

Occupational risk assessment and prevention plan

OBLIGATION FOR ALL COMPANIES

Since 1995, it has been mandatory for all companies to carry out an **Evaluation Plan** and an **Occupational Risk Prevention Plan**.



Failure to carry out the Risk Assessment Plan carries penalties ranging from EUR 3,000 to EUR 30,000.
Failure to comply in general with the current legislation on Occupational Risk Prevention **entails penalties** ranging from EUR 3,000 to EUR 600,000.

** Occupational Risk Prevention Law 31/1995.*

What is it?

A **Risk Evaluation Plan** is a plan for analyzing all jobs and assessing the risk involved in the activity of each job.

A **Risk Prevention Plan** is the tool used to establish the occupational risk prevention policy, with the aim of eliminating (or reducing as much as possible) the risks that the previous Plan has considered.



How to carry it out?

There are two possible avenues:

- A) To do it **internally in the company**: Both the risk assessment plan and the prevention plan can be done by the employer as long as it meets these requirements:
- a. **Provided that you have less than 25 workers in the Company.**
 - b. **That there be only one work center**
 - c. **That no professional activity considered as hazardous is carried out***
 - d. **That the employer carries out his professional activity within the work center.**
- B) Hire an **External Prevention Service**: This Service would not only be in charge of carrying out the entire risk assessment and prevention plan appropriate to your Company but also, to a certain extent, exempts the employer from this legal responsibility. The employer will only have to ensure that employees comply with the prevention measures (how to wear personal protective equipment).

* **Occupational activities that are considered hazardous** are usually those in the Steel industry, gas production, work with high voltage electrical hazards, work with exposure to toxic substances, etc.

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