

Country Legislation Review – Israel



Country: **Israel**

1 Introduction

1.1 Institutions and links

Institution	Link
OSH israel	http://osh.org.il/ https://www.osh.org.il/site/english_main.html
Administration Occupational safety and health	http://www.moital.gov.il/NR/exeres/56284B38-36A0-4D46-B61F-698E0DBA1066.htm
Israeli Ministry of environmental protection	http://www.sviva.gov.il/English/Pages/HomePage.aspx

1.2 Health & Safety Law references

The main pieces of Health & Safety Law:

Full name	Abbreviation	Content
Accidents and Occupational Diseases (notification) Ordinance 1945	A.O.D.O 1945	
Sick pay law 5736-1976	S.P.L 1976	
Work Safety Ordinance (new version) 5730-1970	W.S.O 1970	
Labour Inspection (organization) Law 5736-1954	L.I.L 1954	
Hours of Work & Rest Law 5711 - 1951	H.W.R 1951	
Youth Labour Law 5713- 1953	Y.L.L 1953	
Employment of Women Law 5714 - 1954	E.W.L 1954	
Basic Law : Human Dignity and Liberty 5715 - 1992	H.D.L 1992	
Foreign Employees Law 5751- 1991	F.W.L 1991	
Employment of Employees by Manpower Contractors Law 5756 - 1996	E.E.M.C 1996	
Employment Services Law 5719 - 1976	E.S.L 1976	
Safety Supervisor Nomination	1996/1999	

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1.2.1 Changes proposed to Health & Safety Law within the next 12 months:

Date Change Expected to be Implemented	Law reference	Details of change/how it will impact
No information available		

What are the main penalties for non-compliance with these laws?

No information available.

1.3 Fire Safety Law references

The main pieces of Fire Safety Law:

Full name	Abbreviation	Content
National Fire Protection and Rescue LAW 2012	<i>N.F.P.R 2012</i>	
536 ordinance integration of fire protection boards		
509 ordinance for parking lots		
529 ordinance for water main & water supply.		
503 registration of registered businesses 1995		
550 early detection & extinguishing systems		

1.3.1 Changes proposed to Fire Safety Law within the next 12 months:

Last month, January 2015, the Ministry Of Public Security Fire & Rescue Commission, issue a new document that define the requirements for civilian institutes that will train & certify fire safety trustees, fire Safety Engineers, Plant internal fireman.

Many companies have been nominating fire trustees & holding fire safety trainings in many levels.

The Fire & rescue Commission is planning also a significant change in the relevant regulations relates training and certification in fire safety.

It is highly recommended to assess this issue one year from now.

Meantime, the recommendation is to hold fire safety basic training include fire extinguishers safe usage (practical training)

Date Change Expected to be Implemented	Law reference	Details of change/how it will impact
See above.		

What are the main penalties for non-compliance with these laws?

No information available.

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1.4 Definitions

Definition	In local language	Explanation
Safety Supervisor	Memune Betichut	Big Enterprise Nomination Internally nominated Safety Supervisor
Safety Engineer (or Officer)	NA	Locally known as Safety Officer or "Safety In charge" External nominated Safety Supervisor (the "Engineer" terminology is not of the country)
Occupational Doctor	Rofee Taasukati	Certified Medical Service
Safety Representative (or Safety Trustee)	Neeman betichut	Locally known as Safety Trustee. H&S representative for a business/site which is a Safety Committee member.
Safety Committee	Vaadat betichut	H&S committee
Fire Warden (or Fire Safety Trustee)		A person trained in Fire Safety
Fire Safety Engineer (or Fire Safety Officer)		A person further trained in Fire Safety, normally externally nominated and has competence to prepare the fire safety plan/emergency response plan.
Labour Inspection	Mefakeach Avoda	Occupational safety and health Administration inspector
Department Head of Fire Prevention	Rosh Mador Meniat Dlekot	Fire brigade District/local station

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2 Summary Table

The last column should be filled with the following key:

Not applicable	NA
Doubts	?
Yes, applicable	Y
Short description if applicability is conditional	Text

Manual Section	Legal Requirement	Ref	Example	This Country
General	Store Permits mandatory	0.0.1	?	Y
Team Members Consultation	Some H&S Notices mandatory?	4.0.1	Y	Y
Team Members Consultation	Appointed/Elected Employees Safety Representative	4.0.2	?	Y
Team Members Consultation	Min. Requirement for S&H Reps	4.0.3	?	Y
Roles and Responsibilities	Need to appoint S&H Engineer?	3.0.1	Y	Y by contract
Roles and Responsibilities	Min. Requirement for S&H Engineer	3.0.2	> 50 W	Depending on definition (mostly >50W)
Roles and Responsibilities	Doctor appointed needed?	3.0.3	Y	NA
Roles and Responsibilities	Min. Requirement for Doctor	3.0.4	> 50 employees	NA
Team Members Consultation	H&S Committee mandatory?	4.0.4	> 50 employees	Y, for more than 25 workers
Team Members Consultation	H&S Committee Frequency Per Year	4.0.5	Every month	Min 8 per year
Accidents	Mandatory Requirement to Report Accidents	6.0.1	Y	Y
Accidents	Official Reporting Body	6.0.2	Police, Ministry of Labour and Social Security and State Insurer (SGK)	Ministry of Labour and Social Security and State Insurer
Event Notifications		7.0.1		Internal
Risk Assessments	Full Store Risk Assessment	5.0.1	Y	Y
Risk Assessments	Performed by a specialist?	5.0.2	Y (competent person)	Depends, Safety supervisor/engineer should validate it yearly.
Risk Assessments	Mandatory to communicate RA?	5.0.3	?	N/A
Fire Safety	Fire Certificate needed?	16.0.1	Y	Y
Fire Safety	Min. Req for Fire certificate	16.0.2	single building, or else no cert need	Y
Fire Safety	Fire Risk Assessment (separate)	16.0.3	Y	N

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Manual Section	Legal_Requirement	Ref	Example	This Country
Training	Mandatory Fire Safety Training	8.0.16.1	Y	N
Training	State Required Fire Safety Training	8.0.16.2	Y, > 500m2	N
Training	State Required First Aid Training	8.0.17.1	Y	Y
Training	Min. Requirements for first-aid training?	8.0.17.2	1 per 20 W	1 per shift
Asbestos and Legionella	Asbestos Survey Requirements	10.0.1	Y	NA
Asbestos and Legionella	For Stores Constructed Before (Year)	10.0.2	1988	NA
Training	Mandatory H&S Training for Team Members	8.0.1	Y	Y
Training	Minimum training requirements (h)	8.0.2	?	At least 8 h each year
Training	Mandatory Training for Safety Representatives	8.0.4.0	?	Y, 8h course
Risk Assessments	Workplace conditions	5.0.10	-	Y
Accidents	Emergency Response	6.0.7.1	NA for <500m2	Y >900m2
Manual Handling	Manual Handling	20.0.1	>20Kg	Y less than 20kg
Working at Height	Working at Height (Ladders):	26.0.1	>3m	Y official training for > 2m
Equipment Safety	Equipment & Tools inspections	15.0.1		Y
Display Screen Equipment	DSE	13.0.1	Y, assessment	NA
Asbestos and Legionella	Legionella Monitoring Requirements	10.0.3	Y, with cooling towers	N
Occupational Health and Wellbeing	Stress:	21.0.1	NA	NA
Special Groups	New & Expectant Mothers	22.0.1	Until months 8	Notification at 4 months.
Special Groups	Young Employees	22.0.2	>16y	Only summer months.
Special Groups	Temporary employees	22.0.3	<1y	NA
Contractors	Special process for contractor mgmt.?	12.0.1	NA	Y
Health and Safety Management System	Insurance	1.0.1	Y,ISEL	Y

3 General

Does the H&S law classify the business differently?

For e.g. as a retailer it might be considered to be carrying out 'industrial work' under Local (The definition seems to be important in relation to requirements for safety engineers, committee meetings etc).

H&S law does classify business differently, see below.

4 H&S Organisation

4.1 Policy and Responsibilities

In UK, we make the company directors and senior managers responsible for having a Health & Safety Policy (a written document that says what they intend to do to keep staff safe) and what their responsibilities are. We then have a series of management procedures, which says how local managers are going to manage things like lifting, chemicals, display screen equipment, pregnant women etc). Then we have risk assessments with local control measures.

In Israel, we make the company directors and senior managers responsible for having a Health & Safety Policy (a written document that says what they intend to do to keep staff safe) and what their responsibilities are. The organization should have a series of management procedures, which says how local Managers are going to manage Occupational Safety & Health. This is called the Safety Management Plan.

Stating August 2014 a new Israeli regulation is valid under the LABOUR INSPECTION (ORGANIZATION) LAW, 5714 – 1954.

The regulations of LABOR INSPECTION ORGANIZATION (SAFETY MANAGEMENT PROGRAM) – 2013, have a comprehensive and mandatory requirements from employers that falls under the category of 50 workers or more according to Israeli WORK SAFETY ORDINANCE (NEW VERSION) 5730- 1970.

In addition, the above regulation is valid to any workplace that employ 50 workers or more in all sites together & it's classification falls under the regulation of Labor Inspection Organization (safety management program) – 2013 appendix.

The appendix defines additional workplaces (in addition to factories and construction) while section 5, p.57 indicate the source of relevant mandatory requirement for Retail stores.

Addition (Regulation#1 – workplace definition, work boundaries or work places)

1. Hospitals and medical institutions
2. High education institutions, technical colleges
3. Research institutions
4. Hotels
5. Commercial Businesses including shopping malls
6. Airports and airlines companies
7. Local municipalities
8. Corporations providing water and sanitation services to local authorities.
9. Cooperative Settlement Corporations
10. Agriculture (including agricultural crops, nurseries, parks, animal husbandry, forestry, land reclamation).

The Safety management plan should be proactive and systematic.

Regulation defines also the minimum safety professional's certification criteria in order to have program preparing authorization. Program chapter#4 refer to the mandatory requirement of executing a full & comprehensive risk management process to all work processes or work stations that employees is exposed to any potential risk.

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The Director of the organization will sign the plan, allocate the budget for its implementation, following the fact that the program was presented to the Safety Committee of the organization.

The plan will be review, include the risk management process chapter, once a year. The plan should available for any worker who wants to review it.

Organizational Safety Management plan end product should include the below chapters:

Work place description, H&S policy, management structure, H&S indicators , H&S Goals , Measuring improvements & progress, Risk management, training, periodical checks to materials, equipment, medical checks, safety permits and certifications, medical checks, safety promotions plans, H&S procedures, H&S modification process & record, medical & environmental risk factors for monitoring, JSA Procedures, PHA (process hazard analysis) Procedures , contractors management & permits, Task Safety Analysis.

4.2 Notices

In the UK any business must display a 'Health & Safety' poster, which is a legal document saying who is responsible for Health & Safety and how to contact the authorities. They must also display a first aid notice, saying who the trained first aid employees are. Do you have any Health & Safety notices which must be displayed in Your country businesses?

Any workplace that fall under the definition of a plant / factory according to the WORK SAFETY ORDINANCE (NEW VERSION) 5730- 1970 needs to present the Safety Engineer contact details when there is one or how to contact the regional Work safety inspector (Labor Inspection Department at the ministry of economic) Information should be publish in Hebrew or Arabic. (Not applicable to Retail)

Information on trained first aid employees are not obligatory to be shown, but employer may be require to present H&S information regards other mandatory regulations (workplace health monitoring results, noise surveys, etc...). Some issues are applicable to Retail due to the mandatory obligation to have organizational H&S program according to the regulation of Labor Inspection Organization (safety management program) – 2013 .

If so, what notices must we display and where do we get them from?

See below.

Are there set mandatory notices (not signs) that must be displayed to staff? If so what are they?

Mandatory Notice	Generic or store specific	Who can provide it (Engineer, company)?
Safety Engineer / Officer contact details	Company	Company
Labour inspector contacts	Store specific	Store

4.3 Safety Engineers/advisors

Do we need to contract a safety engineer/advisor or a company providing the same services?

We think we will initially be employing less than 50 people, but this might change after a year.

According to LABOUR INSPECTION (ORGANIZATION) LAW, 5714 – 1954. (Safety officers 1996 regulations) an employer that hold any workplace with 50 workers or more & classified as detailed in the second addition to above regulations must nominate a certified Safety Engineer.

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- (1) Any place of work which employed at least 50 employees and who applies "Work Safety Ordinance" (One of the two main safety laws), fully or partially, and which employs at least fifty employees;
- (2) place of work which who employs at least 50 employees, and belongs to the following types:
 - Hospitals, medical institutions
 - Higher education institutions, colleges
 - Research institutions
 - Hotels
 - Commercial
 - Airports, airlines
 - Local authorities
 - Cooperative Settlement Corporations
- (3) Construction Operation who employs, by himself or through subcontractors, at least 100 employees at construction sites simultaneously;
- (4) An employer who employs in agriculture, at least 50 employees at the same time;
- (5) Any other work place, on the basis of risk determined by the Regional Labour Inspection, required to appoint a Safety supervisor/engineer and ordered him, in writing, to do so.

The Regional Labour Inspector may order to nominate a Safety Engineer based on identified potential risk even the organization do not meet min. regulation requirements.

Whenever an external Safety Engineer is being nominated, the scope of work volume will comply with the Israel national Chief inspector procedure that has a robust Workplace assessment based on potential risk, number of employees, etc....

A minimum of support volume is 32 monthly work hours. (further details are published at the LABOUR INSPECTION web site).

If applicable, does the contracting of a safety engineer/advisor have conditions?

If it depends on numbers of employees, activities, or classification of company risk.

See above

If applicable, are there a set number of hours based on the number of employees?

The Safety engineer/supervisor (for companies that have more than 51 employees) works at least 8h per week or minimum 32 monthly hours.

The Labour Inspection can determine a different minimum number of hours required by evaluating the risk analysis.

Are there any legally required duties for safety engineers, such as reviewing risk assessments, attending Health & Safety Committee meetings, investigating accidents etc? If so what are they?

There are legal requirements for a safety engineers and they are described in the Ordinance 1996 "Safety Supervisor Nomination".

The appointed Safety Engineer has duties as per law number 1996 :

- (1) advise the employer regarding laws, regulations and standards regarding safety, to assist the management team, planning regarding safety, health, ergonomics and occupational health of workers and promote awareness of these issues;
- (2) assess H&S risks and verify compliance with safety devices / equipment;
- (3) require the introduction of health and safety procedures adequate to the location, work processes, installations, structures, equipment and materials and any change in them;
- (4) The provisions of the act for Work Supervision Organization (provision of information and training of workers) , 1984, and the training plan for the employee;
- (5) make sure the safety plan was updated as required by the Labour Inspection Organization (safety plan), 1984;
- (6) ensure implementation of the provisions of Safety Plan prepared by the factory and the inclusion of health and safety requirements of current instructions for use, operation, maintenance and safe storage of equipment, materials and work processes of the plant;
- (7) determine the causes and circumstances of accidents and occupational diseases in order to draw conclusions , make written findings and conclusions employer inquiries and offer appropriate steps to prevent

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recurrence of accidents , ensure training employees regarding the circumstances of accidents and occupational diseases and lessons learned;

- (8) to centralize all information and documentation related to work accidents and illnesses that occurred in the plant;
- (9) prepare a health and safety instructions and a written summary of information about the risks of the job, and up-date of their publication. Oversee the implementation of health and safety instructions and report to health and safety instructions and report to the employer in case of violation;
- (10) ensure labelling materials, equipment and work processes hazardous and installing signage guidance for personal protective equipment;
- (11) ensure that audits and monitoring of the integrity of the health and safety devices, personal protective equipment, the tool and equipment debtor periodic inspections by law, according to the manufacturer's instructions and in accordance with generally accepted professional;
- (12) to verify compliance with routine medical examinations for workers exposed to the elements for which the plant is a requirement to edit these tests;
- (13) ensure occupational and environmental testing by accredited laboratories when testing requirement is stated in the law or regulations; document their findings of such tests and inform the employer and the employees, their impact and the measures;
- (14) establish arrangements to ensure health and safety conditions appropriate to the employment of outside contractors;
- (15) co-operate with the plant safety committee and provide it with all information required for current operations;
- (16) order the cessation of work when immediate danger to life or health of the employee, and immediately report to the employer or his representative in the workplace;
- (17) to verify compliance program and exercise routine emergencies;
- (18) report Regional Labour Commissioner, at his request, his actions raise the level of occupational health and safety and risk prevention at the factory;
- (19) to accompany labour inspectors plant supervisory visits, if required to do so.(B) the Safety Officer qualified to enter any premises where factory workers are employed , check the health and safety arrangements and take all necessary steps to fulfil the role as described in paragraph(a).

*How can we tell if the safety engineer is competent and meets legal requirements to advise us?
Are there any nationally recognised qualifications for safety engineers and if so, what are they?*

Safety Officers regulation also detail the certifications, rights and obligations that Safety Engineers needs to comply with. It shall be according to LABOUR INSPECTION (ORGANIZATION) LAW, 5714 – 1954. (Safety officers 1996 regulations). Sections 10.1 – 10.19

Are there documents that need to be legally signed off by the Safety Engineer?

As for Safety Engineers approval or signage, it is based on its mandatory regulation relevant section (some issues needs to be record as part of the Safety Engineer commitment – ex: Procedure approval, safety instructions, incident investigation, etc...).

Regulation defines also the minimum safety professional's certification criteria in order to be able to prepare safety management plans.

4.4 Occupational Health Service/Doctor

Do we need an Occupational Health Service (OHS)?

There is no mandatory requirement to nominate OHS or what is more common in Israel, an occupational health doctor or "industrial Doctor". Still there are several mandatory requirements that employer needs to comply with as periodical medical checks to a potentially expose workers for a variety of occupational risks.

If it is based on the number of employees, how many do we need before we have to employ an OHS.

Not applicable.

What things must be done by the OHS, for example, must there be pre-employment medicals? Do they need to check the cleaning chemicals? If so, what are they?

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In addition to above employer may need consultation and approval of an occupational doctor to assess a new worker match to a specific role or to insure worker is able to perform his job after work injury or work illness that occurs during his work.

4.5 Employee Consultation

Do we need to have employee safety representatives?

Are there rules about numbers of employees and elections etc?

According to WORK SAFETY ORDINANCE (NEW VERSION) 5730- 1970 law, every workplace that this regulation is applicable to and has 25 workers or more must establish a safety committee that will meet as min. 8 times in one year.

The Safety Committee will represent the employer from one hand & the workers form the other hand. Safety Committee members are nominated by each party (not elected). Safety Committee members will be train as safety trustee's (24h official course approved by the LABOUR INSPECTION).

In workplaces where no committee exist the workers will be able to nominate according to their choice (the number of safety trustees will be approve by the Labour Inspectorate Regional Safety Supervisor). The nomination is official nomination by the employer and needs to be reported to the regional safety supervisor.

We intend setting up Health and Safety Committees. Is there a legal requirement for the number of staff we should have in Country before committees become a legal requirement?

See above.

There is a legal requirement for 8 times a year for the Safety committee should meet

5 Accident reporting procedures

In Israel when reporting accidents or occupational diseases, it must reported from the 4 day of absence of the employeeto a local authority, sometimes depending on the severity like death, Serious injury, hospitalization on the same day of occurrence.

What types of accidents do we need to report and to whom?

The types are: 1. from home to work.2. On work. 3. from work to home.

According to INJURY AND IILNESS ORDINANCE (DANGEOURS OCCURANCE NOTIFICATION) 1951, the Employer shall communicate (by email/fax/online) to the regional Labour inspector (under the ministry of economic) to any work accident (based on specific categories or worker absence for 3 days or more within 24 hours of receiving a medical certificate (Occupational doctor certificate).

Severe accidents should be report immediately.

The emergency services usually inform on every injury in a workplace to the local police that will determine immediately if the incident suspect to be work related accident & alert labour inspectors that will arrive on site.

As routine in Israel the H&S data will refer mainly to DAC (Day Away Case) incidents. Usually international corporates will track Recordable Injury Rates as well (RIR include only injury/illness during work related activity).

According to the INJURY AND IILNESS ORDINANCE (DANGEOURS OCCURANCE NOTIFICATION) 1951, any incident while arriving & returning to workplace is considered as occupational accident that needs above reporting method.

Is it by telephone or internet form or fax?

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A specific form with all reporting categories exists in the labour supervision web site or as part of above regulation appendixes.

Are there any other reporting requirements, such as being off work for several months?

After the initial time of 38 days of an accident, it evolves to national insurance case (paid by them in general).

Are there standard accident reporting books or forms that need to be kept in the stores?

Safety documents must be recorded and kept at least 7 years. Occupational illness or any health records needs to be kept for 20 years.

Is there a state insurer?

Yes there is.

Any worker that is evacuate to external medical help by employer will be equipped with specific form (national insurance institute) usually this form will be issue by the company HR representative. In addition this route is a parallel reporting method that has no connection to the labour inspection reporting requirements & process. Forms are usually issue as hard copy.

Employer will pay the first 12 days for any workplace injury and future coverage will be covered by the national insurance institute.

If so, do accidents need to be reported to the state insurer and how do we do this?

Yes it must be reported to the state insurer by forms that will be described and fronted by the insurer of the business or the lawyer.

Is there a form, telephone number, website etc?

See above.

What are the criteria for reporting?

An accident that evolved to a national insurance case.

After 12 days of an employee absence from a known work accident

Are accidents from home/work/home (aka "in itinere" reportable to authorities as well?

Yes they are, as type 1 and 3.

6 Enforcement/Inspections

What state officials can visit the store for inspections?

Police, labour inspectors, fire brigade officers, city officials licensing department, environment officers, minister of health officials. Immigration officials.

What are their powers?

For example, can they close down the business for 1 week?

None will close a business promptly. They will give you notice or a fine.

How often will they visit?

Once or twice a year if need comes.

What enforcement action can they take?

Legal notice, fine, close business.

7 Health & safety risk assessments

Because our stores all carry out the same activities and use the same equipment throughout Europe, we have prepared standard risk assessments, written by UK health & Safety professionals, based on measuring and assessing activities and equipment in the UK stores and

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accident/incident reports across Europe. These are sent to the stores and the store manager is required to review the risk assessments and update them to match local conditions. There is a set programme to ensure all assessments are regularly reviewed and updated.

Can you give us your opinion on whether this will meet your country legal requirements?

A robust risk assessment process needs to be integrated in a local comprehensive Safety Management Plan. The standard risk assessments, written by UK health & Safety professionals, based on measuring and assessing activities and equipment may be use as part of this plan. This will cover chapter#4 in the regulation of Labor Inspection Organization (safety management program) – 2013

All legal requirements are based on the employer mandatory compliance to the safety regulations. Since there is a need to nominate a Safety Engineer that will monitor, insure & consult the employer on a monthly basis (32 hours).

Do we need to get the risk assessments checked by your country Safety Professional, or as we are a low risk shop, will the manager checking and updating the assessments be sufficient?

Is there anybody else that needs to review the risk assessments and sign them off, such as the Ministry of Labour or the OHS?

As for business potential risk – professional wise and practically, it will be reasonable to have the support of store managers only after they will have period time of safety coaching (risk is medium to low). The Safety Supervisor/Engineer once a year should update and validate the RA.

Does the Risk Assessment need to be implemented from the first day of opening of a store? Or is there a timeframe for its implementation (Italy is 90 days)?

According to the Israeli law, there is no mandatory time table for risk assessment implementation. Still, the responsibility of employer is valid right from the start (Actually from day one...) and some issues is mandatory even before work starts as - occupational health approval, safety training, etc...

8 Fire Safety risk assessment

In some countries there is a specific fire risk assessment that needs to be carried out by a qualified specialist. How is this in the country? Can the fire risk be assessed using a generic fire risk assessment carried out by the Store Manager? Is there a frequency for their review?

Specific fire risk certificate that needs to be carried out by a qualified specialist and approved by fire department prior store licensing from the city.

The Store Manager can assess it using a generic fire risk assessment.

Only a qualified specialist can make changes to the fire prevention certificate and all should be approved as above.

Is there a separate requirement for a specialist fire safety engineer (in addition to the Safety Engineer), if so what are the requirements?

The Fire Safety Officer (Fire "in charge") is a person usually (but not limited to) will be a safety officer that has additional training in fire prevention.

This role may be applicable to a workplace that require this support & usually the local fire brigade will ask that the fire safety documentation will be prepare by a fire safety officer.

8.1 Fire certificate

In many countries, when a new business starts up in a building the company must put their fire prevention measures and evacuation plan in place, then they have to apply to a local authority (sometimes the fire brigade, sometimes the council) for a certificate or authority to use the building for that business. In the UK this used to be called a fire certificate and was issued by the fire brigade, following an inspection.

Do you have similar requirements in Country, and if so, can you please explain what they are?

In Israel it's the same as in the UK all thing are attached here by laws as described in the 1st paragraph. Licensing of Business Law, 1968.

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8.2 Maintenance of fire fighting equipment

*Every country has specific requirements for the inspections/maintenance of fire-fighting equipment (extinguishers, hoses, fire alarms, fire detectors, signage).
Is there a predefined frequency to check this equipment (For e.g. every 3 months in UK, every 6 months in Italy)? If stores are located in shopping centres or outlets, is the responsibility for maintaining the equipment clearly defined (for e.g., store fire detection system which sometimes is linked to the shopping centre's)?*

In Israel all fire detection or fire alarms will once per year be checked and upon commissioning. If stores are located in shopping centres or outlets, the responsibility for maintaining the equipment falls on the store manager of the mall or the outlet (if it was decided in the contract) but if not on the store manager.

If store fire detection system is a stand-alone the manager takes all responsibility.

Fire extinguishers: 1 X 6Kg (powder) per 60 sq /m, inside the fire cabinet closed but not locked.

9 First Aid

In the UK, we have three levels of training in first aid, the employer must make decisions based on the level of risk and number of employees. For a small, low risk store all that is required is the first level: an Appointed Personnel. This person does not legally require any training (although there are 4hour courses), but is responsible for looking after the first aid kit, dealing with minor injuries and calling for help.

In bigger businesses, where the risks are still low (say an office block) the second level is required, this is someone trained in Emergency First Aid at Work, a oneday formal course, with an exam, provided by a licensed training company.

For high risk, the requirement is for someone trained in a threeday First Aid at Work course. Again this is a formal course, with an exam and provided by a licensed company.

Can you please explain the requirements in Country, particularly in relation to a small/medium sized clothes store?

According to the WORK SAFETY REGULATIONS(FIRST AID IN WORKPLACE) 1988, there is a mandatory requirement for nominating a person who will be responsible for the first aid equipment.

Is formal training required?

First aid will be delivering only by trained personal (Section #6 for above regulation - no training details or exact specifications). Still, professional training levels defining what treatment can be deliver by which certification (first aider, Medic, paramedic, Nurse, Doctors).

Usually basic training in first aid is based on 3,8,24 or 56 hours course but it might be longer according to the level that the employer wants his staff to response to.

This is a professional but not official course, with an exam (usually all participants will pass since the customer is the company who ordered the training) provided by a licensed company.

Higher level of medical treatment as medics have more robust training curriculum done usually by the national emergency medical services ("Red Magen David" – parallel to the Red Cross organization).

How many staff is required to have this training? How long? Who can provide the course etc?

Since the regulation require that the person that deliver the first aid treatment will be trained, all stores should have a least 1 trained first-aider per shift.

What first aid equipment and facilities do we need in a shop

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A first-aid kit (small or large)?

Medical equipment kits and other live saving or rescue kits should be available according to the detailed appendix as reflected in the WORK SAFETY REGULATIONS(FIRST AID IN WORKPLACE) 1988.

Above regulation detail the volume of equipment & medical supply based on number of workers in the organization or the working unit within 25 items (Basic medical supply).

In some countries public spaces need to have an Automated External Defibrillator (AED). Is this applicable to a store with around 20-40 employees, maximum 2000m2?

Israel relatively new regulation require AED under the "Placing resuscitation devices in public places law, 2008".

Regarding Retail stores, the regulation require from a mall that has business permit and above 500 visitors to place an AED. Our recommendation that shopping centre where stores are located will have this apparatus available.

10 Training

Mandatory Training requirements are based on the LABOUR INSPECTION (ORGANIZATION) LAW, 5714 – 1954, "Delivering Information and Workers Training", 1999.

Are there any mandatory requirements for Health & Safety Training, such as induction training, manual handling etc?

It is the employer commitment to deliver and instruct all workers regards the potential risk they be expose to during their work, deliver update safety instructions and work instructions in every place or workstation in order to operate, maintain any equipment, material or process in a safe manner. Trainer will be competent person in his field, training will happen once a year as min.

(means hold a knowledge tests & post training periodical assessments of implementation). Training to Construction foreman's or maintenance population should be deliver only by institute or a person that the national Chief Labour inspector has approved.

Employer need to train & certify safety trustee's, hold training records and deliver to workers safety hand-outs (no later than day one) with all potential risk to the employee in the workplace or any other place that he may operate.

If so, what are they?

Regaring induction training, the regulation prohibit any worker employment before he accomplish it's training curriculum and got the relevant PPE. Worker obligation is to post to any training that his employer invited him, unless there is a reasonable reason to his absences (do not contradict the fact that he can't start or perform any job that suitable safety training has not been delivered yet).

Specific types of professions require specific training curriculum or certifications curses in order to comply with above regulation

Is there any other training requirements we need to know about? Refreshment trainings?

Workers that changing roles need to get the relevant information.

Documents language will be in the one that the worker understand (Hebrew, Arabic or any other languish that is understood by the workers).

10.1 Mandatory Fire Safety training

Are there any mandatory requirements for Fire Safety Training such as evacuation practices, fire warden training, use of fire extinguishers?

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There is no mandatory requirement for fire safety training. Still, according to the local authorities' business permit process, the local fire brigade may require any safety steps that support risk reduction include fire safety training.

This fact will not be a conflict whenever worker needs safety training according to any potential risks he is exposed to. Fire wardens needs to be nominate, evacuation drills should happen at least once a year.

If so what are they? Duration? Exam by local authority? Expiration?

No exams.

Does the store require a number of trained fire wardens?

No.

11 Other items that may be relevant

What are the main requirements for each of these Areas?

11.1 Chemicals and Hazardous Substances (Cleaning chemicals)

We will have a few chemical substances in the stores for normal cleaning. We will have the Manufacturer's Safety Data Sheets and will do COSHH (Control of Substances Hazardous to Health) risk assessments to ensure they are used safely. Is there anything else we need to do?

Keep it close out of reach of not wanted personnel. Instruct in safe use the cleaning personnel.

Any authority we need to tell about the cleaning materials?

none

11.2 Asbestos

Do we need to do anything specific about asbestos that may be present in the building structure?

Not specific but have good maintenance and make sure no breaking of asbestos.

If so, what? (In the UK we need to identify where the asbestos might be and then manage it, either through removing it, sealing it or checking on its condition. Removal needs to be carried out by a special, licensed contractor).

Same in Israel we do but if things are serviceable do not tangle or break it

11.3 Workplace conditions

Temperature, office lighting, toilets, restrooms etc.

All will be asked by the authorities and will be subjected to safety definitions by laws of buildings.

11.4 Emergency Response

Does the law require a practice fire drills on a set periodicity? What is the frequency?

Fire & evacuation Drill should be execute once a year.

Are evacuation Plans/drawings required to be displayed? Where?

No information available.

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Is there a standard for these drawings?

No information available.

Who can produce them ?

No information available.

*Any particularity regarding the emergency response plan?
In some countries they follow a standard document and the law requires everything to be written and people appointed officially. This is not the drawing, it is a plan with procedures regarding the emergency response actuation at store level.*

Some Locations must have a written emergency response plan, as it is mandatory by the fire brigade.

In Israel there should be an emergency response plan written. Key staff and employees should be nominated.

Is there a threshold to have such a requirement for an ER plan? For e.g., stores more than 500 m2?

No information available.

Who can produce them ?

No information available.

11.5 Manual Handling

Rules on maximum loads for men and women, specific training required, can we do our own training etc.

Like in the EU all are applicable. You can do your training.

11.6 Working at Height (Ladders):

What are the rules in Country?

All employees on ladders must be qualified as height safety employees by a qualified as height safety instructor.

Have safety equipment and be instructed again every year on the safety.

Must hold an instruction certificate.

Less than 199cm measured from feet level

All others form of platform like "Mobile Platform", are considered as height equipment and must certified to work on them.

11.7 Equipment & Tools:

We believe that in Country, work equipment must have the CE mark and instructions on use must be in the local language. Is this correct and what other rules must we follow, regarding purchasing equipment, installing equipment, training staff to use it and maintaining it (periodic testing/inspection for portable appliances for e.g.)?

Work equipment should have the CE mark or the American ANSI and instructions on use must be In the local language.

There is no legislation in Israel to inspect portable equipment (microwave, walkie talkie, TVs) once a year.

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All electrical hand held tools must be double insulated only (the double square pictogram).

11.7.1 PPE

11.8 Electricity and Gas:

Are there requirements to regular inspections of the electrical fixed installation (fixed wiring test, ground test) and gas installation (50-200kW boilers)?

All maintenance and installation are subjected to a qualified engineer

All installation must be with registered contractors and gas electrical licensed

inspection frequency for the equipment's mentioned

1. Forklift- boom every 6 months forklift every 14 months.
2. Small winches and small cranes every 6 months
3. Condensed air every 14 months.
4. Licensed fork lift operators instructed on safety of driving each year –mandatory.
5. A list of all will be drafted when all equipment in the store will be known.

once a year power main will be checked using a thermal IR camera .

11.9 DSE (Display Screen Equipment)

Also, can you tell us about your rules on Display Screen Equipment? If the shop manager uses a computer for an hour or so a day, does this fall under special regulations requiring a risk assessment. Is there a definition for a display screen equipment user, based on hours of use etc?

N/A

11.10 Legionella

Stores usually have HVAC systems based on simple Air Treatment Units. If cooling is required, external heat pumps are used thus no water based cooling towers are in place.

Do we need to do anything specific about Legionella?

Should be checked but not defined by laws.

If so, what?

No information available

11.11 Stress:

Some countries have introduced special rules or regulation regarding special assessments relating to workplace stress. Are there any and if so, what are they?

N/A

11.12 New & Expectant Mothers

Our current policy is that once a woman has written confirmation from her own Doctor, to say she is pregnant, the store manager will meet with her regularly and carry out an individual risk assessment to see what she can safely do. He will only call in the Safety Specialist or send her to the Occupational Health Doctor if there are problems or if her own Doctor thinks she needs further advice. Does this comply with Local? If not, what should we do differently?

Attached her with is the legislation ordinance for New & Expectant 1954.

Expectant mother must notify the store manager that they are pregnant and 4 month.

11.13 Young Employees

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What special rules are there for employing young employees? What are the age restrictions and, apart from doing a specific risk assessment, what additional action or controls are required?

We would expect to do a young personnel risk assessment, prevent them doing anything at night, in the cold, that is very physical etc.) what are the rules?

Ordinance Youth Labour Law 5713- 1953.

All employees must be 18 and above during the year. On July and August the 2 month summer vacation between 16-18 years old can work only if they are registered at the youth labour department with special hours and paid.

11.14 Temporary employees

Employment of Employees by Manpower Contractors Law 5756 – 1996

11.15 Workers with Disabilities or Temporary Impairments

What special rules are there for employing workers who may have disabilities or temporary impairments such as sporting injuries etc? Are there any requirements for a specific risk assessment, what additional action or controls are required?

No information available

11.16 Contractor management

In some countries, it is a legal requirement to perform a written interference risk assessment related to contractor activity which is attached to the contract of the services in question. This involves exchanging document (certifications, qualifications) between both entities as well as signing papers around. Are any such requirements in place?

Yes. It's done everywhere before the signage of legal papers.

The management system foresees a sign in/out form for contractors and a permit to work form to be completed for special works (electrical, gas, etc). Anything else we need to be aware of?

Yes.

All contractors must be competent licenced and full knowledge of their trade have all working tools and fully 3rd party insurance and work in safety.

11.17 Insurance

What are the Insurance requirements? Is there a compulsory state insurance that pays out when staff is off work sick, or is this done through private insurance? How does it work?

There's a compulsory state insurance that pays out when staff is off work sick, but all businesses will make a private insurance policy where the employees will benefit more.

11.18 Others

Is there anything else that is particularly important under Local that has not been covered above?

Eilat is a non VAT TAX zone

We will have English/local country speaking managers in our stores so we intend using English language safety management guidance (for the manager) and local language translations of risk assessments and staff instructions. Do you see any problems with this?

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No problem with that but it will be preferred that all other managers or his lieutenant there any other official languages we should include, and if they are regional languages, what regions would we need them for?

All safety notices should be clarified in the legal 2 languages Hebrew & Arabic. All others are not required but each manager can decide for himself.

11.19 Record keeping

In many countries, there are specific rules about retaining records of H&S activities for some time. For e.g. in Italy, Occupational noise records are kept for 30 years but in UK it's 40 years. Does your country specify any timeline for record keeping (general and specific)?

1. Safety records and docs shall be kept at least 7 years.
2. Occupational noise records are kept for 25 years.
3. Asbestos records are kept for 30 years.
4. Amendments to the times records are kept are recorded from time to time and changed accordingly

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12 Filling this research file

The main function of this document is highlight potential differences within the established management system of the client regarding the country's local legislation.

It is structured by theme.

Answers should be clear, simple and when possible refer the legislative decree and article.

An example follows:

What types of accidents do we need to report immediately and how do we do this? If it is by telephone, how do we find the number? If it is by internet, how do we find the regional address? Is there a standard, online form?