

Hazards and Risks

A **hazard** is anything that has the potential to cause harm or injury to others

A **risk** is the possibility of the hazard causing harm or injury

A **control measure** is any procedure put in place to reduce the possibility of the hazard causing harm or injury

Hazards surround us in our daily life and we are constantly taking measures to prevent any harm coming to ourselves and others. We should be just as vigilant in our own place of work to make it a safe place for everyone.

Example: The Hazards, Risks and Control Measures when going for a swim

The swimming pool is a **hazard** because of the depth of water

The **risks** you take are that you may drown or you may fall on the slippery surface around the pool and cause yourself an injury

The **control measures** you can take to prevent drowning are to learn to swim or wear a float.

The **control measure** you can take to prevent slipping is to walk rather than run around the pool.

The **control measures** the owner of the pool could take would be to have a lifeguard in place, to have someone mopping the wet floor and providing signs for safe use of the pool.

The Health and Safety at Work etc Act 1974

This Act encompasses many of the relevant health and safety guidelines in the UK. It states that the employer should ensure the health, safety and welfare of all employees, so far as is reasonably practical and others who may enter the premises. They must ensure the welfare at work of all employees by providing a safe environment in which to work, ensuring products are safe to use, providing training in health and safety and maintaining the place of work including access and exits. They should also provide a health and safety policy that sets out their objectives for health and safety and make this freely available to all and updated as required.

The Electricity at Work Regulations 1989

The Electricity at Work Regulations apply to all work places and the electrical equipment used in them. They require precautions to be taken against the risk of death or personal injury from electricity in work activities. Electrical equipment must be suitable for the use for which it is provided, well maintained and checked regularly by a qualified person.

As an employee, you must co-operate with your employer and follow company policy in relation to using electrical equipment correctly according to the manufacturers' instructions and storing electrical it safely when not in use.

Personal Protective Equipment at Work Regulations 1992

These regulations are in place to make sure that the employer provides the required personal protective equipment for their employees to use at work, should the need arise. The role of the therapist includes contact with hazardous substances for providing treatments and maintaining the salon. They may include: hot wax for depilation, resins for nail extensions, essential oils for massage or cleaning fluids for hygiene purposes. When providing treatments such as laser hair removal then the eyes must also be protected from harm. They all have the potential to cause harm therefore the correct PPE must be provided by the employer and worn by the therapist.



The personal protective equipment that should be available for you includes:

- Gloves
- Apron
- Face mask
- Goggles

Control of Substances Hazardous to Health Regulations (COSHH) 2002



These regulations ensure that a business uses, transports, stores and disposes of hazardous substances safely. There are many substances used in beauty salons and spas that pose a **risk** to health. Under the COSHH regulations, the employer must carry out a **risk** assessment on all the substances that their employees or others come into contact with and then provide control measures that will be most effective in protecting everyone.

Cosmetic Products (Safety) Regulations 2008



These regulations were implemented in the UK as a result of European directives and they are specifically concerned with the ingredients that are contained within cosmetics, skin, hair and body care products and their safe use. The regulations state that products supplied must comply with the UK Cosmetic Products (Safety) Regulations.

“Cosmetic product” means any substance or preparation intended to be placed in contact with the external parts of the human body including; the epidermis, hair system, nails, lips and external genital organs or with the teeth and the mucous membranes of the mouth for the purpose of; cleaning them, perfuming them, changing their appearance, correcting body odours, protecting them, or keeping them in good condition. Every cosmetic

susancressy

spa & beauty therapy in practice

product requires a safety assessment carried out by a suitably qualified European professional. This assessment will provide part of the product information on the product itself, on the packaging or an insert inside the pack. Other details relate to quality, quantity, ingredient specifications, methods of manufacture and data relating to undesirable effects that may occur.

- The labelling must include:
- An address in Europe where the product information is available
- A full ingredients list
- Name and address of manufacturer or supplier
- Country of origin
- Best before date or periods after opening
- Warning statements or precautions
- Batch number or lot code
- Product function

In addition labels must be clear and easy to read, the declared weights and measures must be accurate and for products supplied in the UK the following statements MUST be in English although the addition of other languages is allowed:

- Warning statement
- Precautionary information
- Best before date for minimum durability
- Months and Years when indicating the time period after opening

Manual Handling Operations Regulations 1992

These regulations are concerned with the way we lift, carry and move things from place to place.

The employer has specific responsibilities under these regulations and this includes assessing the risks when manually handling loads.

The employer must carry out a risk assessment and look at the following:

- The task to be undertaken
- The capabilities and limitations of the staff (e.g. pregnant women, young people)
- The type and size of load to be handled
- The working environment for hazards that may impede the movement of goods.

Once the risks have been assessed, the employer should make sure that all staff have thorough training to ensure they can carry out their duties without causing harm to themselves or others.

The Workplace (Health, Safety and Welfare) Regulations 1992

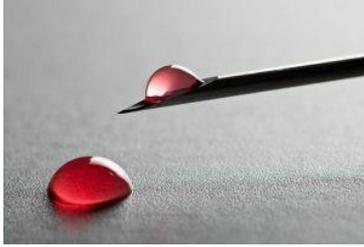
These regulations provide the employer with an approved code of practice for maintaining a safe and secure working environment for all including people with disabilities. The employer must provide adequate welfare facilities that will include:

Temperature – should be comfortable for the type of work carried out, the clothing worn and environmental factors. For sedentary work in an office for example the temperature should be at least 16°C. If work involves physical exertion it should be at least 13°C.

Ventilation – should be adequate with fresh clean air drawn from an outside source and circulated throughout the workplace. If the workplace contains fumes or dust as a result of activity then additional measures should be taken to ensure adequate ventilation.

Lighting – must be sufficient for the work undertaken. In a salon dimmer switches and controlled lighting in each room or work area are ideal for the change in activity that may require more or less light. The lighting provided must be sufficient to ensure safety for all.

Cleanliness – workplace, furniture, fixtures and fittings should be clean and well maintained



Waste disposal – all waste must be disposed off in the correct receptacle using the correct method; ordinary waste in a plastic lined bin with a lid, contaminated waste in a yellow bag to be collected by a licensed waste disposal company and sharps such as broken glass, needles etc. to be placed in a Sharps box for removal by a licensed

company.

Work space – there should be sufficient space to allow ease of movement, work areas must be suitable for the activity, chairs must provide sufficient support, be adjustable or foot rests provided for those whose feet do not touch the floor.

Sanitary facilities – should be suitable, sufficient in number for the employees and clients, clean, adequately ventilated, lit and well maintained. Washing facilities include hot and cold water, soap and clean towels or other means of cleaning and drying. There should be separate facilities for men and women. An adequate supply of drinking water should be available.

Changing facilities – secure storage space should be provided for employee's personal belongings particularly if they have to change into special work wear. They should ensure the privacy of the user and should be easily accessible in relation to the workplace.

Facilities for rest and food – these should be suitable and sufficient for the number of employees. Seats should be adequate and available for breaks with the number of tables required. Smoking is not allowed.

The Provision and Use of Work Equipment Regulations 1998

Under these regulations an employer must prevent or control the risks to health and safety from any equipment used at work. This includes both new and second-hand equipment. The regulations state that the equipment used at work must be:

- In good working condition
- Used for the purpose for which it is intended.
- Inspected on a regular basis, by a competent (qualified) person and records kept.
- Used only by people who have been instructed or trained to use it safely.

It is every employee's responsibility to make sure that any equipment they use at work is cleaned before and after use, stored safely and used according to the manufacturer's or employers instructions.

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 1995

Under these regulations, your salon must report any injuries, diseases and dangerous occurrences (happenings) to the Health and Safety Executive (HSE). They include:

- Deaths arising from a work related incident or in connection with work
- Major injuries such as; chemical or metal burns, fractures, sprains and dislocations, amputation, loss of sight, unconsciousness from asphyxia or exposure to harmful substances, or other injury that may require resuscitation or admittance to hospital for more than 24 hours.

From 6th April 2012 it will be a requirement that you report an absence of more than seven consecutive days if an employee has been incapacitated as a result of a work related activity. The report must be lodged within 15 days of an accident.

- Reportable dangerous occurrences for example; explosion, electrical short circuit causing a fire, skin diseases such as occupational dermatitis and skin cancer, lung disease such as asthma, infections such as legionnaire's disease and other conditions such as musculoskeletal disorders.
- To make a report go to www.hse.gov.uk/riddor

Using electrical equipment safely.

There are many occasions in a salon or spa when you may use electrical appliances.

Electricity can kill so it is important to follow some simple rules:

- Only use electrical equipment for its intended purpose this should reduce the risk of injury.
- Before using any piece of electrical equipment, make sure you have received training or instruction on how to use it. If you know how to use the equipment safely, the risk of accidents becomes less.
- Check an appropriate person (qualified electrician) has tested the equipment so you know it is safe to use.
- Visually check each piece of equipment before use, check the plugs and sockets are not cracked or broken as you could be electrocuted if you touch something live.
- Make sure the flex isn't worn or that bare wires are showing.
- Do not use too many electrical appliances from one socket, this could lead to overloading and possibly fire.
- Make sure infra red lamps or wax machines are cool before storing them away.
- Electrical appliances should be switched off and unplugged after use.
- Faulty electrical equipment must be removed from use, labelled as faulty and reported to the relevant person.
- If your salon policies differ in any way to those of the manufacturer, you must report it to your employer or designated person immediately, as there could be significant risk