

**UNOFFICIAL TRANSLATION  
OF THE SAFETY AND HEALTH AT WORK LAW,  
LAW 89(I)/96**

**Editorial Note**

**Caution:** This translation refers to the original text of the Safety and Health at Work Law, Law 89(I)/96, and does not include the text of any subsequent Amending Laws.

**UNOFFICIAL TRANSLATION OF  
THE SAFETY AND HEALTH AT WORK LAW N. 89(I)/96**

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**UNOFFICIAL TRANSLATION OF THE  
SAFETY AND HEALTH AT WORK LAW N89(I)/96**

A law to provide for securing the safety, health and welfare of persons at work in all branches of economic activity and for the protection of any other person against risks to safety and health in connection with the activities of persons at work.

**PART I  
PRELIMINARY PROVISIONS AND INTERPRETATION**

Short title	1. This Law may be cited as the Safety and Health at Work Law of 1996.
Interpretation	2. (1) In this Law, unless the context otherwise requires, the following words or expressions shall have the meaning assigned to them -
Cap.134, 43/64, 32/72, 22/82, 25/89, 20/90, 220/91, 90(I)/96	“agriculture” has the meaning assigned by section 3 of the Factories Law, and “agricultural operations” shall be construed accordingly;  “article for use at work”, includes any plant or a component thereof designed for use or operation at work;  “bodily injury” includes harm to health  “building” includes a temporary or movable building;
Cap.134, 43/64, 32/72, 22/82, 25/89, 20/90, 220/91, 90(I)/96	“building operation” has the meaning assigned by section 73 of the Factories Law.  “contract of employment” means a contract of employment whether expressed or implied and, if expressed, whether oral or in writing and includes a contract of apprenticeship;  “contravention” includes, in relation to any provision, a failure to comply with that provision, and “contravene” shall be construed accordingly;
Cap.134, 48/64, 32/72, 22/82, 25/89, 20/90, 220/91, 90(I)/96	“dock works” has the meaning assigned by section 73 of the Factories Law.  “domestic premises” means premises used exclusively as a private dwelling (including any garden, yard, garage, parking place, outhouse or other auxiliary building or any other appurtenance of such premises or places which is not used in common by the occupants of more than one such dwelling), and “non-domestic premises” shall be construed accordingly;

“employee” means a person who works under a contract of employment, or a trainee or an apprentice and includes persons who, as inmates of institutions, carry out work entrusted to them and the expression “employment” shall be construed accordingly;

“employer” includes any person, who do not employ any other employed persons but he or she undertakes an economic activity or conducts his undertaking whether for purpose of gain or not;

“extracting industries” includes mines and quarries;

“extremely flammable” *in relation to substances*, means substances in a liquid state with an extremely low ignition point and a low boiling point, or gases which, under normal temperature and pressure ignite in the *atmosphere*;

Cap.134, 43/64,  
32/72, 22/82,  
25/89, 20/90,  
220/91, 90(I)/96

“factory” has the meaning assigned by section 2 of the Factories Law.

“flammable” in relation to substances, means liquid substances with a low ignition point;

“fume” includes gas or vapour;

“health”, in relation to work, means not only the absence of disease or infirmity but includes those physical, mental and psychological elements affecting health which are directly related to safety and hygiene at work ;

“highly flammable,” in relation to substances, means substances:

- which may heat up and finally ignite in the atmosphere under normal temperatures without an external supply of energy, or
- which, in a solid state, may readily ignite after a brief influence of an ignition source and which continue to blaze or burn after the withdrawal of such ignition source, or
- that have a very low ignition point when in a liquid state, or
- which, when in contact with water, or air of high humidity, release extremely flammable gases in dangerous quantities;

“ignition source,” includes hot surfaces, high intensity light, sparks and any other source capable of producing the required energy to cause an ignition;

“improvement notice” means a notice issued under section 45;

“inspector” means an inspector, appointed under section 40;

“maintained”, in relation to any plant, means maintained or

repaired to a standard of good and effective working order, and "maintenance" shall be construed accordingly;

"mine" means an excavation or system of excavations made for the purpose of, or in connection with, the extraction of minerals (whether in their natural state or in solution or suspension) or of products of minerals by means requiring persons to be employed underground whether full-time or part-time;

"Minister" means the Minister of Labour and Social Insurance and includes any Officer of the Ministry who is duly authorized by the Minister;

"outworker" means any person who is employed at a place that is not under the control of his employer;

"person" includes any body of persons corporate or incorporate;

"place of work" includes any place where there are, or there may be at any time, persons at work;

"plant" includes any fixed or movable machinery, equipment or appliances or parts thereof;

"premises" include:

- (a) any installation on or under land or offshore or any other installation whether floating or resting on the sea bed or lake bed or resting on land covered with water;
- (b) any tent or mobile structure and;
- (c) any vehicle, vessel or aircraft;

"prohibition notice" means a notice issued under section 46;

"quarry" means an excavation or system of excavations made for the purpose of, or in connection with, the extraction of quarry materials (whether in their natural state or in solution or suspension) or of products of quarry materials and which is not a mine or a well or a borehole or a well and borehole combined;

"risk" means risk of bodily injury;

"self-employed person" means a person who works for the purpose of gain or reward otherwise than under a contract of employment, whether or not he employs others;

"substance" means any natural or artificial substance or a mixture thereof whether in liquid or solid form, or in the form of gas or

vapour and includes micro-organisms;

“supply”, in relation to supplying articles, means supplying them by way of loan, sale, lease, hire or hire-purchase, whether directly or through an agent;

“undertaking” includes industrial or other activities, trade or other occupations;

“use at work ,” in relation to substances hazardous to health, means any activity at work which exposes persons to hazardous substances, and includes:

- (a) production or manufacture;
- (b) handling;
- (c) storage;
- (d) transport;
- (e) processing or disposing of substances hazardous to health;
- (f) release of substances hazardous to health due to activities at work and;
- (g) maintenance, repair and cleaning of equipment and tanks or pipes that previously contained substances harmful to health,

and the expression “to use at work” in relation to substances hazardous to health shall be construed accordingly;

“work” means work as an employee, or as a self-employed person or as an outworker and for this purpose –

- (a) an employed person is at work throughout the time when he is in the course of his employment, but not otherwise;
- (b) a self-employed person is at work throughout such time as he devotes to work as a self-employed person;
- (c) an outworker is at work throughout such time as he devotes to work as outworker and the expressions “work” and “at work” shall be construed accordingly;

“works of engineering construction” has the meaning assigned by section 3 of the Factories Law;

(2) Any reference to this Law includes a reference to this Law and regulations made thereunder.



Application of  
the Law

3.(1) Subject to the provisions of subsections (4), (5) and (6) below, this Law shall apply to workplaces.

(2) This Law shall apply and in any other case in which any undertaking or other activity is conducted for the purpose of gain.

(3) Subject to the provisions of subsection (1), this Law shall apply to any place where work is carried out by or on behalf of the Republic of Cyprus.

(4) This Law shall have no application in relation to a person who is employed as a domestic servant in a private household.

(5) With the exception of dock works, this Law shall not apply to persons at work when employed on sea-going vessels.

(6) This Law shall have no application on the Armed Forces of the Republic in relation to the members of the Armed Forces, but this provision does not affect the duties of the Armed Forces according to this Law in relation to other persons employed by them and in relation to other persons who may be affected by the work of persons employed by the Armed Forces.

(7) The Council of Ministers by Regulations may, having regard to public security needs, exempt any place of work or any category of persons at work from all or any provisions of this Law, for any period deemed necessary, provided that the safety and health of persons at work is otherwise adequately safeguarded.

## **PART II SAFETY AND HEALTH ORGANISATION**

Interpretation

4. For the purpose of this Part, unless the context otherwise requires:-

“Council” means the Safety and Health Council established under section 5;

“safety committee” means the committee established under section 8;

“safety officer” means the person appointed under section 10;

“safety representative” means the person elected under section 7;

“specified establishment” means every premises or workplace specified in an Order by the Minister.

Pancyprian  
Safety and  
Health Council

5.(1) The Minister may, by order published in the Official Gazette of the Republic establish a Safety and Health Council.

(2) The Council shall be under the chairmanship of the Minister and its members shall be appointed and their term of office shall be determined by an Order of the Minister published in the Official Gazette of the Republic.

(3) The Council shall have the following functions-

- (a) to advise the Minister on matters concerning the prevention of accidents.
- (b) to develop, propagate and maintain such activities as will influence, or create the conditions for, the improvement of the safety and health of workers and of the public in general.
- (c) to submit to the Minister from time to time proposals or suggestions with regard to the measures to be adopted and the better and more effective methods of work to be used for the purpose of securing the safety and health of workers.
- (d) to advise the Minister on matters concerning the making or the revision of Regulations under this Law in the light of the knowledge and experience acquired from the study of local conditions, international developments and technological progress.

Law 60 of 1988

(4) The members of the Pancyprian Safety and Health Council who have been appointed under the Safety of Places of Work Law will continue to be members of the Council, which is provided by this Section.

Application of  
sections 6 to 12

6.(1) Sections 6 to 12 shall apply to groups or categories of establishments, where five or more persons are employed by the same employer, which will be specified by the Minister by an Order in the Official Gazette of the Republic.

(2) The Minister may, by an Order, not require, in relation to any specified establishment, the application of any of the provisions of sections 6 to 12 or of Regulations made under section 12, or may in relation thereto apply such provisions with any amendments he deems fit, if he is satisfied that in such establishment there exist adequate special arrangements for the promotion of safety and health of the persons employed therein or if he is satisfied that due to special circumstances, such provisions cannot be applied.

Law 60 of 1988	(3) The groups or categories of establishments specified by Order of the Minister under section 3 of the Safety at Places of Work Law shall be deemed to have been specified for the purposes of this section.
Safety representative	7.(1) Where at any specified establishment the number of persons regularly employed by the same employer is below ten, a safety representative shall be elected by such persons.
Regulations 175 of 1988 Regulations 134 of 1997	(2) Safety representatives elected under the Safety Committees at Places of Work Regulations shall be deemed to have been elected under the Safety Committees at Work Regulations.
Safety committees	8.(1) Where at any specified establishment the number of persons regularly employed therein by the same employer is ten or more, a safety committee shall be established by such employer, the function of which shall be consultative.  (2) Where at any specified establishment there exists more than one department with ten or more persons regularly employed by the same employer in each such department, the said employer may establish a safety committee for each department.
Regulations 175 of 1988 Regulations 134 of 1997	(3) Safety committees established under the Safety Committees at Places of Work Regulations shall be deemed to have been established under the Safety Committees at Work Regulations.
Safety Committees at specified establishments where persons by other employer are employed	9. In any specified establishment where there is a safety representative or a safety committee and where less than five persons are employed by another employer, such safety committee or safety representative may act also for the employees of that other employer.
Safety officer	10. (1) At every specified establishment where the persons regularly employed therein by the same employer exceed two hundred in number, a safety officer, approved by the Minister shall be appointed by the employer to act on a full-time basis.  (2) The Minister may require an employer, who regularly employs at more than one specified establishments two hundred employees or more, to appoint a full-time safety officer.  (3) A safety officer must have adequate knowledge and experience in order to be able to control and manage all matters concerning the safety and health of the persons employed at the specified

establishment, to conduct inspections, to make recommendations and to organize lectures on subjects relating to safety and health at work.

Law 60 of 1988 (4) Safety officers appointed under section 7 of the Safety at Places of Work Law shall be deemed to have been appointed under this section.

Coalition of two or more specified establishments 11. The Minister may approve two or more specified establishments to be treated as one specified establishment for the purposes of the requirements of sections 6 to 12.

Regulations concerning representatives officers and safety committees 12.(1) The Council of Ministers may make Regulations in relation to the election or the appointment of safety representatives or safety officers or safety supervisors and for the establishment and operation of safety committees.

(2) Without prejudice to the generality of the preceding subsection (1), Regulations made under this section may-

(a) provide for the constitution, operation and functions of safety committees;

(b) provide for the method of election or, appointment of safety representatives or safety officers or safety supervisors, and

(c) specify or regulate every issue which needs or should be specified or regulated.

### **PART III DUTIES AND RESPONSIBILITIES**

General duties of employers 13.(1) It shall be the duty of every employer, so far as is reasonably practicable, shall ensure the safety, health and welfare at work of all his employees.

(2) Without prejudice to the generality of an employer's duties under the preceding subsection the matters to which that duty extends include in particular the following:

(a) the provision and maintenance of plants, systems and methods of work that are, so far as is reasonably practicable, safe and without risks to health;

(b) arrangements for ensuring, so far as is reasonably practicable, safety and absence of risks to health in connection with the use, handling, storage and transport of articles and substances;

- (c) the provision of such information, instruction, training and supervision to ensure, so far as is reasonably practicable, the safety and health at work of his employees;
  - (d) the maintenance of any place of work under the employer's control, including the means of access to and means of egress from it, in a condition that is, as far as is reasonably practicable safe and without risks to health;
  - (e) the provision and maintenance of a working environment for his employees that is, so far as is reasonably practicable, safe, without risks to health, and adequate as regards facilities and arrangements for their welfare at work.
- (3) The employer shall implement the measures referred to in subsections (1) and (2) above on the basis of the following general principles of prevention -
- (a) avoiding risks;
  - (b) evaluating the risks which cannot be avoided;
  - (c) combating the risks at source;
  - (d) adapting the work to the individual, especially as regards the design of workplaces as well as the choice of work equipment and the choice of work and production methods;
  - (e) adapting to technical progress;
  - (f) replacing the dangerous by the non-dangerous or the less dangerous;
  - (g) developing a coherent overall protection policy which covers technology, organization of work, working conditions, social relationships and the influence of factors related to the working environment;
  - (h) giving collective protective measures priority over individual protective measures;
  - (i) giving appropriate instructions to the workers.
- (4) Every employer shall take the measures necessary to ensure that the work equipment machines, machinery, equipment, devices and tools made available to persons at work are suitable for the work to be carried out or suitably adapted for that purpose as to ensure the safety and health of persons at work, during their use.

(5) Every employer shall conduct his undertaking or his activities in such a way and provide such information as to ensure, as far as is reasonably practicable, that persons not in his employment, who may be affected thereby, are not thereby exposed to risk.

(6) Where two or more employers are conducting their undertakings or their activities at any place of work, they shall co-operate with each other and with any self-employed persons using the same place of work, to ensure, so far as is practicable, the safety and health of all persons at work therein.

(7) No employer shall levy or receive or permit to be levied on or to receive from any of his employees any charge in respect of anything done or provided in pursuance of this Law.

(8) In this section the duty of every employer to ensure the health at work of all his employees shall include the duty, as far as is reasonably practicable, to protect the reproductive function of the employees and the duty to protect female employees during their pregnancy from hazards to the foetus and, for a sufficient time after childbirth, from hazards to them or to the newborn child during breast feeding.

(9) Subject to the provisions of section 15(3) every employer shall make suitable arrangements to enable his employees to report without delay to their immediate superior any matter which they reasonably believe presents an imminent and serious risk to their life or health. Until the employer takes corrective measures, if they are considered necessary, he shall not require his employees to return to work, for which imminent and serious risk to life or health continues to exist and he cannot any unjustified sanctions on them.

(10) Every employer shall consult with his employees or their representatives with a view to making and maintaining arrangements for effective cooperation in promoting and implementing measures to ensure safety, health and welfare of the employees.

Duties of self-employed persons

14.(1) Every self-employed person shall conduct his activities in such a way as to ensure, as far as is reasonably practicable, that he and other persons not being his employees, who may be affected thereby, are not thereby exposed to risk to their safety and health.

(2) Every self-employed person shall furnish to persons, who may be affected by his activities, such information as regards the manner in which he conducts his undertaking or his activities as to ensure, so far as reasonable practicable, that these persons are not exposed to risk to their safety or health.

(3) Where two or more self-employed persons conduct their undertakings or their activities at any place of work, they shall co-operate with each other or with any employers using the same place of work to ensure, so far as is reasonably practicable, the safety and health of all persons at work therein.

Duties of employees

15.(1) Every employee while at work shall-

- (a) take reasonable care to ensure the safety and health of himself and of other persons who may be affected by his acts or omissions at work;
- (b) co-operate with his employer in the discharge of any requirement or duty imposed upon the employer under this Law;
- (c) use the protective equipment or clothing provided by the employer in accordance with the provisions of this Law.

(2) No person shall intentionally or recklessly interfere with or misuse anything provided for the safety, health and welfare of himself or other persons at work.

(3) Subject to the provisions of section 13(9) where an employee has reasonable cause to believe that there exists a condition which creates imminent and serious risk to the life or health of himself or other person, which he cannot himself remove, he shall forthwith report this to his employer or to his immediate superior.

Duties of persons to persons other than their employees

16.(1) Every person, who has, to any extent, control of non-domestic premises which are made available as places of work to persons not being in his employment, or has control of the means of access there to or egress therefrom or has the control of any plant or substance in such premises, shall take such measures, as to ensure, so far as is reasonably practicable, that the premises, all means of access thereto or egress therefrom and any plant or substances in the premises or, as the case may be, provided for use therein, are safe and without risks to health.

(2) Where a person has, by virtue of any contract or tenancy, an obligation of any extent-

- (a) in relation to the maintenance, alteration or repair of any premises to which sub-section (1) applies or any means of access thereto or egress therefrom; or
- (b) in relation to the safety of or to the protection against risks to health arising from plant or substances present in any such premises,

that person shall be treated, as being a person who has the duties referred to in subsection (1) and has control of those premises or means of access there or egress there from, or substances related to his duties referred to in paragraphs (a) and (b).

Duties of designers, manufacturers, importers and others

17.(1) Every person who designs, manufactures, imports, supplies, leases or displays any article for use at work or any article for use in non-domestic premises for conducting an undertaking or for the purpose of gain shall-

- (a) ensure, so far as is reasonably practicable, that the article is so designed and constructed as to be safe and without risks to health, at all times when it is installed, being set, used, cleaned or maintained by a person at work or when it is used in non domestic premises for conducting any undertaking or for the purpose of gain;
- (b) carry out or arrange for the carrying out of such testing and examination, as may be necessary, to fulfil the duties imposed on him by the preceding paragraph (a);
- (c) take such steps to secure that persons supplied by that person with the article, are provided with adequate information about the use for which the article is designed or has been tested and about any conditions necessary to ensure that it will be safe and without risks to health at all such times as are mentioned in paragraph (a) above and when it is being dismantled or disposed of; and
- (d) take such steps to ensure, so far as is reasonably practicable, that persons so supplied, are provided with all such revision of information, provided to them by virtue of the preceding paragraph (c) so that anything that creates a serious risk, is known to them.

(2) Every person who assembles or installs any article for use at work or any article that is used in non-domestic premises for the purpose of conducting an undertaking or for the purpose of gain, shall ensure, so far as is reasonably practicable, that the article as it was assembled or installed, does not create a risk when it is used, set up, cleaned or maintained.

(3) Every person who manufactures, prepares, imports or supplies any substance shall –

- (a) ensure, so far as is reasonably practicable, that the substance will be safe and without risks to health when it is being used, handled, processed, stored or transported by any person at work;



(b) carry out or arrange for the carrying out of such testing and examination, as may be necessary, to fulfil the duties imposed on him by the preceding paragraph (a);

(c) take such steps as to secure that adequate information will be provided to the persons to whom he supplied the substances about any risks due to the properties of the substances, about the results of any tests which have been carried out on or in connection with the substance, and about any conditions necessary to ensure that the substances are safe and without risks to health at all such times as are mentioned in paragraph (a) above and when the substance is being disposed into the environment ; and

(d) take such steps, as to ensure, so far as is reasonably practicable, that persons to whom he supplied the substance are provided with all such revisions of information provided to them by virtue of the preceding paragraph (c) so that anything which creates a serious risk is known to them.

(4) Nothing in the preceding provisions of this section shall be taken as requiring a person to repeat any testing or examination which has been carried out otherwise than by him or at his instance, in fulfilment of his obligations in accordance with these provisions.

#### **PART IV HEALTH AND WELFARE – GENERAL PROVISIONS**

**Exemptions** 18.(1) The provisions of this part shall apply to all the places of work except to the following places -

(a) means of transportation and places of work within such means of transportation,

(b) building sites and works of engineering construction;

(c) fishing vessels;

(d) fields, forests and other land where agricultural works are carried on, other than the buildings of the undertakings thereon.

Provided that such duties for health and welfare in places of work, which are excluded from this section, shall be imposed with Regulations which will be issued under section 38 of this Law.

**Cleanliness** 19. Every place of work shall be kept clean and free of effluvia arising from any drain, sanitary convenience or other source of annoyance.

Overcrowding	20. Every place of work shall not, be so overcrowded as to cause risk of injury to the health of persons working therein. For the purposes of this section, in determining whether any place of work is overcrowded, regard shall be given not only to the number of persons who are expected to work therein but also to the space taken up by plant, furniture, equipment, utensils and other objects similar to those mentioned above.
Ventilation and temperature	<p>21.(1) Effective and suitable provision shall be made for securing and maintaining adequate ventilation in each place of work by natural or artificial circulation of fresh air which shall have a suitable temperature and relative humidity.</p> <p>(2) Effective and suitable provision shall be made, so far as is reasonably practicable, for securing and maintaining suitable climatic conditions in every place of work. The systems or the plant used for such purposes, shall operate in such a way as to prevent the escape in the atmosphere of the place of work of any fumes, substances or micro-organisms of such nature or concentration as may be harmful to the health of or annoying to persons at work.</p>
Lighting	22. Effective provisions shall be made for securing and maintaining in every part of the place of work, where persons are working or passing, including sanitary conveniences, washing facilities, areas where clothing is kept, changing rooms or places where meals are taken, sufficient and suitable lighting, whether natural or artificial.
Floors and drainage	<p>23.(1) All floors of rooms where work is carried on and all corridors shall be constructed of impervious materials properly laid.</p> <p>(2) Where any process is carried on which may cause accumulation on the floor of such quantity of liquid capable of being removed by drainage, effective means shall be provided and maintained for draining off the liquid.</p>
Sanitary conveniences and washing facilities	<p>24.(1) Sufficient and suitable sanitary conveniences shall be provided, maintained and kept clean.</p> <p>(2) There shall be provided and maintained for the use of persons at work, adequate and suitable facilities for washing and cleaning, corresponding to the nature of their work, conveniently accessible and shall be maintained and kept clean and in an orderly condition.</p>
Supply of drinking water	25. There shall be provided and maintained, at suitable points conveniently accessible to all persons at work, an adequate supply of wholesome drinking water.

Accommodation for clothing and changing rooms	26. There shall be provided and maintained adequate and suitable accommodation for the clothing of persons at work and where they must wear special working clothes, there shall be provided suitable changing rooms of adequate size furnished with seats.
Seats	27. Where any persons at work have in the course of their employment opportunities for sitting, without detriment to their work, there shall be provided and maintained for use suitable facilities for sitting, which may facilitate these persons to take advantage of these opportunities.
First aid	28.(1) Every employer shall provide such adequate and suitable equipment and facilities and other means for enabling first aid to be administered to his employees if they suffered an injury or illness at work.  (2) Every self-employed person shall have available such equipment, sufficient and suitable in the circumstances, to enable him to administer first aid to himself while he is at work.
Rest places	29. In places of work, where the number of persons or the nature of work so requires, suitable rest rooms shall be made available separate from the place of work. The number of persons and the nature of the work as well as other details shall be prescribed, by Regulations.
Disabled persons at work	30.(1) All places of work shall be arranged in such a way to take into consideration according to the case, the special needs of disabled persons at work.  (2) Without prejudice to the generality of subsection (1) the arrangement of places of work includes doors, corridors, stairs, sanitary conveniences, washing facilities and places of work, which are used or occupied directly by disabled persons at work.

## PART V

### SAFETY – HEALTH SPECIAL PROVISIONS

Means of escape and emergency exits	31.(1) All premises used as places of work shall be provided with adequate means of escape in the case of danger and such means of fire fighting as may reasonably be required by the circumstances prevailing in such premises.  (2) Every premises shall have such means of escape in case of danger which lead quickly to a place of safety without exposing escaping persons using it to unnecessary risks. The number, position and dimensions of the escape routes and emergency
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exits shall be proportionate to the use, equipment and dimensions of the premises as well as the maximum number of persons who may be present therein.

(3) All doors intended to be used as a means of escape from such premises in the case of danger, shall be so constructed as to open outwards and shall be properly maintained. Sliding and revolving doors shall not be used as such means of escape.

(4) Effective measures shall be taken in all such premises to ensure that all persons at work are familiar with the means of escape in the case of danger and with the procedures to be followed in such cases.

(5) Any door intended as an emergency exit from any such premises or any enclosed space within such premises, shall not be locked or fastened in such a way as not to be easily and instantly opened from the inside while any person is at work therein, or during the time such person spends in taking meals.

(6) In such premises, every door, route or other exit intended to be used as a means of escape in the case of danger, or which provides access thereto, excluding regular exits, shall be distinctly, conspicuously and continuously marked in letters of adequate size and suitable colour on a suitable background in the language that is understood by the persons at work.

(7) Emergency exits or routes in such premises requiring lighting, shall be provided with an auxiliary means of lighting of adequate intensity in case the ordinary lighting fails.

(8) The contents of every room or any other place in such premises shall be so arranged or situated as to provide a free route of escape, in case of danger, to every person at work who is in any room or other place of the premises.

(9) All stocks of extremely flammable, highly flammable or flammable substances shall be kept in fire resistant stores or in safe places outside any building in which there are persons at work. Provided that, such stores, as mentioned above, shall not be situated in such a position as to cause danger to the means of escape from the building or part thereof in case of fire therein.

#### Fire safety

32.(1) According to the dimensions of the premises, or the installations, the equipment included therein, the natural and chemical properties of substances existing therein as well as the maximum number of persons who may be in such premises or installations, the places shall be provided with sufficient and suitable fire fighting equipment as well as suitable fire detection

and fire alarms systems where it is required according to Regulations. Such fire fighting equipment, fire detection systems and fire alarms shall be maintained and tested by competent persons at regular time intervals to ensure their effectiveness for use. In case of non-automatic fire fighting equipment, this equipment shall be placed in accessible positions and shall be easy to operate and any person who activates the alarm system shall not be exposed to risk.

(2) The positions where such fire fighting equipment or activation of fire alarm system is installed shall be marked with suitable signs or other clear and distinct markings.

(3) In every building or installation where fire-fighting equipment is required to be installed, according to subsection (1), an adequate number of persons shall be trained for the proper use of such equipment.

Special precautions against fire and explosions

33. (1) Where, in connection with any process there may escape any dust, steam or gas of such a character and to such an extent as to be able to provoke an explosion on ignition, all reasonably practicable steps shall be taken to prevent such explosions by enclosing the plant used in such process, and by removing or preventing the accumulation of any dust, steam or gas that may escape in spite of the enclosure and by excluding or effectively enclosing the possible sources of ignition.

(2) Where any part of a plant contains any explosive, extremely or highly flammable gas or vapour under pressure greater than atmospheric pressure, that part shall not be opened, unless adequate steps are taken to avoid risks to persons at work.

Safe places of work and means of access.

34.(1) There shall be maintained an adequate and unobstructed space around any machinery, while in motion or when work is to be carried on at or around such machinery so as such work is performed without risks.

(2) Where any person is to work at a place from which he will be liable to fall a distance of more than two metres, means shall be provided, for the protection against falls by fencing or otherwise when fencing is not reasonably practicable.

(3) All buildings, floors, stairs, staircases, passages and corridors in places of work shall be of sound construction and made from materials that do not emit dangerous fumes, and shall be properly maintained. Furthermore, the floors, stairs, staircases, passages and corridors shall be kept free of any obstructions and substances or materials, which are likely to cause persons to slip.

(4) In premises where, extremely flammable, highly flammable,

flammable or oxidising substances are used, stored, or produced or where dust of such a character and density is produced or emitted which is likely to provoke an explosion an explosion or an ignition, as well as in any factory, all buildings, floors, stairs, staircases, passages and corridors shall be fire resistant.

(5) Every internal or external staircases of buildings shall be provided with at least one handrail and shall be properly maintained.

(6) Any open side of staircase shall be guarded by the provision and maintenance of a solid and suitable fencing of adequate height or by other effective means.

(7) All openings in floors shall be securely fenced or covered in order to prevent the falling of persons.

#### Electricity

35.(1) In any place of work where electricity is generated, transformed, transmitted, distributed or used for any purpose, all equipment, apparatus and conductors shall be of adequate size and suitable for the work for which they are intended and so far as is reasonably practicable, shall be constructed, installed, protected, operated and maintained in such a manner as to prevent any danger.

(2) For the purposes of the foregoing subsection (1) "danger" means danger for health or danger for life or bodily integrity of persons at work or other persons affected by their activities or from electrocution, burning or other bodily injury or from fire resulting from the generation, transformation, transmission, distribution or use of electric energy.

#### Substances harmful to health

36.(1) Subject to the provisions of subsection (2) below effective measures shall be taken to prevent the exposure of persons at work to substances harmful to health, and where this is not reasonably practicable, suitable steps shall be taken for an adequate control of such exposure.

(2) Subject to the provisions of subsection (3), the prevention or control of exposure of persons at work to substances harmful to health, shall be attained by taking measures in accordance with the general principles of prevention set out in subsection (3) of section 13.

(3) Where the measures provided in subsections (1) and (2) above are not adequate to prevent or effectively control the exposure of persons at work to substances harmful to health, in addition to those measures, suitable personal protective equipment or clothing shall be provided and used. Such equipment and clothing shall be properly maintained and all

necessary steps shall be taken to ensure its use.

(4) Subsections (1) and (2) of this section shall be construed as requiring every employer or self-employed person, so far as is reasonably practicable, to protect all persons at work or all other persons to be exposed to substances harmful to health, which may affect such persons, when such substances are used at work which is under the control, of such an employer or self-employed person as the case may be.

(5) No person shall allow the use at work of any substance harmful to health, the import of which has been prohibited by any Law, Regulation or Order, which is in force in the Republic.

(6) No employer shall allow the use at work of any substance harmful to health where the container or other means of packing containing the substance does not bear such markings, and is not accompanied by the safety data sheets of such substance, which are required by Regulations made under this Law.

(7) In this section "substances harmful to health" means –

- (a) substances prescribed as harmful to health by Regulations made under this Law, or
- (b) dust of any kind when present at a high concentration in the atmosphere or
- (c) micro-organisms, including any biological entities capable of reproduction, which present a hazard to the health of any person.

Protection of hearing

37.(1) Subject to the provisions of subsection (2) below effective measures shall be taken to prevent the exposure of persons at work to noise, and where this is not reasonably practicable, measures shall be taken for an adequate control of such exposure.

(2) Subject to the provisions of subsection (3) below the prevention or control of exposure to noise shall be attained by taking measures in accordance with the general principles of prevention set out in subsection (3) of section 13.

(3) Where the measures taken in accordance with subsections (1) and (2) above are not adequate to prevent or effectively to control the exposure to noise of persons at work, additionally to those measures, personal hearing protection equipment shall be provided and used which will adequately control the exposure to noise of such persons. Such equipment shall be properly maintained and all necessary steps shall be taken to ensure its

use.

(4) Subsections (1) and (2) above shall be construed as requiring any employer or self-employed person, so far as is reasonably practicable, to protect persons at work and any other person likely to be affected by noise, the source of which is under the control of the said employer or the self-employed person as the case may be.

(5) In this section "noise" includes any noise which causes damage to hearing or which is harmful to health or is otherwise dangerous.

## PART VI

### REGULATIONS FOR SAFETY AND HEALTH AND CODES OF PRACTICE

#### Regulations

38.(1) The Council of Ministers may make Regulations for the purposes of securing the safety, health and welfare of persons at work and for protecting persons, other than persons at work, against risks arising out of or in connection with the activities of persons at work.

(2) Without prejudice to the generality of the preceding subsection (1) such Regulations may provide for any of the purposes referred to in the First Schedule.

(3) The Regulations referred to in the preceding subsections (1) and (2) may –

- (a) impose requirements in relation to the provisions of this Law;
- (b) appoint the Competent Authority or category of Competent Authorities which will have the responsibility, to the extent which will be prescribed, for the enforcement of any of the provisions of this Law;
- (c) provide for exemptions, under conditions or not and within or without time limits, from any of the requirements or prohibitions of this Law; and
- (d) exempt or extend the enforcement of any of the requirements of sections 13, 14, 15, 16 and 17 for any category of persons or type of work.

#### Codes of

39.(1) For the purpose of providing practical guidance with



practice

respect to the requirements imposed by this Law and of any Regulations made thereunder, the Minister may approve and issue by Order to be published in the Official Gazette of the Republic Codes of Practice, as are suitable for that purpose and may revise, amend or withdraw such Codes.

(2) In case of penal proceedings based on this Law, an omission on behalf of any person to comply with any provision of a Code of Practice which has been approved and issued under subsection (1), is an evidence of omission to comply with the provisions of this Law or Regulations made thereunder, which are related to such Code of Practice, except if it is proved in Court and the Court is satisfied that compliance has been achieved otherwise from the application of the provision of such Code.

## PART VII

### ADMINISTRATION

Administration  
of the Law and  
appointment of  
Inspectors

40.(1) The Minister shall have the responsibility for the enforcement of this Law. He may appoint Inspectors, under whatever title or titles he, from time to time, determines and any other officers, as he deems expedient for the effective enforcement of this Law, and he may appoint a Chief Inspector who shall regulate the matters and manner in which Inspectors are to exercise their powers and carry out inspections, examinations, tests, controls, surveys and investigations for the purposes of this Law and he may terminate such appointments.

(2) The Council of Ministers by order in the Gazette may prescribe any fees for the carrying out of such inspections, examinations, tests, controls, surveys or investigations referred to in subsection (1).

(3) The Minister may authorise qualified persons to perform such duties and exercise such powers of an Inspector as are specified in the authorisation. Any such person shall act under the supervision and instructions of the Chief Inspector, and he shall receive, as remuneration, such amount of money as it may be fixed by Order of the Council of Ministers.

(4) The Chief Inspector, Inspectors and other Officers appointed under this section shall be furnished with suitable means of identification.

Occupational  
Physician

41.(1) For the purposes of enforcing this Law and ensuring the provision of adequate advice and information to him and the collection of information and the carrying out of investigations concerning the securing and improvement of the conditions of

health of persons at work, the Minister, after consultation with the Minister of Health, shall designate suitably qualified registered physicians to be known as Occupational Physicians for dealing with occupational health matters, and he may terminate such designations.

(2) An Occupational Physician designated under subsection (1) may exercise such of the powers granted to Inspectors under section 44 as the Minister may prescribe.

**Examining Physicians**

42.(1) The Minister, after consultation with the Minister of Health, may designate physicians, to be known as Examining Physicians, for the purpose of carrying out such medical examinations as may be required by Regulations made under section 38 of this Law.

(2) The Council of Minister by Order in the Gazette may prescribe fees, which should be paid by the employers or by self-employed persons for medical examinations as may be required to be carried out in compliance with this Law. Such fees may be paid directly to Examining Physicians.

**Powers to carry out investigation**

43.(1) The Minister may, according to his judgement, direct a formal investigation to be carried out of any accident or any destructive occurrence at any place of work.

(2) The Minister may appoint a suitably qualified person as he deems necessary for the carrying out of the investigation of an accident or a destructive occurrence, under terms and conditions as he may specify and he may terminate such an appointment.

(3) Every person who is appointed under subsection (2) for carrying out the investigation of an accident or destructive occurrence shall have all the powers of Inspector under section 44.

**Powers of Inspectors**

44.(1) An Inspector or the Chief Inspector, appointed under section 40 for the purposes of carrying into effect the provisions of this Law, is empowered to exercise any or all the following:

- (a) to enter, without obstruction and without any advance notice, any place of work, excluding domestic premises, which he has reasonable cause to believe it is necessary for him to enter at any reasonable time, or at any other time he believes there exists a condition that may cause imminent and serious risk of personal damage;

Provided that entry into domestic premises can be effected after securing the consent of the owner.

- (b) to take with him a police officer if he has reasonable cause

to believe that he will be obstructed in exercising his powers or in the execution of his duty. A police officer shall be under a duty to accompany an Inspector whenever so requested by the Inspector;

- (c) to take with him any other person and carry with him any equipment or materials required for any purpose for which the power of entry is being exercised;
- (d) to make such examinations, tests, inspections and investigations, as may be necessary, in order to verify compliance with the provisions of this Law and to make arrangements so that any other person can carry out tests, examinations and measurements as they are deemed necessary in exercising his powers.
- (e) to require the presentation of any record, certificate, notification or document which is kept for the purposes of this Law as well as any other book or document, which we should examine for the purposes of any inspection, examination or investigation and to inspect, examine and copy any of the above.
- (f) to require any person whom he has reasonable cause to believe to be able to give any information relevant to any inspection or examination, investigation or clarification, to answer relevant questions alone or in the presence of any other person whom the inspector may allow to be present and to require such person to sign a declaration of the truth of his answers.
- (g) to require any person in the place of work to afford him such facilities and assistance, with respect to any matter within that person's control or responsibility, as are necessary, to enable the inspector to exercise any of the powers conferred on him by this section and, more specifically, to require any person to provide him, or any other person he takes with him in accordance with paragraphs (c) and (d) of this subsection:
  - (i) safe access to any part of the premises; and
  - (ii) any other reasonably available means to carry out any tests, measurements, inspections or examinations he deems reasonably necessary for exercising his powers.
- (h) to take such measurements and photographs and make such recordings as he considers necessary for the purpose of any inspection, examination or investigation in accordance with this section;

- (i) to take or remove samples of any articles or substances found in any premises and from the atmosphere in or in the vicinity of any such premises;
- (j) to direct that the premises or any part of them or a plant, equipment or substance therein, shall be left undisturbed for so long as is reasonably necessary for the purpose of any tests, measurement, examination, investigation or inspection.
- (k) in the case of any article or substance found in any premises being an article or substance he has reasonable cause to believe that they may have caused or are likely to cause risk to require them to be dismantled or subjected to any process or test but not so as to damage or destroy it unless this is in the circumstances necessary for the purpose mentioned in this subsection;
- (l) in the case of any such article or substance as is mentioned in the preceding paragraph (k), to take possession of it and detain it for so long as is reasonably necessary for any of the following purposes, namely:
  - (i) to examine it or submit it to anything which he has power to do under paragraph (k);
  - (ii) to ensure that it is not tampered with before his examination of it is completed;
  - (iii) to ensure that it is available for use as evidence in any proceedings for an offence under this Law;

(2) Where under the powers conferred on him under paragraph (p) of subsection (1) above, an Inspector takes possession of any article or substance found in any place of work, he shall leave there, either with a responsible person or, if that is impracticable, to fix in a conspicuous place, a notice giving particulars of that article or substance sufficient to identify it. Before taking possession of any such substance the Inspector shall, if it is practicable for him to do so, take a sample thereof and give to a responsible person at the premises a portion of the sample marked in a manner sufficient to identify it.

(3) Before exercising any power conferred on him by paragraph (k) of subsection (1) above, an Inspector shall, if he considers it to be necessary, consult such persons as appear to him appropriate, for the purpose of ascertaining what possible risks may be created in doing anything which he proposed under that power.

Improvement  
notice

45. If an Inspector is of the opinion that a person –

- (a) is contravening any provision of this Law or of any Regulations made thereunder; or
- (b) has contravened any such provision in circumstances that make it likely that the contravention will continue or be repeated,

he may serve on him a notice, hereinafter referred to as an “improvement notice”, requiring that person to remedy the contravention or, as the case may be, the conditions occasioning it, within such period of time not being less than 14 days, as may be specified in the improvement notice.

Prohibition  
notice

46. If an Inspector is of the opinion that any premises, plant, place of work or any activity which is being carried on therein or which is about to be carried on therein creates or, as the case may be, will create a risk of serious bodily injury, he may serve on the employer or his representatives or the person under whose control such premises, plant, place of work or activities carried on therein, a notice, hereinafter referred to as a “prohibition notice” prohibiting the use of the premises, plant or place of work or the carrying on of the activities until the risk is eliminated to the Inspector’s satisfaction. The prohibition notice shall have immediate effect.

Service of  
notices

47.(1) Notification of an improvement or a prohibition notice is deemed to be completed immediately when such a notice is served by the Inspector. Where a contravention is committed by a person the notice is served either to that person personally or left with any adult person at his place of residence or with a responsible person at his place of work or employment.

(2) Where such notice is to be served on a body corporate or partnership it shall be deemed to have been served if the notice is left at the principal place of business thereof in the Republic or if it is given to –

- (a) one of the partners of a partnership;
- (b) a director of the body corporate;
- (c) the secretary of the body corporate;
- (d) the principal representative in the area of the body corporate or partnership; or
- (e) a person having the control of the activities of the corporate body or partnership at the time of the servicing of the notice

Service of any such notice may be proved by giving evidence orally or by swearing an affidavit.

Withdrawal or

48.(1) An improvement notice may be withdrawn by an

extension of notices

Inspector at any time or the period specified in it may be extended at any time provided there is not any appeal pending against such notice;

- (2) A prohibition notice may be withdrawn by an Inspector at any time.

Appeals against notices

49.(1) Any person who deems that he has been treated unfairly by any improvement notice or a prohibition notice, may appeal to the Minister and submit an application for the withdrawal or modification of such an improvement or prohibition notice and in that case such an improvement or prohibition notice will continue to be in force unless it is modified or withdrawn by the Minister.

- (2) An appeal made according to subsection (1) above shall be submitted not later than fourteen days after the issue of the notice.

Protection of Inspectors from criminal proceedings

50. No civil or criminal proceedings shall lie against any Inspector or any other person who had or has the powers of an Inspector, in respect of anything done or ordered to be done in good faith for the purposes of this Law or the Regulations made thereunder.

Disclosure of information

51. No person shall disclose any information with regard to a trade or industrial secret obtained during the exercise, either by him or by any other person, of the powers conferred by this Law, unless: –

- (a) the consent of the person, who had the control of the premises from where the information was obtained, is given; or
- (b) it is required for the purposes of putting into effect any of the provisions of this Law; or
- (c) it is required for the purposes of any criminal proceedings for an offence under this Law; or
- (d) it is required for the purposes of any investigation held by or on behalf of the Minister regarding the application of any of the provisions of this Law, he has the obligation to implement.

(2) Notwithstanding anything in subsection (1) above an Inspector may, at any premises and in circumstances in which it is necessary to do so for the purpose of keeping persons at work or their representatives adequately informed about matters affecting their safety, health and welfare, furnish to such persons or to their representatives the following descriptive information –

(a) factual information relating to those premises or to the activities carried on therein;

(b) information with respect to any measures which he has taken or intended to take in connection with those premises in the exercise of his duties,

and where such information has been so furnished he shall furnish it also to the employer of such persons at work.

(3) Notwithstanding anything in subsection (1) above an Inspector may furnish the information referred to in paragraph (a) of subsection (2) above to any person who has been adversely affected by the above facts or to his authorised representative, provided that the information is requested in writing by the person affected or by his authorised representative and that is to be used only for the purposes of civil proceedings.

Power of Court to issue an order in relation to dangerous conditions and practices

52.(1) If, on a complaint made by an Inspector, the Court is satisfied that –

(a) any part of the passages, machines or plant used at a place of work is in such a condition or is so constructed or placed as not to be capable of being used without risk; or

(b) any process or work is or has been carried on at a place of work in such a way as to create a risk,

the Court shall, by Order as required according to the case –

(a) prohibit the use of that part of the passages, machines or plant or where there is a possibility of repairing or altering it, prohibit its use until such passages, machines or plant are duly repaired or altered, or

(b) require the employer or his representative or the person responsible for the place of work therein, to take such measures as may be prescribed by the Order to eliminate the risk in respect of which the complaint was made.

(2) Where a complaint has been made under subsection (1) above the Court may, on an ex parte application by the Inspector, and after hearing evidence that the use of any such part of the passages, machines or plant or, as the case may be, the carrying out of any process or work or the carrying out of any other activity involves an imminent risk of serious injury, issue an Order prohibiting either forthwith or under conditions the use of such part or the carrying out of such process work or activity until it will have the opportunity as soon as possible to listen and issue a decision

for the complaint.

**PART VIII  
OFFENCES, PENALTIES AND LEGAL PROCEEDINGS**

**Offences**

53. (1) Any person who has a duty imposed on him under sections 6,7,8,9,10,13,14,15,16 and 17 of this Law fails to comply with any provisions of this Law or Regulations made thereunder, shall be guilty of an offence and shall be liable to imprisonment not exceeding two years or to a fine not exceeding ten thousand pounds or to both such penalties.

(2) Any person who contravenes –

- (a) an Order issued by the Court;
- (b) a requirement of a permit or certificate issued under this Law
- (c) a requirement issued by an Authority or an approval which has been given according to this Law
- (d) any obligation or prohibition imposed by a prohibition notice or an improvement notice; including any notice which has been modified after appeal;
- (e) any requirement of an Inspector made in accordance with his powers under section 44,

shall be guilty of an offence and shall be liable to imprisonment not exceeding two years or to a fine not exceeding ten thousand pounds or to both such penalties

(3) Any person who –

- (a) intentionally obstructs or delays an Inspector in the exercise of his powers or the performance of his duties under this Law; or
- (b) prevents or attempts to prevent any other person from being presented to the Inspector or from answering any question to which an Inspector may require an answer; or
- (c) knows or intentionally makes a false statement which purports to be made in compliance with a requirement to furnish any information required under this Law or any Order or Regulations made thereunder; or
- (d) intentionally signs or makes a false entry in a register, book of notices or other document required to be kept or provided under this Law or with intent to deceive



- uses any such entry which he knows to be false; or
- (e) forges any document required under or for the purposes of this Law or any Order or Regulation made thereunder; or
  - (f) gives or signs any such certificate which, to his knowledge, is false in relation to any material particular ; or
  - (g) uses or presents a certificate which has been forged or is false in relation to any material particular ; or
  - (h) presents or uses any certificate purporting to relate to any person knowing that it does not relate to such person; or
  - (i) impersonates a person named in such certificate; or
  - (j) pretends falsely to be an Inspector; or
  - (k) intentionally gives his approval to any such forgery, signing, use, impersonation or pretend; or
  - (l) discloses any information in contravention of section 51,

shall be guilty of an offence and shall be liable to imprisonment not exceeding one year or to a fine not exceeding five thousand pounds or to both such penalties.

(4) The Court may, on imposing a penalty deeming to be appropriate to any person, in addition to any penalty, issue an Order ordering the offender to comply with this Law within such time as may be specified therein.

In case where the contravention continues after the expiring of the time which initially has been specified in the Order or extended with an amending Order, then such person shall be liable to imprisonment not exceeding one month or to a fine not exceeding five hundred pounds or to both such penalties, for each day on which the failure to comply continues.

(5) Nothing in this Law shall authorise the institution of criminal proceedings against the Republic of Cyprus in any capacity.

(6) Notwithstanding the provisions of subsection (5), this Part of this Law shall apply to persons employed by the Civil Service in any capacity as it applies to other persons.

(7) Where an offence under this Law committed by a body corporate co-operative society or other body of persons is proved to have been committed with the consent or connivance of, or to have been facilitated by any neglect of the part of, any director, chairman, secretary or other officer of the body corporate, co-operative society or other body of persons, he, as well as the body corporate, co-operative society or other body of persons, shall be guilty of that offence and shall be liable to be proceeded against and punished accordingly;

Evidences

54.(1) In any proceedings for an offence, which is committed in contravening any of the provisions of this Law, where the failure of a person to comply with the duty or requirement so far as is practicable or reasonably practicable is alleged, it shall be for the accused to prove that it was not practicable or reasonably practicable to do more than was in fact done to satisfy that duty or requirement imposed on him.

## **PART IX MISCELLANEOUS PROVISIONS**

Approval of  
plans for certain  
buildings

55. (1) Where, under the provision of any other Law for the time being in force in the Republic plans, drawings or calculations of any non-domestic premises intended to be used as a place of work are submitted for approval to any Authority, such Authority shall, before approving such drawings or calculations, be satisfied that the premises comply with the provisions of this Law.

(2) (a) Notwithstanding the provisions of subsection (1) above and the provisions of any other Law, the studies, plans and drawings of any factory or any premises intended for uses which will be prescribed by Regulations, shall be submitted to the Chief Inspector for approval and notwithstanding the provisions of such other Laws, the competent Authority shall not approve such plans and drawings until notified by the Chief Inspector that the buildings or installations concerned in his opinion, suitable for the purposes proposed;

(b) For the purposes of approving the plans and drawings under subsection (2), the Chief Inspector may require the submission of additional information, data, or additional plans and studies, relating to the designing, testing, selection, installation, layout, use and maintenance of such places of work, of the working environment, tools, machines and machinery, chemical substances, physical and biological agents, as well as processes to be carried out.

- Transitional provisions**      56. The provisions of this Law are in force additionally and do not replace the provisions of any other legislation, which is in force on the date of publication of this Law.
- Commencement of enforcement**      57. This Law will commence to be enforced in force on the 1.1.1997 or earlier on a date which will be specified by the Council of Ministers with a notification which will be published in the Official Gazette of the Republic. The Council of Ministers may specified different dates for the commencement of the enforcement of different provisions of this Law provided that these dates will not be after the 1 of January 1997. It is further provided that, in relation to the commencement of the enforcement of different provisions concerning buildings which where in use as places of work before the date of publication of this Law, the Council of Ministers may specified different dates of commencement of the enforcement of this Law.
- Repeals.**      58. The Law and Regulations specified in the Second Schedule are hereby repealed.

**FIRST SCHEDULE**  
(Section 38)

The Regulations issued under section 38 have the following purposes:

1. (1) To regulate or prohibit –

- (a) the manufacture, supply or use of any plant;
- (b) the preparation, supply, storage or use of any substance;
- (c) the carrying on of any process or any operation.

(2) To impose requirements with respect to the design, construction, guarding, siting, installation, commissioning, examination, maintenance, repair, alteration, adjustment, dismantling, testing or inspecting of any plant.

(3) To impose requirements with respect to the marking of any plant or of any articles used or designed for use as fittings in any plant, and in that connection to regulate or restrict the use of specified markings and labels.

(4) To impose requirements with respect to the testing, marking and labelling or examination of any substance and with respect to the carrying out of any investigation in connection with any activity mentioned in sub-paragraphs (1) to (4) above.

2. To prohibit the importation in the Republic of Cyprus of articles or substances of any specified description, whether absolutely or under conditions imposed by Regulations.

3. To prohibit or regulate the transportation of any articles or substances of any specified description.

4.(1) To prohibit the carrying on of any specified activity or the execution of any specified act except under the authority and in accordance with the terms and conditions of a licence, or except with the consent or the approval of a specified authority.

(2) To provide for the grant, renewal, amendment, transfer or revocation of licences (including the revocation and amendment of any terms and conditions attached or included to licences).

5. To require any person, premises or thing to be registered in any specified circumstances or conditions for the carrying on of specified activities or the execution of any specified acts.

6.(1) To require, under specified circumstances, the appointment (whether in a specified capacity or not) of persons (or of a person) with specified qualifications or experience or both, to perform specified functions, and to assign duties or confer powers on persons appointed (either in pursuance of Regulations or not) to perform specified functions.

(2) To restrict the performance of specified functions to persons possessing specified qualifications and experience.

7. To regulate or prohibit the employment in specified circumstances of persons or any class of persons.

8.(1) To require the making of arrangements for securing the health of persons at work or other persons of including arrangements for medical examinations and health surveys and for the appointment of physicians who shall take care of the carrying out of medical examinations.

(2) To require the making of arrangements for continuously monitoring the atmospheric or other conditions in which persons work.

9. To impose requirements with respect to any matter affecting the conditions in which persons work, including in particular such matters as the structural condition and stability of premises, the means of access to and egress from the premises, cleanliness, temperature, lighting, ventilation, overcrowding, noise, electricity, vibrations, ionising and other radiation, dust and fumes.

10. To secure the provision of welfare facilities for persons at work, including adequate drinking water, sanitary conveniences, washing facilities, ambulance and first-aid arrangements, changing rooms, places for the keeping of clothing, places of rest, places for taking meals and sitting and refreshment facilities.

11. To require in specified circumstances the provision and use of protective clothing or equipment, including clothing affording protection against weather conditions.

12. To require in specified circumstances the taking of measures for the detection of fire, fire alarms, protection and fire fighting as well as the prevention of explosions.

13. (1) To prohibit or impose requirements in connection with the emission into the atmosphere of any specified gas, smoke or dust or any other specified substance.

(2) To prohibit or impose requirements in connection with the emission of noise, vibrations or any ionising or other radiation.

(3) To require the continuous measurement of any such emissions as is mentioned in the preceding sub-paragraphs.

14. To require the provision of guidance, training and supervision of persons at work.

15. (1) To require the notification of specified matters under specified circumstances and in a specified manner to specified persons.

(2) To empower Inspectors, in specified circumstances, to require the submission by persons in writing of details of measures proposed to be taken for compliance with any of the provisions of this Law.

16. To require the keeping and protection of records and other documents, including maps and plans.

17.(1) To require precautions to be taken against dangers to which premises or persons therein are or may be exposed by reason of conditions (including natural conditions) prevailing in the vicinity.

(2) To ensure the escape of persons being in the premises under specified circumstances.

18. To require the carrying out of any specified act where any accident or other occurrence of a specified kind has occurred.

19. To require the organisation of safety and health at places of work.

20. To require the submission of plans and studies of premises or factories for specified uses.

In this Schedule "specified" means specified by the relevant Regulations.

## SECOND SCHEDULE

(Section 58)

Laws and Regulations repealed by this Law:

- The Safety at Places of Work Law 60 of 1988
- The Safety Committees at Places of Work Regulations of 1988 and 1993.