



## What does Brexit mean for Health and Safety?

Whichever side of the Brexit debate we come down on personally, the implications of last year's referendum result and current negotiations with the EU are certainly going to require attention. Much of our Health and Safety legislation in recent years has been driven by EU regulations and directives, and just as with the Brexit debate itself, opinion is divided on the necessity or usefulness of some. However, we can safely assume that many of the regulations we currently work under will continue to apply post-Brexit, although potentially in a modified form.

For now though, there is no change. As the Brexit negotiations proceed, all of the EU regulations are being transferred into UK law. This allows the government to alter or remove them, but only *after* withdrawal from the EU is complete. There will be no 'bonfire of red tape', at least not yet. And while some seek to emphasise the possibility of removing Health and Safety regulations which are considered a 'burden' on businesses, others point out that a healthy and safe workforce is a productive workforce, and suggest that the benefits of regulation outweigh the burden.

Again, regardless of personal views or political allegiances, business owners and managers remain responsible for continuing compliance with relevant legislation and regulation, whether initiated by the EU or UK government. The long-term framework for Health and Safety law in the UK is unlikely to become clear until such time as the Brexit negotiations and withdrawal from the EU are completed. The future may be uncertain, but at this moment, for those who are managing and implementing Health and Safety policies in all sectors, it's business as usual.

