



San Andreas Health and Safety Act 2024

An Act to make provision about offences regarding health and safety in San Andreas; to ensure businesses comply with health and safety practices and those who work in hazardous environments, wear the correct personal protective equipment.

Powers

(1) Employee Fitness Requirement/Tests

- (1) Any business, company, or government entity operating within the State of San Andreas may require employees, contractors, or applicants to undertake a fitness assessment only where it is necessary, having regard to—
 - (a) The nature of the duties performed;
 - (b) The physical demands of the role; and
 - (c) Any risks to the health and safety of the employee, other staff, or members of the public.
- (2) A requirement under this section must be supported by a **clear and demonstrable justification**, showing that the fitness assessment is relevant to the role in question.
 - (a) This section applies to, but is not limited to—
 - (i) Police Services and specialised divisions;
 - (ii) Fire and rescue services;
 - (iii) Ambulance and medical response services, including specialist units;
 - (iv) Private sector roles involving hazardous or physically demanding work.
 - (v) Government agencies with physical requirements (e.g. Park Rangers)
 - (b) A requirement under this section may be imposed—
 - (i) Prior to entry into employment;
 - (ii) Prior to assignment or transfer into a specialised role or unit; or
 - (iii) At any time during employment where reasonably justified.
- (3) Where a fitness assessment is required during employment—
 - (a) The employer must provide reasonable notice;
 - (b) Such notice must include sufficient time for the employee to prepare (e.g. One Week); and
 - (c) The employer must outline the **operational necessity** for the requirement.
 - (d) Any fitness assessment imposed under this section must—
 - (i) Be directly relevant and proportionate to the duties of the role;
 - (ii) Not be imposed in roles where no reasonable physical requirement exists;
 - (iii) Be applied fairly and consistently;
 - (iv) Take into account any reasonable medical or physical limitations, where appropriate.
- (4) Where an employee or contractor—
 - (a) fails to attend a required fitness assessment without reasonable excuse; or
 - (b) fails to meet the required standard for their role/assessment,the employer may take reasonable administrative or disciplinary action.

- (5) Action under subsection (4) may include—
- (a) Removal from a specialised role or unit;
 - (b) Reassignment to alternative duties;
 - (c) Suspension pending review;
 - (d) Dismissal from employment, where the requirement is essential to the role;
 - (e) Assignment to physical fitness improvement programs.
 - (f) Any action taken under this section must be—
 - (i) Reasonable and proportionate

Offences

(1) Business PPE Requirement

- (1) Any business or profession defined under this act has a legal requirement to ensure its workers wear the appropriate P.P.E. as defined in **[Defined businesses and professions]**
- (a) Any business or profession defined under this act that,—
- (i) Fails to provide the appropriate P.P.E. clothing or,
 - (ii) Fails to monetarily compensate its workers to purchase the required P.P.E. or,
 - (iii) Fail to comply with police and or government inspection,
- is guilty of an offence.

(2) Worker PPE Requirement

- (1) Employees, contractors and/or workers of any business or profession defined under this act have a legal requirement to wear the appropriate P.P.E. as defined in **[Defined businesses and professions]**
- (b) Any employee, contractors and/or workers of any business or profession defined under this act that,—
- (i) Fails to wear the appropriate P.P.E. clothing,
- is guilty of an offence.

(3) Business Fire inspection

- (1) Any business residing in the state of San Andreas, has a legal requirement to comply with any fire inspection conducted by the Los Santos Fire Service. The Los Santos Fire Service is obligated to make reasonable considerations to facilitate said inspection.
- (a) Any business that,—
- (i) Fail to comply with the Los Santos Fire Service and or government inspection,
- is guilty of an offence.

(4) Business Fire Marshal Requirement

- (1) Any business operating from a building residing in the state of San Andreas, has a legal requirement to ensure they have an active member of staff who is assigned as a fire marshal.
- (a) Any business that,—
- (i) Fail to ensure they have an active member of staff who is assigned as a fire marshal,
- is guilty of an offence.

Prosecution of offences

(1) Business PPE Requirement

- (1) The section applies to an offence of **Business PPE Requirement**.
- (2) A person guilty of an offence to which this section applies is liable—
 - (a) on summary conviction, to imprisonment for a term not exceeding the general limit in the San Andreas Supreme Court, or to a fine, or to both;
 - (b) on conviction on indictment, to a fine of **[£50,000 - Business PPE Requirement]**
- (3) This section applies only in relation to offences committed on or after the day it comes into force.

(2) Worker PPE Requirement

- (1) The section applies to an offence of **Worker PPE Requirement**.
- (2) A person guilty of an offence to which this section applies is liable—
 - (a) on summary conviction, to imprisonment for a term not exceeding the general limit in the San Andreas Supreme Court, or to a fine, or to both;
 - (b) on conviction on indictment, to a fine of **[£10,000 - Worker PPE Requirement]** and or penalty of **[1 point on relevant licence]** and or both.
- (3) This section applies only in relation to offences committed on or after the day it comes into force.

(3) Business Fire inspection

- (1) The section applies to an offence of **Business Fire inspection**.
- (2) A person guilty of an offence to which this section applies is liable—
 - (a) on summary conviction, to imprisonment for a term not exceeding the general limit in the San Andreas Supreme Court, or to a fine, or to both;
 - (b) on conviction on indictment, to a fine of **[£50,000 - Business Fire inspection]**
- (3) This section applies only in relation to offences committed on or after the day it comes into force.

(4) Business Fire Marshal Requirement

- (1) The section applies to an offence of **Business Fire Marshal Requirement**.
- (2) A person guilty of an offence to which this section applies is liable—
 - (a) on summary conviction, to imprisonment for a term not exceeding the general limit in the San Andreas Supreme Court, or to a fine, or to both;
 - (b) on conviction on indictment, to a fine of **[£50,000 - Business Fire Marshal Requirement]**
- (3) This section applies only in relation to offences committed on or after the day it comes into force.

Defined businesses and professions

- Sanitation
- Mining
- Smelting
- Tow Truck Mechanic

Meaning of “P.P.E.”

(1) In sections (1) and (2), “P.P.E” means—

- (a) Personal Protective Equipment. Such equipment could consist of, *High-Visibility-Vests*, *Hard-Hats*, *Overalls* and or *Gloves*.

Short title and commencement.

- (1) This Act may be cited as the San Andreas Health and Safety Act 2024
- (2) This Act shall come into force on such day as His Majesty may by Order in Council appoint.