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STATUTORY INSTRUMENTS

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**1999 No. 3242**

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

**Citation, commencement and interpretation**

1.—(1) These Regulations may be cited as the Management of Health and Safety at Work Regulations 1999 and shall come into force on 29th December 1999.

(2) In these Regulations—

“the 1996 Act” means the Employment Rights Act 1996(1);

“the assessment” means, in the case of an employer or self-employed person, the assessment made or changed by him in accordance with regulation 3;

“child”—

(a) as respects England and Wales, means a person who is not over compulsory school age, construed in accordance with section 8 of the Education Act 1996(2); and

(b) as respects Scotland, means a person who is not over school age, construed in accordance with section 31 of the Education (Scotland) Act 1980(3);

“employment business” means a business (whether or not carried on with a view to profit and whether or not carried on in conjunction with any other business) which supplies persons (other than seafarers) who are employed in it to work for and under the control of other persons in any capacity;

“fixed-term contract of employment” means a contract of employment for a specific term which is fixed in advance or which can be ascertained in advance by reference to some relevant circumstance;

“given birth” means delivered a living child or, after twenty-four weeks of pregnancy, a stillborn child;

“new or expectant mother” means an employee who is pregnant; who has given birth within the previous six months; or who is breastfeeding;

“the preventive and protective measures” means the measures which have been identified by the employer or by the self-employed person in consequence of the assessment as the measures he needs to take to comply with the requirements and prohibitions imposed upon him by or under the relevant statutory provisions and by Part II of the Fire Precautions (Workplace) Regulations 1997(4);

“young person” means any person who has not attained the age of eighteen.

(3) Any reference in these Regulations to—

(a) a numbered regulation or Schedule is a reference to the regulation or Schedule in these Regulations so numbered; or

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(1) 1996 c. 18.

(2) 1996 c. 56.

(3) 1980 c. 44.

(4) S.I. 1997/1840; amended by S.I. 1999/1877.

- (b) a numbered paragraph is a reference to the paragraph so numbered in the regulation in which the reference appears.