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STATUTORY INSTRUMENTS

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**1999 No. 3242**

**The Management of Health and  
Safety at Work Regulations 1999**

**Capabilities and training**

**13.**—(1) Every employer shall, in entrusting tasks to his employees, take into account their capabilities as regards health and safety.

(2) Every employer shall ensure that his employees are provided with adequate health and safety training—

- (a) on their being recruited into the employer's undertaking; and
- (b) on their being exposed to new or increased risks because of—
  - (i) their being transferred or given a change of responsibilities within the employer's undertaking,
  - (ii) the introduction of new work equipment into or a change respecting work equipment already in use within the employer's undertaking,
  - (iii) the introduction of new technology into the employer's undertaking, or
  - (iv) the introduction of a new system of work into or a change respecting a system of work already in use within the employer's undertaking.
- (3) The training referred to in paragraph (2) shall—
  - (a) be repeated periodically where appropriate;
  - (b) be adapted to take account of any new or changed risks to the health and safety of the employees concerned; and
  - (c) take place during working hours.