Legislation related to Aggression and Violence

Aim and learning outcomes.

The aim of this session is to provide you with an understanding of the law related to violence and aggression.

At the end of this session, you will be able to:

List applicable legislation,

List the duties of employers & employees under the Safety, Health & Welfare at Work Act 2005,

List the rights outlined in the Human Rights Act 2003,

Explain the requirements of the Mental Health Act,

Explain what trespass consist of,

List the 4 requirements of negligence, and,

List possible defenses against assault.

Legal Framework Related to Violence and Aggression in the Workplace.
In Ireland, workplace violence and aggression are addressed under several legal statutes and guidelines. Employers and employees have rights and responsibilities to ensure a safe working environment. The key elements of the legal framework include:
 Constitutional & Common Law
- Under the Irish Constitution, individuals have the right to personal safety and protection from harm.
- Common Law principles establish that employers have a duty of care to provide a safe workplace, and employees can take legal action if this duty is breached.
Safety, Health & Welfare at Work Act 2005.
- This Act sets out the legal responsibilities of employers and employees in maintaining workplace safety.
- Employers must implement measures to prevent workplace violence, conduct risk assessments, and provide adequate training to staff.
- Employees must follow safety protocols and report threats or incidents of aggression.
Human Rights Act 2003.
- This ensures that all individuals have the right to be treated with dignity, respect, and equality in the workplace.
- It protects employees from harassment, discrimination, and workplace violence.
- Employers must implement policies that align with human rights protections.
Mental Health Act 2001.

- This povides legal protections for individuals experiencing mental health challenges.
- In workplace settings, it guides how employees with mental health conditions should be supported, ensuring their rights and dignity are upheld.
- Employers must ensure reasonable accommodations for employees experiencing mental health difficulties.
Non-Fatal Offences Against the Person Act 1997.
- This defines criminal offenses related to assault, harassment, and threats of violence.
- Workplace violence, including physical attacks, verbal abuse, and intimidation, may lead to prosecution under this Act.
- Employers must report serious workplace aggression to the guards if necessary.
MHC Code of Practice on the Use of Physical Restraint (Revised 2022).
- This was issued by the Mental Health Commission (MHC), this Code regulates the use of physical restraint in healthcare and mental health settings.
- It ensures that restraint is used only when necessary, in a safe and ethical manner, protecting patients and staff from harm.
- Healthcare workers must follow strict protocols when managing aggression or violent behavior in mental health facilities.
These laws and regulations work together to establish a legal framework that prioritizes safety, fairness, and accountability in managing workplace violence and aggression.

Safety, Health and Welfare at Work Act 2005.

The Safety, Health and Welfare at Work Act 2005 is a key piece of legislation in Ireland that governs workplace health and safety. It strengthening regulations and expanding responsibilities for all workplace stakeholders.
Key Aspects of the Act include:
Replacement of the 1989 Act:
- The 2005 Act modernized and extended the provisions of the 1989 legislation.
- It introduced clearer definitions of responsibilities and reinforced compliance requirements.
Enhanced responsibilities for Employers, Self-Employed Individuals & Employees:
- Employers are required to provide a safe working environment, implement risk assessments, and ensure proper training.
- Self-employed individuals must manage risks within their own workspaces to protect themselves and others.
- Employees have a duty to follow safety protocols, cooperate with their employer, and report hazards.
Role of the Health & Safety Authority (HSA).
- The Act defines the Health & Safety Authority (HSA) as the national regulatory body for workplace safety in Ireland.

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Safety, Health and Welfare at Work 2005: Duties of the Employers.
Employers have a legal and ethical responsibility to manage aggression and violence in the workplace. Here’s how they must fulfill their duties under key areas:
A Safe Place of Work.
Employers must ensure that the workplace is free from hazards that could contribute to aggression or violence. This includes:

Maintaining a secure and well-monitored environment.

Implementing policies to prevent workplace bullying and harassment, and,

Ensuring all areas are well-organized to minimize risks.

Safe Access & Egress.
Safe entry and exit points are crucial for preventing incidents. Employers should:

Provide well-lit and clearly marked pathways.

Ensure emergency exits are accessible and unobstructed, and,

Implement security measures such as controlled access where necessary.

Safe Systems of Work.
Employers must establish procedures that reduce the risk of aggression and violence, including:

Conducting risk assessments to identify potential threats.

Implementing de-escalation strategies for handling conflicts, and,

Providing clear reporting mechanisms for incidents.

Safe Plant and Machinery.
Workplace equipment should not pose a risk to employees. Employers must:

Maintain machinery to prevent malfunctions that could lead to frustration or aggression.

Ensure safety guards and emergency stop mechanisms are in place, and,

Train employees on the safe use of equipment.

Provision of PPE (Personal Protective Equipment)
Where necessary, employers must provide PPE to protect employees from harm, including:

Protective clothing for high-risk environments.

Safety gear such as helmets, gloves, and eye protection, and,

Specialized equipment for handling aggressive individuals such as panic alarms.

Training for Employees.
Proper training helps employees manage aggression and violence effectively. Employers should:

Provide conflict resolution and de-escalation training.

Educate staff on recognizing early signs of aggression, and,

Ensure employees understand workplace policies and legal rights.

Risk Assessment.
Employers must proactively assess risks by conducting regular risk assessments to identify potential hazards.

Consultation & Communication.
Employers must engage employees in safety measures by:
Consulting with employees to address concerns and improve safety and establishing clear communication channels for reporting incidents.

By implementing these measures, employers can create a safer and more supportive work environment.
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Safety, Health and Welfare at Work 2005: Duties of the employees.

Under the Safety, Health and Welfare at Work Act 2005, employees have specific duties to help manage aggression and violence in the workplace. These responsibilities ensure a safer environment for themselves and others. Here’s a breakdown:

Take Reasonable Care.

Employees must take reasonable care to protect their own safety, health, and welfare, as well as that of colleagues and others who may be affected by their actions.

Follow Workplace Policies.

Employees should comply with workplace policies and procedures designed to prevent aggression and violence. This includes:

Adhering to conflict resolution protocols.

Reporting incidents of aggression or violence promptly.

Using de-escalation techniques when necessary.

Cooperate with Employers.

Employees must cooperate with their employer to ensure compliance with safety regulations. This includes:

Participating in risk assessments related to workplace aggression.

Engaging in consultations about workplace safety measures, and,

following instructions on handling aggressive situations.

Use Equipment Properly.

Employees must correctly use any equipment or protective gear provided to minimize risks. This includes:

Wearing Personal Protective Equipment (PPE) when required and using security systems such as panic alarms or restricted access areas.

Attend Training.

Employees are required to attend training sessions provided by their employer to improve their ability to manage aggression and violence. This may include:

Conflict resolution and de-escalation techniques, recognizing early warning signs of aggression and understanding legal rights and responsibilities.

Report Hazards and Incidents.

Employees must report any workplace hazards or incidents that could lead to aggression or violence. This includes:

Notifying management of unsafe conditions.

Reporting aggressive behavior from colleagues, customers, or clients and suggesting improvements to workplace safety measures.

By fulfilling these duties, employees contribute to a safer and more respectful work environment.

Human Rights Act 2003.

The Human Rights Act 2003 establishes fundamental rights that protect individuals from unfair treatment and uphold personal freedoms. Below are the key requirements covered under the Act:
Right to Life.
- Every individual has the right to life and protection from arbitrary deprivation of life.
- Authorities must ensure that life is safeguarded, including in legal and institutional settings.
Freedom from Torture, Inhuman or Degrading Treatment or Punishment
- No person should be subjected to torture, cruel punishment, or degrading treatment in any form.
- This applies in all circumstances, including police custody, healthcare settings, and workplaces.
Personal Liberty.
- Every person has the right to freedom of movement and autonomy, except in specific legal cases.
- Exceptions include the lawful detention of persons of unsound mind, ensuring that appropriate safeguards are in place.
Freedom of Expression.
- Individuals have the right to voice their opinions, communicate ideas, and access information.
- Certain limitations apply, such as restrictions on hate speech or national security concerns.
Right to Fair Procedures.
- Legal and disciplinary processes must follow fair and transparent procedures, ensuring justice is upheld.
- Every individual has the right to legal representation, due process, and an impartial hearing.
Bodily Integrity.
- People have the right to control their own bodies and be free from physical interference.
- This includes protection against forced medical treatments, physical assault, and unauthorized bodily harm.
Religious Liberty.

- Individuals are free to practice their religion, express their beliefs, and observe traditions without discrimination.
- Employers and institutions must respect religious freedoms while balancing operational requirements.
Privacy.
- People have a right to personal privacy, protection from surveillance, and confidentiality.
- This includes safeguarding personal data, correspondence, and family life from unlawful intrusion.
The Human Rights Act 2003 ensures that all individuals receive fair treatment and protection under the law.

Mental Health Act 2001 – Key Provisions.
The Mental Health Act 2001 is a significant piece of legislation in Ireland that governs the care, treatment, and rights of individuals experiencing mental health difficulties. Below are its key provisions:
Establishment of the Mental Health Commission (MHC).
- The Act created the Mental Health Commission, an independent body that oversees mental health services in Ireland.
- The Commission ensures that mental health care meets legal and ethical standards.
Best Interest of the Person.
- The primary consideration in all mental health decisions is the best interest of the person receiving care.
- Mental health professionals must ensure that treatment supports the individual’s well-being, dignity, and autonomy.
Right to Information on Involuntary Detention.
- Individuals who are involuntarily detained under the Act must be informed of:
- The reason for their detention,
- Their rights and legal protections and,
- The procedures for reviewing their detention.
Right to Review of Detention.
- Any person detained under the Act has the right to have their case reviewed by an independent Mental Health Tribunal.
- The tribunal consists of:
- A solicitor (legal representative),
- A psychiatrist (medical expert), and a layperson (neutral party).
- This process ensures that detention is fair, necessary, and legally justified.
Highest Standards of Care.
- The Act mandates that mental health services provide care in line with the highest standards.
- Patients must receive appropriate treatment, respect, and dignity.
- Care providers must follow strict guidelines for ethical treatment and professional conduct.
This legislation protects the rights of individuals with mental health conditions while ensuring they receive appropriate care.

Non-Fatal Offences Against the Person Act 1997 – Key Provisions
The Non-Fatal Offences Against the Person Act 1997 governs offenses in Ireland related to physical harm, threats, and unlawful restraint. It defines various forms of assault and trespass to the person.
Assault.
Under the Act, assault occurs in two main ways:
- Direct Physical Assault: When a person applies force or causes an impact on another person's body, whether by hitting, pushing, or using an object.
- Threatened Assault: When a person causes another to believe that they are likely to be subjected to physical force, even if no actual contact occurs. This can include threatening gestures or verbal threats.
2. Trespass to the Person
Trespass against an individual consists of three elements:
- Assault: As described above, the act of threatening or applying force to another person.
- Battery: The actual physical contact where force is applied unlawfully, even if minor.
- False Imprisonment: When a person is restrained or confined against their will, without legal justification. This does not require physical force—it can include blocking someone’s movement or unlawful detention.

Possible Defenses Against a Charge of Negligence
In cases where negligence is alleged, certain legal defenses may be used to justify a person's actions. These defenses often revolve around the right to protect oneself or others, provided that the response meets specific criteria.
Right to Protect Yourself.
- A person has the right to take reasonable action to protect themselves from harm.
- If negligence arises from an attempt at self-defense, the individual may argue that their actions were necessary for their safety.
Right to Protect Others.
- A person can act to defend another individual if they reasonably believe that the other person is in danger.
- If their actions were intended to prevent harm, they might argue that they were acting responsibly rather than negligently.
For a Defense to Be Valid, Actions must be:
Reasonable.
- The individual’s response must be appropriate for the situation and based on a genuine belief of risk.
- Courts will consider whether a reasonable person would have acted similarly in the same circumstances.
Proportionate.
- The response must not exceed what is necessary to avoid harm or protect oneself or others.
- Excessive force or unnecessary actions may undermine the defense.
Justifiable.
- There must be clear reasoning for the actions taken.
- If the person can prove that their actions were logical and necessary, they may avoid liability.
Time-Specific.
- The action must occur at the right moment, in direct response to the perceived danger.
- If the response is delayed or unnecessary after the threat has passed, negligence may still apply.
These principles help determine whether the actions taken were legally defensible or if they qualify as negligence.
The Mental Health Commission state that ““The use of any physical technique must be proportionate to the situation, used for the minimum duration possible and be of the least restrictive nature” (MHC 2009)

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Summary of the Law Related to Violence and Aggression.
Several key laws regulate violence and aggression in the workplace and society:
1. Relevant Legislation
- The Safety, Health & Welfare at Work Act 2005 requires employers to prevent workplace risks, including aggression and violence.
- The Human Rights Act 2003 protects individuals from degrading treatment, ensuring dignity, fair procedures, and bodily integrity.
- The Mental Health Act 2001–2018 governs mental health care and includes protections for individuals subject to involuntary detention.
- The Non-Fatal Offences Against the Person Act 1997 covers assault, harassment, and other forms of violence, ensuring legal consequences for offenders.
2. Trespass to the Person.
Trespass consists of three elements:
- Assault: This is threatening or applying force to another person.
- Battery: This means actual physical contact or unlawful force.
- False Imprisonment: This means restricting someone’s movement unlawfully.
3. Four Requirements of Negligence.
To prove negligence, four conditions must be met:
- Duty of Care:The responsible party must owe a duty of care to the injured individual.
- Breach of Duty: The duty of care must have been violated through carelessness or recklessness.
- Actual Loss or Damage – There must be proven harm, injury, or financial loss.
- Causation: A direct link must exist between the breach and the loss suffered.
4. Possible defenses against assault include:
- Right to protect oneself: An individual may defend themselves from harm, provided their actions are justified.
- Right to protect others: Protecting another person from immediate danger may serve as a valid defense.
For a defense to hold, actions must meet the following criteria:
- Reasonable: They must be appropriate given the situation.
- Proportionate: The response should not exceed necessary force.
- Justifiable: There must have a clear reason for action.
- Time-Specific – They must be in direct response to the threat, without delay.
This legal framework helps ensure the protection of individuals from violence, aggression, and negligence while establishing rights and responsibilities.