


Guidance: New health & safety requirements

Dear Ladies and Gentlemen!

ALRUD experts have prepared this material for heads of companies, HR directors, compliance officers and heads of legal departments in connection with legislative amendment of Section X of the Russian Labour Code regarding the regulation of occupational health & safety (H&S) coming into force from **1 March 2022**. This guidance covers key changes, rights and obligations of employers under the new requirements.

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What's new and how to implement?

NEW EMPLOYER'S OBLIGATIONS	
Register microtraumas and consider their causes	Microtraumas should be registered upon employees' appeals. Recommendations are established by the Russian Ministry of Labour (please see the link).
Suspend employees in case of non-usage of personal protective equipment (PPE)	If such PPE is mandatory and work is performed with harmful/hazardous working conditions, in special temperature conditions.
Suspend work if working conditions are hazardous (IV class) upon results of a special assessment	Work must be suspended until the class of working conditions is reduced upon results of an unscheduled special assessment.
	Employees must be provided with another job or retain their position and average salary for the period of downtime.
Conduct an unscheduled knowledge check on H&S and update local policies until 1 March 2022	The Ministry of Labour clarified* that employers shall check knowledge of new rights and obligations of employees, as well as to update instructions for H&S and information materials.

NEW RULES AND RIGHTS	
New exemplary policy on Occupational H&S Management System	Employers should amend the respective local policy to reflect new "basic" contents and provisions (see the link).
Rules for informing employees about their labour rights, including the right to a safe working conditions and H&S	The Ministry of Labour developed methods for informing employees about labour rights (see the link). It is advisable to check if obligatory info-materials are in place and adopt missing ones.
Employer is entitled to conduct a self-check of compliance with labour law requirements	Establishment in the law is intended to remind employers of the opportunity to initiate an audit of H&S and other labour law requirements, eliminate identified violations themselves.
Video/audio or other recording of production processes allowed	Recording can be carried out in order to control the safety of production. It should be established in local policies with which employees shall be familiarized.
E-document workflow in H&S	Introducing electronic document workflow in the field of H&S will be possible subject to formalization in the local policy.

*Letters of the Ministry of Labour dated 29.12.2021 No. 15-2/OOG-3582 and 01.02.2022 No. 15-2/OOG-163

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We hope you find our guidance useful!

ALRUD specialists have extensive expertise and will be glad to provide any legal support regarding applicable H&S requirements, their adopting in local policies, implementing in practice and ensuring compliance with Russian law.