

---

**Director's Decree V2018-10****Attachment 2**

## **The Curriculum for Periodic Training in Occupation Safety and Health at Work**

1. Introduction – Occupation Safety and Health at Work (OSHW) is an important component of work obligations. To be healthy and retain the ability to work is economically advantageous for the employee and the employer and leads to reciprocal social certainties. Around 150,000 work-related injuries resulting in sick leave occur each year in the CR; around 120 employees die as a result of a work-related injury.
2. The legal bases of OSHW
  - a. The Constitution of the CR
  - b. Charter of Fundamental Rights and Freedoms (Section 31)
  - c. Labor Code No. 262/2006 Coll. (particularly part No. 5 – Occupational Safety and Health Protection at Work)
  - d. Act No. 309/2006 Coll. as amended (No. 88/2016 Coll.), which regulates other requirements of occupational safety and health protection at work
  - e. Government Decree No. 361/2007 Coll. and Government Decree No. 68/2010 Coll. and No. 375/2017 Coll. (Implementation Regulations of the Labor Code /LC/)
  - f. Notices, ordinances (particularly of the Czech Occupational Safety Office) and other legal norms issued in the Collection of Acts
  - g. CSNs, technical and company regulations
3. Obligations of the employer, LC Sections 103, 104 and 105
4. Rights and obligations of the employee, LC Sections 106, 107 and 108
5. Prevention of endangerment of life and health at work, LC Sections 101 and 102
6. Working conditions of women and the young, LC Sections 238–247 building on Decree of the Ministry of Health (MH) of the CR No. 180/2015 Coll. (work and workplaces forbidden for the young, pregnant women and mothers in the first six weeks after childbirth)
7. What is a work-related injury and what is an occupational disease, the investigation and remuneration of work-related injuries. Demonstrable acquaintance of employees with work-related injuries caused in the last five years, including precautions taken.
8. The danger of work with electrical equipment and delimitation of permitted work, Decree No. 50/1978 Coll., especially Sections 3 and 4. First aid in injuries with electrical current:
  - a. Remove the affected from the electrical circuit
  - b. Begin resuscitation – artificial breathing, heart massage
  - c. Always call a doctor
9. The obligation to announce to the head of the workplace and register the work-related injury – Government Decree No. 201/2010 Coll., Government Decree No. 170/2014 Coll. And Government Decree No. 276/2015 Coll.
10. Office, cleaning work, including work with computer technology, see Government Decree No. 361/2007 Coll. and Government Decree No. 68/2010 Coll. and No. 32/2016 Coll.
11. Instruction on the specifics of the workplace and work methods

- a. Acquaint employees with the workplace in terms of OSHW – switches, closures, escape routes, first aid
  - b. Acquaint them with work methods and technologies, including safety provisions and norms
  - c. Forbid unpermitted and dangerous work methods
  - d. Specify the obligations to use personal protection work means
  - e. Set staff training (if it is required) and employees responsible for it
12. Demonstrably acquaint employees with these legal norms:
- a. Act No. 258/00 Coll. and Act No. 372 and 373/2011 Coll. as subsequently amended (No. 202/2017 Coll.) and Decree of the MH No. 79/2013 Coll.
  - b. Act No. 350/2011 Coll. as subsequently amended and implementation decrees
  - c. Act No. 185/2001 Coll. as subsequently amended and implementation decrees
  - d. Act No. 224/2015 Coll. as subsequently amended and implementation decrees
  - e. Internal company guideline on the inclusion of individual employees in work categories and on the identification of risk of possible endangerment of their health and life at work
  - f. Government Decree No. 495/2001 Coll. (personal protection work means)
  - g. Decree of the MH of the CR No. 432/2003 Coll. and Decree of the MH of the CR No. 107/2013 Coll. and Decree of MH of the CR No. 181 and 240/2015 Coll. (categorization of work)
  - h. Internal guideline for the permission of business trips by personal vehicles
  - i. Act No. 153/2000 Coll. as subsequently amended (selected workplaces – GMOs)
  - j. Act No. 251/2005 Coll. on the inspection of work
  - k. Government Decree No. 101/2005 Coll. on detailed requirements on the work environment
  - l. Act No. 466/2004 Coll. (full wording of Act No. 167/1998 Coll. on addictive substances and Decree of the MH No. 243/2009 Coll., all as amended)
  - m. Director's Order of the IOCB Prague No. 4/2016
  - n. Government Decree No. 291/2015 Coll.
  - o. Safety regulations IOCB Prague (especially for the works in the laboratory)
  - p. Acquaintance of the employees in question with the risks when working with nanoparticles
13. For employees of the technical section and administration of buildings moreover:
- a. Government Decree No. 378/2001 Coll.
  - b. Decree of Czech Occupational Safety Office No. 48/1982 in the full wording of the subsequent provisions Section 1, Sections 54–70, Sections 110–117, Sections 173 174, Sections 194–206, Sections 237–240
  - c. Decrees of Czech Occupational Safety Office No. 18, 19 and 21/1979 Coll. and No. 73/2010 Coll. as amended
  - d. Decree of the Czech Occupational Safety No. 85/1978 Coll. as amended
  - e. Government Decree No. 101/2005 Coll. and Government Decree No. 362/2005 Coll.
  - f. Government Decree No. 272/2011 Coll. and Government Dec. No. 217/2016 Coll.
14. CSNs 078304, 650201, 690012, 018003 and others according to need and further CSNs 200703, 200708, 269030, 269010, 269105, 267407, 270808, 270809, 239060.
15. Employees have been forbidden while at work to use alcoholic beverages, intoxicant and psychotropic substances, smoke and ordered to devote themselves fully to their entrusted task, to use the personal protection work means to the extent determined by the relevant supervising employee (according to the relevant legal norms). They have been notified that any other work

method than that which the employee has been shown and prescribed in training is dangerous and forbidden.

16. Any other work activity (even short-term or one-time), e.g. smoothing on a grinding machine, work on woodworking machines, work at heights, work on metalworking machines, etc. always requires specific training according to the relevant legal norms and provisions.

The employee discussed the issue of occupational safety and health completely understood and all her/his questions have been satisfactorily answered.

After the training, the knowledge of those who have completed the training has been tested by control questions (interview).