



## Working from home

## Health & Safety for Home Workers

Employers have the same health and safety responsibilities for home workers as any other staff. This includes those who work from home full time or in hybrid arrangements. Most risks are low, but you must still assess and manage them; these include focusing on stress and mental health, safe use of equipment, and suitability of the home environment. Not everyone's home setup will be appropriate, so discuss appropriate arrangements with workers.

## Risk Assessment

Your risk assessment must include home workers. A proportionate approach is fine and visits are usually unnecessary unless there are special needs or significant hazards. Consider how you will keep in touch, the work being done, how it can be done safely, and what controls may be needed. Provide guidance, self assessment tools or check ins. Workers must not be charged for required measures. If someone's home is unsuitable, arrange an alternative workplace.

## Stress and Mental Health

Home workers can experience isolation and reduced support. Talk openly about stress, involve them in stress risk assessments, keep them informed, and maintain regular contact. Encourage healthy work patterns, breaks, and reasonable hours. Review workloads and adjust work methods if stressors arise.

## Using Computers and Laptops (DSE)

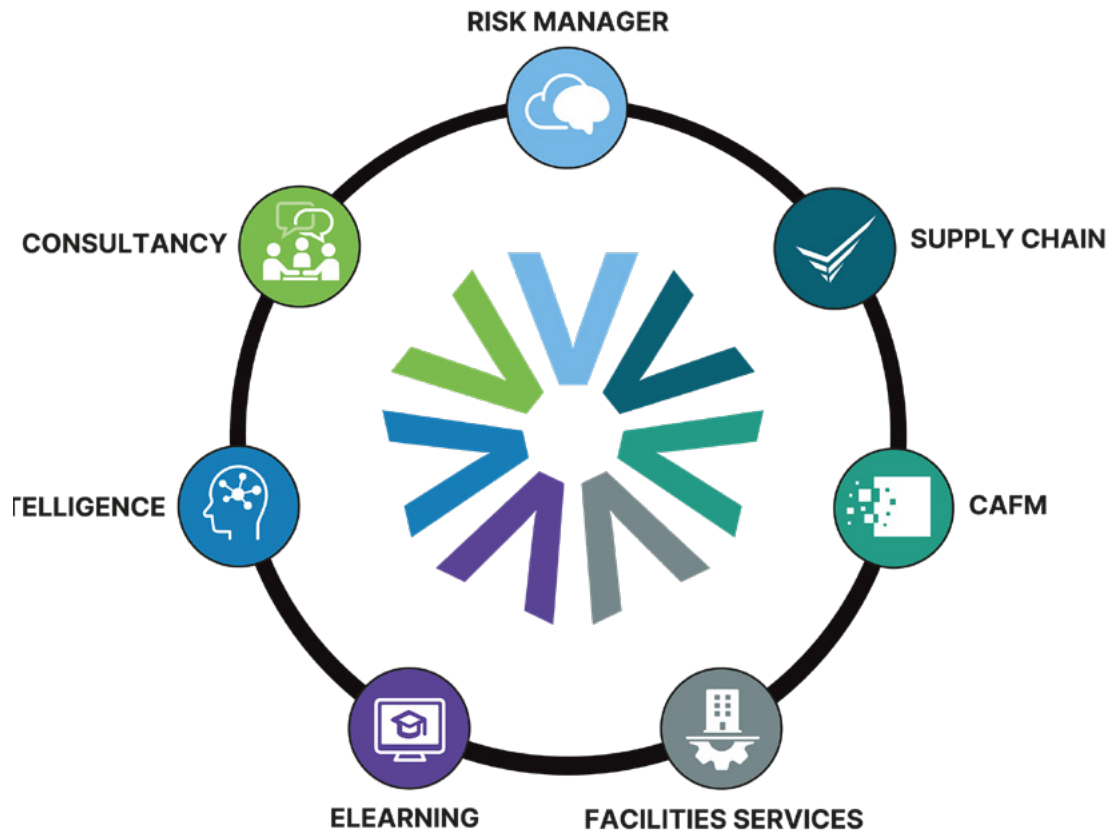
Where DSE regulations apply, complete a DSE assessment (self assessments are acceptable with training). Ensure good posture and suitable equipment. Home furniture may or may not be adequate; use assessments to determine needs. Workers cannot be charged for necessary equipment. Reduce identified risks as far as reasonably practicable.

## Working Environment & Accidents

or overloaded extensions, and give guidance on avoiding slips, trips, and clutter. Make sure they know emergency procedures and how to contact you and do consider lone working risks. Only incidents linked to work activity or employer provided equipment may be reportable under RIDDOR.

For more information visit the [HSE website here](#).

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William Martin, Meridian, Prosure360, and Elogs have joined forces to create Vantify® - our unified ecosystem that provides a single vantage point for compliance and risk management.