

Module 1 – Legal Update And The Prevention System

RLS Refresher Training – Companies with more than 50 workers

Module duration: 55 minutes • 17 screens / learning units • Complete the module in sequence.

Learning objectives

- What you will update
- What the RLS should observe
- How to turn information into prevention action

Start the module and complete every screen in sequence.

Module 1: Legal update and the prevention system

Module opening

Key points

- What you will update
- What the RLS should observe
- How to turn information into prevention action

Activity

Select “Start module” after reading the objectives.

OPN
NBIMS
ORGANISMO PARITETICO NAZIONALE

Why occupational safety law uses a prevention system

Content + voice-over

Key points

- Prevention before reaction
- Shared system, differentiated responsibilities
- Health and safety as an organised process

Activity

Quick reflection: Which part of this topic is most relevant to your workplace? Select one point and continue.

The hierarchy of sources

Content + voice-over

Key points

- Legislative Decree 81/2008
- State-Regions Agreements
- Collective bargaining
- Sector and regional provisions

Activity

Quick reflection: Which part of this topic is most relevant to your workplace? Select one point and continue.

Apply it: Consulted too late

Interactive micro-scenario

Key points

- A new packaging line is installed. The RLS receives the final risk-assessment update only after production has started. What should the RLS focus on first?

Activity

- A. Whether prior and timely consultation occurred and whether new risks were assessed
- B. Whether the purchase price was competitive
- C. Whether the RLS can take over the employer's risk-assessment duty

Article 37 and the RLS refresher obligation

Content + voice-over

Key points

- Initial RLS training: minimum 32 hours
- At least 12 hours on company-specific risks
- Annual refresher: 8 hours for >50 workers

Activity

Quick reflection: Which part of this topic is most relevant to your workplace? Select one point and continue.

Article 50 and worker representation

Content + voice-over

Key points

- Access
- Consultation
- Information and documentation
- Proposals and observations

Activity

Quick reflection: Which part of this topic is most relevant to your workplace? Select one point and continue.

Apply it: RLS or RSPP?

Interactive micro-scenario

Key points

- A manager asks the RLS to sign a document stating that the risk assessment is “approved by the RLS”. What is the most accurate response?

Activity

- A. Sign because the RLS is responsible for the DVR
- B. Clarify that consultation and observations do not transfer the employer’s statutory responsibility
- C. Refuse all future consultation

Main actors in the company prevention system

Content + voice-over

Key points

- Employer
- Managers and supervisors
- RSPP/ASPP
- Competent physician
- Workers
- RLS

Activity

Quick reflection: Which part of this topic is most relevant to your workplace? Select one point and continue.

The 2025 State-Regions Agreement

Content + voice-over

Key points

- Rep. Acts No. 59/CSR - 17 April 2025
- Published 24 May 2025
- Reorganises major safety-training rules
- Includes e-learning quality requirements

Activity

Quick reflection: Which part of this topic is most relevant to your workplace? Select one point and continue.

Apply it: Training language

Interactive micro-scenario

Key points

- An English-language refresher is assigned to an RLS who can read simple English but struggles with technical safety terms. What should happen?

Activity

- A. Continue because English was selected in the LMS
- B. Verify comprehension and provide an understandable training solution
- C. Let another learner complete the test

E-learning quality: what THEO must be able to prove

Content + voice-over

Key points

- Identity and access
- Completion and duration
- Progression through Learning Objects
- Assessment results
- Tutor and technical support

Activity

Quick reflection: Which part of this topic is most relevant to your workplace? Select one point and continue.

Language, accessibility and effective learning

Content + voice-over

Key points

- Understandable language
- Check comprehension of the training language
- Accessible content
- Support and interaction

Activity

Quick reflection: Which part of this topic is most relevant to your workplace? Select one point and continue.

Apply it: Traceability

Interactive micro-scenario

Key points

- A platform records only the final score and does not record progression or time spent in learning objects. What is the main weakness?

Activity

- A. It cannot adequately demonstrate the learning process
- B. It uses too many screens
- C. It has a login page

Case study – New automated line

Case study

Key points

- Your company introduces an automated packing line during a period of high production demand. Workers report new pinch points, altered pedestrian routes and unfamiliar alarms. The RLS receives a revised document after the line is already operational. Training records show that some workers completed only a short video. The LMS used for a separate safety refresher records the final quiz but not time spent or completion of individual learning objects.

As the RLS, separate the issues: consultation, adequacy of risk assessment, worker training, real workplace controls and evidence of e-learning completion. Your role is not to approve the employer's DVR or to design the machine. Your role is to represent worker concerns, ask for relevant information, observe conditions, formulate proposals and follow the consultation process.

Activity

Complete these three prompts:

- Identify the three most urgent prevention questions.
- Identify which issue concerns the RLS role and which belongs to the employer/RSPP/technical specialists.
- Decide what evidence you would request before the issue can be considered closed.

Workplace application

Workplace application

Key points

- Create a simple map of your organisation showing the employer, managers, supervisors, RSPP/ASPP, competent physician, emergency team, RLS/RLST and main worker groups. For each role, write one responsibility or contribution and one point where the RLS should interact with that role. Then identify one area where roles are currently unclear and formulate a question to raise with the company.

Activity

Write one short observation (maximum 300 characters): What would you check or ask about after this module?

Key takeaways

Interactive recap

Key points

- Prevention before reaction
- Legislative Decree 81/2008
- Initial RLS training: minimum 32 hours
- Access
- Employer

Activity

Select each card to reveal a one-line reminder, then continue.

Module knowledge check

Knowledge check

Key points

- 5 multiple-choice questions
- 3 options per question
- Immediate learning feedback

Activity

Answer the following five questions. You will receive learning feedback after each answer.

Module 1 – Legal Update And The Prevention System: Knowledge Check

Question 1

For companies with more than 50 workers, the statutory minimum annual RLS refresher duration is:

- A. 8 hours
- B. 6 hours
- C. 4 hours

Choose the best answer before continuing.

Module 1 – Legal Update And The Prevention System: Knowledge Check

Question 2

Which statement best describes the RLS?

- A. The RLS replaces the employer in risk assessment
- B. The RLS represents workers in health and safety matters
- C. The RLS is automatically the RSPP

Choose the best answer before continuing.

Module 1 – Legal Update And The Prevention System: Knowledge Check

Question 3

The 2025 State-Regions Agreement was approved on:

- A. 9 April 2008
- B. 24 May 2025
- C. 17 April 2025

Choose the best answer before continuing.

Module 1 – Legal Update And The Prevention System: Knowledge Check

Question 4

A robust e-learning LMS should track:

- A. Completion, duration, progression and assessments
- B. Only the final score
- C. Only the learner's email address

Choose the best answer before continuing.

Module 1 – Legal Update And The Prevention System: Knowledge Check

Question 5

The chosen training language should be:

- A. English in every case
- B. Understandable to the learner
- C. Selected only by the platform developer

Choose the best answer before continuing.