

# Things to remember when preparing for the new health & safety rules

Dear Ladies and Gentlemen,

On 1 March 2022, numerous legislative amendments to the Section X of the Russian Labour Code regarding health & safety come into force. To access our key findings, you are welcome to follow the link below: [Guidance New health & safety requirements](#).

New health & safety regulations require revising local policies, instructions, information materials and internal procedures, as well as conducting unscheduled check of employees' health & safety knowledge.

ALRUD Labour Practice has strong experience in consulting our clients on various health & safety issues, assisting with preparing internal policies on health & safety and aligning them with applicable regulations, introducing internal compliance systems and investigating respective offences. We have a solid track record of successful assisting our clients during scheduled and unscheduled state audits of compliance with health & safety requirements, representing clients within supervising authorities on complex and non-standard issues in this area.

For your convenience, we have also summarized below information on our materials regarding health & safety issues in an easy-to-read digest:

- *Court practice*

To mitigate litigation risks, companies should take into account key judgments of the Supreme Court of the Russian Federation, as well as regional judicial authorities. We have collected and summarized the most significant court decisions, concerning the liability of the employers and employees for violation of sanitary and epidemiological requirements, specifically, during the spread of the new coronavirus pandemic. More information is available in our [latest up-to-date digest](#), summarizing illustrative approaches of the judicial authorities during 2020 and 2021.

- *State audits*

Massive inspections of the Rospotrebnadzor and constantly changing sanitary requirements became the routine for Russian companies. Wonder how to prepare for the worst and exclude risks of administrative suspension of business? We are happy to present our latest [checklist](#) covering the main steps to be taken to prepare your company for an inspection, a list of violations to which Rospotrebnadzor gives special attention, and a list of possible consequences.

- *What to do if an employee has potential Covid-19 symptoms?*

Continued Covid-19 waves still force employers to take specific actions to stop the spread of the virus in a working place. We have elaborated on a step-by-step plan providing high-level guidance on how to protect the health of employees in such an epidemiological situation and mitigate risks of administrative and criminal liability for the company. Feel free to use our latest [7-step guide from Russia](#).

We hope that the information provided herein will be useful for you.

If you have any questions, please, feel free to contact ALRUD experts:



**Irina  
Anyukhina**

Partner

E: [ianyukhina@alrud.com](mailto:ianyukhina@alrud.com)



**Elena  
Chershintseva**

Associate, PhD in Law

E: [echershintseva@alrud.com](mailto:echershintseva@alrud.com)



**Roman  
Shumsky**

Junior Attorney

E: [rshumsky@alrud.com](mailto:rshumsky@alrud.com)