2> – HSWA 1974, s. 33 Offences ([legislation.gov.uk](https://www.legislation.gov.uk)):
<https://www.legislation.gov.uk/ukpga/1974/37/section/33> – Management of Health and Safety at Work Regulations 1999, reg. 13 ([legislation.gov.uk](https://www.legislation.gov.uk)): <https://www.legislation.gov.uk/uksi/1999/3242/regulation/13> – Manual Handling Operations Regulations 1992, reg. 4 ([legislation.gov.uk](https://www.legislation.gov.uk)): <https://www.legislation.gov.uk/uksi/1992/2793/regulation/4> – Health and Safety (First-Aid) Regulations 1981 ([legislation.gov.uk](https://www.legislation.gov.uk)): <https://www.legislation.gov.uk/uksi/1981/917>

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