

Translated from Icelandic:

No. 920/2006

9 November 2006

REGULATION
On the organization and implementation of health and safety at workplaces

SECTION I

Sphere, objectives and definitions

Article 1

Sphere

This Regulation applies to all activities where one or more persons work, irrespective of whether they are the owners of undertakings or employees, and as covered by Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments.

The provisions of other laws, rules or regulations containing more stringent rules on employees' health and safety than stipulated in this Regulation shall remain in effect.

Article 2

Objectives

The objective of this Regulation is to establish systematic health and safety efforts at workplaces with the purpose of:

- a) Facilitating employees being protected against any kind of health hazards or health damage that may be caused by their work or working conditions,
- b) facilitating work being arranged such that employees are given tasks that conform to their competence and facilitating their mental and physical adjustment to the working environment,
- c) reducing absences from work because of illness and accidents through increasing safety and maintaining employees' health at the workplace,
- d) facilitating the mental and physical well-being of employees.

Article 3

Definitions

The definitions in this Regulation are as follows:

- a)

Employer: any party operating an undertaking. An undertaking's managing director is considered as being the employer or, in the instance of public operations, the party supervising the activities. If activities are operated jointly by two individuals or more, only one of them is deemed as being the employer, whereas the other/others are considered as being employees. The Administration of Occupational Safety and Health shall be notified of the identity of the party who is considered as being the employer.

b)

Risk: the likelihood of an employee sustaining health damage or accident at the workplace.

c)

Risk assessment: an analysis of the risk factors at work and an assessment of the likelihood of an employee sustaining health damage or accident at the workplace.

d)

Preventive measures: any actions or measures whose goal are to prevent or reduce the risk of work-related health damage or accidents, and which facilitate employees' well-being, or measures aimed at reducing damage in instances of accident or mishap.

e)

Undertaking: parties operating activities, irrespective of whether they are institutions, organizations, individuals or other parties. In respect of individuals, it is irrelevant whether they work alone or have other persons in their service.

f)

Health protection at the workplace: preventive measures based on risk assessment and other measures facilitating the employees' mental and physical well-being.

g)

Employee: any person carrying out work and receiving wages in the service of others, including students and apprentices, even though they contribute work without remuneration, provided such work by them is a part of organized study.

h)

Acknowledged service party: a party who has received acknowledgement by the Administration of Occupational Safety and Health for providing service in the field of safety and health at workplaces.

i)

Working conditions: applies to all factors of work, i.e. the working environment, the work organization and the execution of work.

j)

Workplace: indoor or outdoor environment where the employee is or needs to go through because of his work.

- k) *Health and safety efforts*: any actions or measures facilitating improved conditions, health and safety and the workplace.
- l) *Safety committee*: committee consisting of representatives of the employers, the safety representative and representatives of the employees in undertakings with 50 or more employees.
- m) *Workers' safety representative*: employees' representative in safety affairs and health protection in undertakings with 10 or more employees.
- n) *Safety representative*: employer/employer's representative in safety affairs and health-protection in undertakings with 10 or more employees.

SECTION II

Workers' safety representatives, safety representatives and safety committees

Article 4

Undertakings with less than 10 employees

In undertakings with 1 to 9 employees the employer and/or his work foreman shall facilitate good working environment, health and safety at the workplace in close collaboration with the undertaking's employees and their shop steward, cf. however, paragraph 2.

The director of the Administration of Occupational Safety and Health may decide, if deemed necessary, for the arrangement as stipulated in Article 5 of this Regulation also applying to groups of employees as stated in this provision when special circumstances exist, cf. for example, Articles 40 and 44 of Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments.

Article 5

Undertakings with 10 employees or more

At undertakings where the number of employees is 10 or more, the employer shall appoint a safety representative and the employees shall elect a workers' safety representative from their group.

If the number of employees fluctuates, the guideline shall be the average number in the previous year, however, taking into consideration an increase or decrease in the undertaking's activities.

Article 6

Undertakings with 50 employees or more

A safety committee shall be established at undertakings where the number of employees is 50 or more. The employees shall elect from their group two representatives and the employer appoints two. Both representatives of the employer on the safety committee shall be titled safety representatives and both the representatives of the employees shall be titled workers' safety representatives.

If the number of employees fluctuates the guideline shall be the average number in the previous year, however, taking into consideration an increase or decrease in the undertaking's activities.

The election and appointment of representatives on the safety committee shall, to the extent possible, be based on the representatives having an overview in their daily work of as much part of the activities as possible and/or are available at the worksite as much as possible during working hours.

Article 7

Undertakings with branches or independent operating units

If the activities of the undertaking take place in independent operating units or branches such that it may be deemed that the undertaking's safety committee does not have sufficient overview of the activities, the employer and the parties preparing the election of the safety representatives, cf. Article 12 of this Regulation, may enter into an agreement on the arrangement cf. Articles 4-6 of this Regulation being carried out at the individual operating units or branches.

Article 8

Special safety committee during major construction

In instances of major construction with the participation of more than one employer, for example, regarding power harnessing and the construction of major industrial plants, a special safety committee shall be appointed with the participation of the safety representatives and the workers' safety representatives of the individual employers and other parties as deemed necessary. The parties preparing the election among the employees, cf. Article 12 of this Regulation, and the relevant employers, shall enter into an agreement on the appointment of the safety committee and the arrangement of its work. Its role, among other things, is facilitating coordinated health and safety efforts of the individual employers during such construction.

Article 9

Confidentiality

The workers' safety representatives and the safety representatives, cf. Articles 5 and 6 of this Regulation, are not authorized to provide information they receive in respect of their confidential work if the information pertains to:

- a) the personal situation of individual employees or management, or
- b) technical equipment, production methods or business interests.

Additionally, unauthorized persons may not be given copies of or information about the contents of reports on work-related accidents or work-related illness.

Deviations from the duty of confidentiality cf. paragraph 1, are permitted, however, such that employees or management may be informed of incidents that fall under paragraph 1, items a and b, subject to the consent of the relevant parties and provided such a deviation is deemed as necessary for warning employees or management about a risk of accident or illness.

Article 10

Occupational protection ATH

The workers' safety representatives, cf. Articles 5 and 6 of this Regulation, shall have the protection as provided for in Article 11 of Act no. 80/1938 on Trade Unions and Industrial Disputes.

SECTION III

Appointment of safety representatives and election of workers' safety representatives

Article 11

Appointment of safety representatives

The employer, if he is not the safety representative or on the safety committee, is obligated to appoint in his place a party to be the safety representative with a full power, cf. Articles 5 and 6 of this Regulation.

The appointment shall generally apply to two years at a time.

Article 12

Preparation and execution of the election of a workers' safety representative

The union representatives of the employees or the shop stewards of the relevant trade unions shall see to the preparation and execution of the election of the workers' safety representatives. The aforementioned party that takes the initiative shall inform the other party about his intentions.

Article 13

Election of workers' safety representatives

The election of the workers' safety representatives, cf. Articles 5 and 6 of this Regulation, shall take place by means of a written vote which shall last for at least one workday or at a personnel meeting that has been called on at least 48 hours notice where all employees, who have the right to vote, are given the option of participating.

Eligible are all employees of the undertaking except for management, and it is desirable that the person running for this position has worked with the undertaking for at least 1 year and has in his daily work an overview of most of the activities and/or is present during as much of the working hours as possible, cf. Article 6, paragraph 3, of this Regulation.

The right to vote is held by all employees of the undertaking except management irrespective of the format of employment, employment period and work percentage.

Workers' safety representatives shall generally be elected for two years at a time.

Article 14

Notification to the Administration of Occupational Safety and Health

The employer shall notify the Administration of Occupational Safety and Health about the parties who are appointed as safety representatives and elected as the workers' safety representatives. The parties preparing the election of the workers' safety representatives, cf. Article 12 of this Regulation, shall notify the relevant trade unions about the same.

SECTION IV

Work procedures of safety committees

Article 15

Election of chairman and secretary

The safety committee elects its chairman and secretary, each for a term of one year at a time, and shall each equally come from amongst the safety representatives and the workers' safety representatives.

Article 16

Main matters of safety committees

The safety committee shall take for procedure matters pertaining to the working environment, health and safety at the workplace, cf. also Section V of this Regulation. The committee shall especially take for procedure accidents, mishaps, and instances of work-related illness with the

goal of finding the causes and to present proposals on improvement in order to prevent reoccurrence.

The safety committee shall be presented with schedules and plans about major construction or other changes in the operation of the undertaking that may affect the working conditions at the workplace.

Article 17

Meetings and the disposition of matters

The safety committee shall hold meetings as frequently as it deems necessary, however, not fewer than four times per year. The committee is obligated to hold a meeting if demanded by two or more committee members.

The committee takes matters for procedures at the initiative of the committee members or according to a request by the employer or any employee of the undertaking. In its work the committee shall seek resolving the matters being addressed and propose improvements as it deems necessary.

If an agreement is not reached in the committee on the disposition of a matter, the views of all parties shall be recorded and in such an instance all committee members are authorized to refer the matter to the Administration of Occupational Safety and Health.

Article 18

Record of Minutes

The safety committee shall keep a Record of Minutes. Matters addressed by the committee, including all decisions, shall be entered into the Record of Minutes.

Employees of the Administration of Occupational Safety and Health shall be authorized access to the Record of Minutes of the safety committees and are subject to confidentiality, cf. Article 83 of Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments.

SECTION V

Main tasks of workers' safety representatives and safety representatives

Article 19

General

Workers' safety representatives and safety representatives, cf. Articles 5 and 6 of this Regulation, shall according to the provisions of this Regulation work towards working environment, health

and safety at the undertakings' workplaces and shall observe that measures in this field serve their purpose.

The employer shall see to it that the workers' safety representatives and the safety representatives are allowed suitable time based on the extent of their task to carry out their duties, cf. paragraph 1. The employer shall allow them involvement in advance and good time in the organization of that pertaining to the working environment, health and safety at the undertaking's workplaces, and shall see to it that they are able to present their views regarding the execution of the health and safety efforts.

The workers' safety representatives and the safety representatives shall be informed of any work-related accidents, mishaps and work-related illness that occur in the undertaking in order to facilitate them being able to carry out their duties, cf. paragraph 1. They shall also be informed of the measuring and examination of the health and safety, and shall furthermore be informed of breakdowns or circumstances that arise and may be significant regarding the working environment, health and safety at the workplace. Additionally, they shall be informed of the observations and instructions by the Administration of Occupational Safety and Health pertaining to the undertaking.

In the absence of workers' safety representatives and safety representatives due to the smallness of an undertaking, cf. Article 4 of this Regulation, the employer shall confer with the employees and the shop steward regarding the working environment, health and safety at the workplace.

The duties of the workers' safety representatives in this area shall not affect the responsibilities of the employer, cf. Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments, and this Regulation.

Article 20

Main tasks of workers' safety representatives and the safety representatives

Safety representatives and the workers' safety representatives in the safety committees shall participate in preparing a schedule on occupational safety and health, cf. Articles 65-66 of Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments, and Section VIII of this Regulation, and shall monitor its implementation. This involves participating in preparing a risk assessment and a schedule on health protection containing, among other things, a schedule on preventive measures.

In the absence of a safety committee, the workers' safety representative and the safety representative, cf. Article 5 of this Regulation, or the shop steward, cf. Article 4 of this Regulation, shall participate in preparing a plan on occupational safety and health, and shall monitor its implementation, cf. paragraph 1.

The parties, cf. paragraphs 1 and 2, shall go on inspection tours of the workplace as often as deemed necessary and shall in particular focus on:

- a) Machinery and technical equipment, hazardous materials and work procedures not jeopardizing the life and health of the employees;
- b) the safety equipment and personal protection being in good condition as expected, and that the employees use existing equipment or protection;
- c) there not taking place any reprimandable or repeated inappropriate conduct at the workplace;
- d) the employees being informed about the risks that exist at the workplace in respect of their safety and health. The contents of the company's schedule on safety and health at the workplace shall be made known to the employees, including its risk assessment, the preventive measures and the emergency plan, as well as being introduced to the employees of other employers working at the relevant workplace, cf. Article 22 of this Regulation;
- e) the registration of work-related accidents, mishaps and work-related illness being carried out, cf. Article 78 of Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments;
- f) the employees receiving the necessary education and training with respect to the working environment, safety and health at the workplace;
- g) there existing an emergency plan in conformity with Section IX of this Regulation;
- h) the comments of the Administration of Occupational Safety and Health being sought regarding significant changes at the undertaking, cf. Section XIII of Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments.

SECTION VI

Rights and obligations of the parties

Article 21

General

The employer is responsible for launching health and safety efforts applying to the undertaking as a whole and to all work conditions that could affect the safety and health of the employees, cf. Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments and this Regulation. For this purpose a written plan shall be made, among other things, on safety and health at the workplace, cf. Article 65 of the Act and Section VIII of this Regulation, setting a strategy the working environment, safety and health at the workplace.

In the instance of the preparation of the schedule on safety and health at the workplace requiring competence that the employer or his employees do not possess, the employer shall recruit a service party that has received an acknowledgement by the Administration of Occupational Safety and Health to carry out such work. Such a service party shall have access to the necessary information in order to be able to carry out his duties, and the employer shall inform him of the factors that are known or suspected as affecting the safety and health of the employees, cf. Article 66 of Act no. 48/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments.

Notwithstanding the employer receiving the service of such parties, he is nevertheless responsible for the schedule being made and implemented.

The employer shall ensure that collaboration on the arrangement and execution of the health and safety efforts according to this Regulation may be as good as possible and he shall participate in the collaboration on these matters.

The employer bears the costs of the work towards improved working environment, safety and health within the undertaking, and compensates those working on it for loss of income they might suffer from this.

The employer shall furthermore pay all expenses derived from the measures taken to improve the working environment, safety and health within the undertaking. Transferring such costs to the employees is not permissible.

Article 22

Employers involved in operations at the same workplace

In instances where there are more than one employer involved in operations at the same workplace, they and others working there shall jointly facilitate good occupationally safe and healthy working conditions at the workplace. The employers shall inform each other and their employees and/or the workers' safety representative or the shop steward of factors pertaining to occupational safety and health at the workplace.

Every employer shall see to it that the working conditions at his undertaking are such that the safety and health of the employees of other employers at the same workplace are also ensured to the extent possible.

The employer who is responsible for the primary activities at the workplace shall initiate a coordination of the health and safety efforts at the workplace.

In the instance where there is no definition of primary activities, the relevant employers shall enter into an agreement on a coordination of the health and safety efforts at the workplace stating, among other things, which working areas and projects are covered by the agreement.

When the nature of activities deems them as hazardous and/or in instances where the circumstances give reason to, the agreement cf. paragraph 4 shall be in writing, and in such an instance an employer shall be appointed to initiate a coordination of the health and safety efforts at the workplace.

The employer shall ensure that the employees of other undertakings that engage in projects within his undertaking have in fact received the appropriate guidelines on hazards regarding the working environment, safety and health relating to the circumstances at his undertaking.

An employer who has under his command employees from manpower leasing or another employer shall ensure their occupational safety and health while they are in his service in the same manner as applies to his own employees.

The provisions of paragraphs 1-6 have no impact on the obligations of any employer according to Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments and this Regulation, cf the Act's Article 36.

In respect of the coordination of the health and safety efforts at construction sites and other periodic construction, also applicable are the rules on the working environment, safety and health at construction sites and other periodic construction.

Article 23

Obligations of employees

Employees shall facilitate that the working conditions within their sphere of work are satisfactory in respect of the working environment, safety and health. They shall also facilitate that the measures that are taken to increase safety and improve the facilities and health according to the Act on Working Environment, Health and Safety in the Workplace with subsequent amendments and this Regulation are carried out.

The employees are obligated, among other things, in conformity with the education and training they have received:

- a) to use machinery, equipment, tools, hazardous materials, transportation equipment and other equipment in the correct manner;
- b) to use the personal protection they are provided with in the correct manner and to return it at the appropriate place after use;
- c) not to disconnect, change or remove at whim the installed safety equipment, for example, by machinery, tools, equipment and buildings, and to use the safety equipment correctly,
- d) to inform the employer and/or the employer's representative, for example, the foreman or the safety representative, or the workers' safety representative, or the shop steward of the employees, immediately about any circumstances at work where it may be deemed clear that safety and health are at much risk, and about any defects in the arrangement intended for the protection of the employees.

If an employee believes that there exists a certain risk of accident or illness, he shall immediately comment thereon to the employer and/or his representative, for example, the foreman or the safety representative, and the workers' safety representative, who shall jointly take measures to prevent the danger. An employee who believes that the appropriate measures are not taken shall refer the matter for procedure to the undertaking's safety committee, if such a committee exists, or to the Administration of Occupational Safety and Health.

SECTION VII

Education and training

Article 24

Education and training of safety representatives and workers' safety representatives

The employer shall see to the safety representatives and the workers' safety representatives receiving the appropriate education and training by attending courses regarding the working environment, health and safety at the workplace, enabling these parties to obtain basic knowledge of matters pertaining to the working environment, health and safety at the relevant workplace.

The Administration of Occupational Safety and Health issues guidelines regarding the factors that should be discussed at the courses cf. paragraph 1.

Article 25

Training of employees

The employer shall ensure that every employee receives sufficient training regarding the working environment, safety and health at the workplace, among other things, through information and instructions that are tailored to his working conditions and work, in the following instances:

- a) As soon as the employee is hired;
- b) if the employee is transferred to another location or another job;
- c) if new equipment is taken into use or equipment is changed;
- d) if new technology is adopted.

The training shall be adjusted to new or changed risk factors and to new knowledge, and shall be repeated regularly if necessary. When the risk at work is extensive according to a risk assessment, written rules of work procedure shall exist, stipulating how the work shall be carried out.

The employer shall take the necessary measures to ensure that only employees who have received sufficient instruction have access to areas where there exists serious and special danger.

The employer shall pay the costs of the training, cf. paragraph 1-2, and the training shall take place during working hours.

SECTION VIII

Schedule on safety and health, and health examination

Article 26

General

The employer is responsible for the preparation of a written schedule on safety and health at the workplace, cf. Article 65 of Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments. The schedule shall ensure that the undertaking's health and safety efforts are specific. It shall entail, among other things, a special risk assessment, cf. Article 27 of this Regulation, as well as a schedule on health protection, including a schedule on preventive measures based on risk assessment, cf. Article 28 of this Regulation. The schedule shall provide a good overview of the risk and stress factors and the preventive measures for preventing or reducing the risk of health damage and accidents because of the working conditions, and to promote employees' safety, health and well-being.

The employer shall see to it that the schedule on safety and health, cf. paragraph 1, is implemented in the daily activities of the undertaking and that the health and safety efforts are an indestructible part of them. The results of the systematic efforts shall be regularly assessed in collaboration with the safety representative and the workers' safety representative or the undertaking's safety committee, and improvements shall be made as provided for by the conclusions of the assessment.

The schedule on safety and health, cf. paragraph 1, shall entail a process of steady improvements. Prior to changes being made of the activities of an undertaking, the employer shall assess whether they entail a risk with respect to the safety and health of the employees, and whether improvements are needed. For the purpose of prevention, an overview shall be made at least annually on work-related accidents, mishaps and work-related illness that have occurred since the latest overview was made.

The schedule on safety and health, cf. paragraph 1, shall be accessible within the undertaking by those engaging in the health and safety efforts, as well as by the other employees. By the same token, the schedule shall be accessible by the employees of the Administration of Occupational Safety and Health if they request it.

Article 27

Risk assessment

The risk assessment shall be in writing and shall cover the working conditions of the employees. In preparing the risk assessment, an assessment shall be made of occupational risks with respect to the safety and health of the employees, and the risk factors in the working environment. Consideration shall be shown for the nature of the activities, as well as the size and organization of the undertaking. A special focus shall furthermore be made on work where it is foreseeable that the safety and health of the employees carrying out such work is more at risk than applies to other employees. In making the risk assessment, the seriousness of the risk and the likelihood of a hazard situation occurring shall be weighed together.

The methods of conducting a risk assessment are free of choice; however, the method chosen at any given time shall be best suited for analyzing the risks that may exist within the undertaking. It must be ensured that the risk assessment entails the following:

A

Analysis – that the working conditions are examined in a systematic manner and that the risk factors in the working environment, the work arrangement and the execution of the work are analyzed and recorded.

B

Assessment – that all risk factors are assessed, i.e. the nature, seriousness, extent and cause of the hazards.

C

Overview – that an overview is made of the conclusions of the risk assessment.

The Administration of Occupational Safety and Health issues guidelines on the execution of risk assessment and on a health-protections schedule, including schedules on preventive measures, which shall be based on the changeable circumstances of the individual occupational fields.

Article 28

Schedule on health protection and its implementation

When a risk assessment, cf. Article 27, is available, the employer is responsible for a health-protection schedule being made, including a schedule on preventive measures.

The schedule, cf. paragraph 1, shall entail special improvements being made in conformity with the results of the risk assessment.

The schedule shall state which measures the employer takes for preventing or reducing the risk that materializes upon the risk assessment, for example, improvements regarding the organization and execution of work, guidelines, education, training, selection of equipment, materials or combination of materials, the use of safety and protection equipment, workplace installations or other preventive measures.

Major risk shall be acted on immediately and the risk that may be easily reduced or prevented. The schedule, cf. paragraph 1, shall prioritize the improvements that need to be made because of risks at the workplace and their completion shall be time scheduled.

The selection of measures shall be based on the general criteria on preventive measures that are stated in Annex I. After the risk has been assessed in the necessary manner, the preventive measures shall be included in all activities at the workplace at all levels where applicable. The employer shall adjust these measures to changed circumstances and the goal shall be to improve the current conditions.

Article 29

Follow-up

The employer shall ensure follow-up upon the completion of the improvements by assessing the improvements after a certain period of time and to make improvements if necessary.

Article 30

Revision of the safety and health schedule

The schedule on safety and health shall be revised when changes of the working conditions, the work arrangement or production methods change its prerequisites. When work accidents or serious mishaps occur or if work-related illness takes place or other incidents or circumstances that indicate a risk, the relevant factors of the schedule shall be revised.

Article 31

Health examination

The employees shall have the option of health examination at the employer's expense before they are hired, while employed and as appropriate after their employment is over, provided their working conditions are such that they might sustain damage to their health and if there is reason to believe that health examination could prevent or stop occupational illness or work-related illness.

The health examination, cf. paragraph 1, shall be carried out by health personnel and shall be based on the risk assessment of the relevant undertakings and fields of work, and also the rules that apply to the various groups of employees.

SECTION IX

First aid, firefighting and evacuation

Article 32

Preventive measures and the appointment of task representatives

The employer shall take the necessary measures regarding first aid, firefighting and the evacuation of employees in conformity with the nature of the activities and size of the undertaking, and considering other persons who could be at the venue.

Descriptions of the measures, cf. paragraph 1, shall be stated in the schedule on health protection, cf. Article 28.

The employer shall appoint the employees who shall execute the measures cf. paragraph 1. The number of employees, their training and the equipment that they shall have shall be as appropriate in respect of the size of the undertaking and/or the special hazard that may exist.

The fire inspection by the owners and the management of industrial housing is subject to the current law on fire prevention and the regulation on the own control by owners and management of fire prevention at industrial housing.

Article 33

Immediate risk of damage to health or work accident

If an employer or employees, who have been appointed as work foremen, safety representatives or workers' safety representatives realize that suddenly an immediate risk of damage to health or work accidents of employees has materialized at the workplace, for example because of air pollution, poisonous, flammable or hazardous substances, a collapse risk of soil, stack of items or load structure, risk of falling, explosion or other serious hazards, they are obligated to see to it that the activities are immediately stopped and/or that the employees leave the venue where there is a danger situation.

The employer should furthermore ensure that the employees themselves, if their safety or that of others is subjected to immediate danger, are able to take the necessary measures to avoid the consequences of danger in instances where it is not possible to contact a supervisor or an employee who has been appointed as a safety representative or the workers' safety representative.

In such an instance the measures, cf. paragraphs 1 or 2, do not make the persons stated therein responsible for damage the undertaking may suffer because of the stoppage or the departure of employees from the workplace where the immediate danger situation was deemed as existing and it is not permissible to have them suffer for their decision in any manner.

The employer shall as soon as possible inform all employees that may be subjected to immediate danger of the hazard and what measures have or will be taken for the purpose of protection.

The Administration of Occupational Safety and Health shall be notified as soon as possible and the administration shall immediately dispatch its representative to the site to assess the situation and the circumstances, and to determine whether the activities shall continue to be stopped, if they were stopped, and the necessary improvement that need to be made for the activities and the workplace being considered as safe.

Article 34

Reporting work accidents

The employer shall, without undue delay, immediately notify the Administration of Occupational Safety and Health of any accident where an employee dies or becomes incapacitated for one or more days, as well as stating the date of the accident. An accident where it is considered likely that the employee sustained long-term or permanent damage to his health shall be reported to the Administration of Occupational Safety and Health within 24 hours. In other respects, the notification by employers shall be subject to Articles 79 and 80 of the Act on Working Environment, Health and Safety in the Workplace with subsequent amendments.

SECTION X

Various provisions

Article 35

Monitoring

The Administration of Occupational Safety and Health monitors the execution of this Regulation, cf. Article 82 of the Act on Working Environment, health and Safety in the Workplace no. 46/1980 with subsequent amendments.

Article 36

Authorization for appeal

Appealing the decisions of the Administration of Occupational Safety and Health that are made on grounds of this Regulation, to the Ministry of Social Affairs is permissible within three months from the date a party to a case was notified of the decision, cf. Article 98 of Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments.

Article 37

Penalties

Non-compliance with the provisions of this Regulation may be subject to the provisions of Article 99 of Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments.

Article 38

Entry-into-force

This Regulation is set according to the authorization of Articles 7, 17, 38, 39, 40 and 65, Article 65a, Article 66, Article 66a, and Article 67 of Act no. 46/1980 on Working Environment, Health and Safety in the Workplace with subsequent amendments, subject to the comments by the Administration of Occupational Safety and Health and the Iceland surgeon general, for the adoption of Directive no. 89/391/EU, on the transposition of measures facilitating increased safety and health of employees in the workplace, to which a reference is made in item 8, SVIII, the Annex of the Agreement on the European Economic Area, shall immediately enter into force. Additionally, Rules no. 77/1982 on Health and Safety Measures in Undertakings becomes void.,

The Ministry of Social Affairs, 9 November 2006

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ANNEX
(see PDF file)

Section B – Date of issue: 10 November 2006