



Step-by-step plan in case of accidents at work

Accidents at work take place on a daily basis, resulting in employees being injured or in, the worst case, death. Employers have various obligations in the event of an occupational accident. This step-by-step plan will help you further.

1 Provide first aid

In case of an occupational accident, it is required to engage the company emergency officers. In case of life-threatening situations also immediately call the emergency services by dialing 1-1-2.

2 Assess

The employer is required to immediately notify the Labor Inspectorate (in Dutch: “*Inspectie SZW*”) of any occupational accident leading to:

- ▶ death;
- ▶ (a chance of) lasting injury; and/or
- ▶ hospital admission.

The employer should not only report accidents of its employees, but also of other persons working under its supervision (e.g. temporary agency workers and self-employed persons).

If the required notification has not been made (in a timely manner), the Labor Inspectorate can impose a (substantial) penalty.

3 Report

If the employer has to report the occupational accident to the Labor Inspectorate (see step 2), this can be done either by telephone (via 0800-5151) or via the webform on inspectieszw.nl.

4 Audit

The Labor Inspectorate can decide to investigate the accident and visit the workplace immediately. The location of the accident must be left unchanged as much as possible. However, the necessary measures to prevent further accidents have to be taken.

If the situation at the location poses a (serious) danger, the Labor Inspectorate can shut down the business activities immediately for a certain period of time.

The Labor Inspectorate’s investigation can take several months to a year. A report is made of each investigation.

In most cases the employer will be requested to provide further details.

In case of non-compliance with health and safety regulations, the Labor Inspectorate can impose a (substantial) penalty.

5 Contact HVG Law

Contact the specialists of HVG Law soonest for e.g. support in case of a possible audit of the Labor Inspectorate and discussing other actions (e.g. having the relevant health and safety documentation in order).

6 Accident report and insurance

The employer must conduct an internal investigation and draw up a report in relation to the occupational accident, for its required health and safety records. If applicable, the insurance company is to be informed about the occupational accident.

What we can do for you:

- ▶ Ensure compliance with national and international health and safety regulations
- ▶ Provide guidance in creating a safe and healthy work environment
- ▶ Provide support with regard to claims and/or (intended) actions from the Labor Inspectorate and/or employees

For more information:



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