



MCAST



HEALTH & SAFETY OBLIGATIONS FOR MCAST INDUSTRY PARTNERS

Apprenticeship & Work-Based Learning Department (MCAST)

Ensuring the safety and wellbeing of our apprentices / student conducting work-based learning is our highest priority.

To safeguard our students and ensure that all training environments meet national standards, **MCAST requires full compliance with Maltese health and safety legislation** from all current and prospective industry partners.

Under Maltese law, **the employer is legally responsible for the health and safety of all persons at the workplace**, including students conducting work-based learning.

New Policy – Effective from This Academic Year

Beginning this academic year, **all workplaces hosting MCAST apprentices and students conducting work-based learning must provide proof of compliance** with national health and safety requirements **before approval or renewal** of partnership status.

- **New industry partners** must submit a **copy of their current risk assessment** and related documentation during registration.
- **Existing industry partners** will be subject to **verification and review** to ensure compliance is maintained.

These measures are essential to protect the wellbeing of our students and to uphold the quality and integrity of Malta's apprenticeship system.

MT Legal Framework

All industry partners are bound by Maltese law, specifically:

- **Health and Safety at Work Act (Cap. 646 of the Laws of Malta)**
- **Work-Based Learning and Apprenticeship Act (Cap. 576)**



Under these laws, **every employer must:**

“It shall be the duty of an employer to ensure the physical and psychological wellbeing of his workers at all times and of all persons who may be affected by the work being carried out for such employer at their workplace. The measures that shall be taken by an employer to prevent physical and psychological ill-health, injury or death at work, shall be taken on the basis of the following general principles of prevention: By the avoidance of risk; the identification of hazards associated with work; the evaluation of those risks which cannot be avoided”

Article 12 - Chapter 646 – Health and Safety at Work Act

Failure to comply is a **breach of Maltese law** and may result in **legal consequences** and **withdrawal of MCAST industry partner status**.

Mandatory Requirements by Law

1. A Valid Risk Assessment

- A current, documented assessment of all workplace risks.
- Specific consideration of risks affecting **young persons and apprentices**.
- A copy of this assessment must be **submitted to MCAST**.

2. A Written Health & Safety Policy

- Clear procedures outlining responsibilities, reporting lines, and control measures.
- Evidence that staff are aware of and follow these procedures.

3. Emergency Preparedness

- Functioning, **in-date fire extinguishers** and **accessible first aid kits**.
- Clearly marked **emergency exits** and evacuation procedures known to staff.
- No unsafe practices (e.g. storing materials in switch rooms, blocking exits, or tampering with safety equipment).

4. A Safe and Accessible Working Environment

- Premises properly maintained and free from hazards such as water ingress or faulty wiring.
- Safe electrical systems and adequate lighting.
- Clean, accessible welfare and sanitary facilities for all staff and apprentices.

5. Proof of Compliance

- Availability of documentation such as risk assessments, inspection reports, maintenance records, and insurance cover.
 - MCAST reserves the right to **conduct site visits** at any time to verify compliance.
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Legal Basis

Requirement	Required by Law	Primary Legal Reference / Notes
Risk Assessment	✓ Yes	<i>Health & Safety at Work Act</i> (Cap. 646) – General duty of employers to assess and manage risks; detailed duties under <i>Work-Place (Minimum Health & Safety Requirements) Regulations</i> (formerly S.L. 424.15, now under Cap. 646).
Health & Safety Policy	✓ Yes	Employer duty under Cap. 646 to prepare a written policy and arrangements for its implementation.
Emergency Preparedness	✓ Yes	Requirements for firefighting, first aid, and evacuation measures under the <i>Work-Place Regulations</i> and related rules (originally L.N. 44 of 2002, now consolidated under Cap. 646).
Safe & Accessible Working Environment	✓ Yes	General employer duties in Cap. 646 and detailed provisions on lighting, ventilation, sanitary facilities, electrical safety, and measures for young persons.
Proof of Compliance / Documentation	✓ Yes	Employers must keep and produce documentation (risk assessments, inspection reports, maintenance records, insurance) as required by Cap. 646 and enforced by the OHSA.

All of the above are **statutory obligations for employers in Malta — not optional standards**.

By meeting these requirements, industry partners ensure that apprentices are trained in **safe, lawful, and supportive environments**.

Our Shared Responsibility

While MCAST oversees the educational and monitoring aspects of apprenticeships, **the legal duty for workplace health and safety rests entirely with the employer**.

Apprentices/Students conducting work-based learning are considered workers for the purpose of occupational health and safety law and must be protected accordingly.

By adhering to these requirements, employers:

- Safeguard the health and wellbeing of students and staff,
 - Fulfil their legal duties under Maltese law, and
 - Contribute to the integrity and professionalism of Malta's apprenticeship system.
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Conclusion

MCAST sincerely thanks all industry partners for their continued collaboration in supporting Work-Based Learning and Apprenticeship schemes.

Your commitment to providing **safe, compliant, and high-quality training environments** not only protects our students but also strengthens Malta's skilled workforce and promotes a culture of responsibility and excellence in industry.

Together, we ensure that apprentices thrive — safely, confidently, and professionally.

The WBL and Apprenticeship Team

For further information or assistance:

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 <https://mcast.edu.mt/apprenticeships-mcast/>