

Occupational health and safety

Consistently implemented occupational health and safety practices ensure that employees can work in a safe and healthy environment. At the same time, they protect companies against heavy fines, as well as protecting their board members and managing directors against personal civil and criminal liability risks. Occupational health and safety has a multitude of legal bases that are regulated at both national and European level.

Organisational occupational health and safety

Risk assessments, instructions, emergency plans, working time regulations

Technical occupational health and safety

Safety of machinery, plants and work equipment

Social occupational health and safety

Protection of particularly vulnerable employee groups, working hours, maternity protection, holidays

Medical occupational health and safety

Preventive medical check-ups and promotion of mental health by company doctors

Important measures:

- Establishment of a legally compliant OHS system
- Clear distribution of tasks to managers
- Identification of hazards through risk assessments
- Compliance with regulations and technical rules of the German Social Accident Insurance (DGUV)

Our expertise:

- Strategic legal advice on all OHS issues
- Communication with supervisory authorities and (legal) representation in fine proceedings
- Prevention and handling of accidents at work
- Support in negotiations with works councils and dispute resolution



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Organisational occupational health and safety checklist

Be critical! Start your self-assessment now:

- Do you have up-to-date and fully documented risk assessments for all areas of work in accordance with Section 5 of the German Occupational Safety and Health Act (ArbSchG), including measures, deadlines, responsibilities and effectiveness checks?
- Have OHS duties been clearly delegated to managers and has this been documented?
- Is there an organisational chart showing clear responsibilities for OHS?
- Have you appointed an OHS professional and an occupational physician, and do you provide supervision pursuant to DGUV Regulation 2?
- Have you set up an OHS committee (for companies with 20 or more employees)?
- Have safety officers been appointed and are they actively involved in operational procedures?
- Do you have a functioning first aid and emergency response organisation with sufficiently trained first aiders and fire safety officers?
- Do you conduct the necessary training measures for managers, safety officers and employees?
- Do you have your work equipment and technical systems inspected to the required extent and, if necessary, keep records?
- Do you have up-to-date instructions for operating machines, handling hazardous substances and for special work processes? If so, are your employees regularly and comprehensively instructed on the basis of the instructions?
- Is the works council involved in all relevant OHS issues?
- Is there a structured accident reporting system, including the analysis of (near) accidents?
- Does your company management carry out regular random checks to verify the effectiveness of OHS – keywords: liability for the negligent selection of agents and for failing to provide proper organisational structures?

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