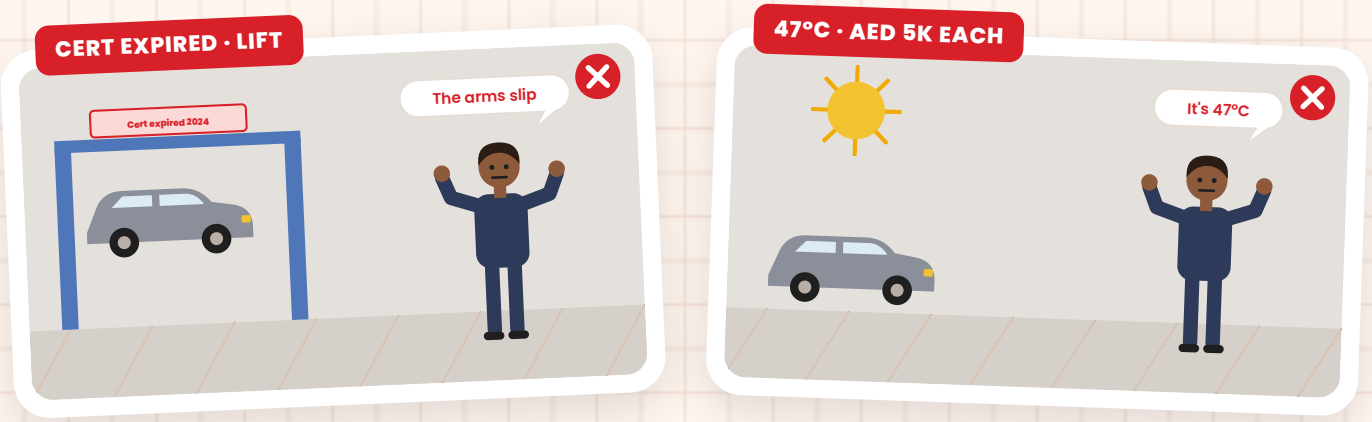
• FINES · FILE SUSPENSION · PROSECUTION Workshop, body shop, car wash & lot

Workshop Health & Safety Compliance Guidebook for Automotive Companies

Lifts, heat stress, paint and chemicals, risk assessments and incident reporting: what MoHRE, OSHAD and municipalities check, **and why a serious injury becomes a police matter.**



AED 50K
maximum midday break fine.

OSHAD
mandatory safety framework in Abu Dhabi.

Criminal
prosecution possible after serious injuries.

5 standards · 14 checkpoints · FDL 33/2021 · OSHAD · DM · Right way / wrong way · Ideal fix time

Every summer Midday break → **Abu Dhabi** OSHAD-SF → **Dubai** DM HSE rules → **Heat, lifts and paint hurt people.**

WHY THIS GUIDEBOOK EXISTS

Safety rules differ by emirate. Liability doesn't.

Workshop safety in the UAE is regulated by **MoHRE** federally, plus each emirate: **OSHAD** in Abu Dhabi and **Dubai Municipality** in Dubai. Fines vary, but serious injuries lead to **police investigation and possible prosecution**.

This guidebook covers the 5 safety standards every UAE workshop should meet.

WHERE THE HAZARDS ARE

Lifts
Certified and locked
HS-01

Heat
Midday break
HS-02

Paint
Booth and respirators
HS-03

Planning
Risk assessment, PPE
HS-04

Reporting
Incidents
HS-05

EVs
High voltage
HS-04

WHO ENFORCES IT

MoHRE
Federal labour ministry
Safety duties, midday break

OSHAD
Abu Dhabi
OSH framework

Dubai Municipality
Dubai
HSE rules

Police / Prosecution
Criminal
Injury investigations

WHO IT'S FOR

Owners & MDs
Understand criminal exposure.

Workshop managers
Control the big hazards.

HSE officers & auditors
Walk the site like an inspector.

FINES, STOPPAGES AND PROSECUTION

47°C at 1pm. AED 5,000 per worker.

Midday break breaches cost **AED 5,000 per worker**, up to AED 50,000, with file suspension. Serious injuries go further: police investigation and **prosecution**.

THE PENALTY LADDER

LEVEL 1
Warning
Inspector notice.

LEVEL 2
AED 5K / worker
Midday break breach.

LEVEL 3
Suspension
Establishment file suspended.

LEVEL 4
Prosecution
After serious injury or death.

REAL CASES FROM US AUTOMOTIVE BUSINESSES

WHO	RESULT	WHAT HAPPENED
Midday break MoHRE · annual	**AED 50K** max	AED 5,000 per worker, plus file suspension.
OSHAD-SF Abu Dhabi	**Mandatory** framework	Registration, risk assessment, incident reporting.
Serious injury Police	**Criminal** investigation	Negligence prosecution and compensation.

10 WORKERS AT 1PM
AED 50K
Midday break maximum.

INJURY
Prosecution
Negligence charges possible.

AND THEN
Compensation
Medical costs and **compensation**.

HOW TO USE THIS GUIDE

One page per standard. Make it safe.

1. **Header**: code, area, owner and the maximum penalty
2. **The law**: which regulator and which regulation
3. **The cost**: fine, what else can happen and a real case
4. **Right / wrong**: illustrated pass and fail, plus how to audit

THE 5 STANDARDS

HS-01	Lifts & Lifting Equipment Certified ⛓ PRISON	OSH / TPI	HIGH	Varies + prosecution	Immediate	5
HS-02	Heat Stress Controlled	MoHRE	SEVERE	AED 5K / worker	Immediate	6
HS-03	Paint & Chemical Safety ⛓ PRISON	DM / OSHAD	HIGH	Varies + prosecution	Immediate	7
HS-04	Risk Assessment & PPE ⛓ PRISON	OSHAD / DM	HIGH	Varies + prosecution	7 days	8
HS-05	Incidents Reported ⛓ PRISON	MoHRE / OSHAD	HIGH	Varies + prosecution	72 hours	9

IDEAL FIX TIME · COUNTED FROM AUDIT SUBMISSION

Immediate	Stop now · serious harm or clear breach	3 standards
72 hours	Fix within 3 working days	1 standard
7 days	Fix within 1 week · records, notices, training	1 standard

SCORING EACH CHECKPOINT

PASS

Every criterion met at the time of audit, with evidence captured.

FAIL

Any criterion not met at the time of audit. Record what you saw and who owns the fix.

N/A

Only where "Applies when" rules it out. Record why.

Note. Safety fine schedules differ by emirate and free zone. Check your emirate's authority.

HS-01 HEALTH & SAFETY · MOHRE / EMIRATE · STANDARD 01 OF 05

Lifts & Lifting Equipment Certified

Area **Service** | Person in charge **Workshop Manager** | Regulator **MoHRE · OSHAD · DM**

MAXIMUM PENALTY

Varies

by emirate authority and MoHRE schedule

Plus **file suspension** · prosecution after serious injury

• HIGH | ⛓ PRISON RISK

THE LAW

OSH

Federal Decree-Law 33/2021 safety duties · MoHRE OSH resolutions · **Abu Dhabi OSHAD-SF** · **Dubai Municipality** HSE rules · Emirate OSH rules: third-party inspection and certification of lifting equipment

WHAT WE CHECK

Vehicle lifts and lifting equipment are inspected and certified by an approved third-party inspector, and only trained staff operate them with arms locked.

CHECKPOINTS IN THE AUDIT

Q1 Does every lift have a valid third-party inspection certificate?

Q2 Are users trained and do they lock arms before working underneath?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Safety fines vary by emirate (OSHAD in Abu Dhabi, Dubai Municipality, MoHRE). They come with **work stoppages** and **establishment file suspension**.

BEYOND THE FINE

A serious injury or death can lead to **criminal prosecution** for negligence, plus compensation and *diya* (blood money) claims.

REAL ENFORCEMENT

Criminal

Serious workplace injuries are investigated by police and can lead to **prosecution for negligence**.

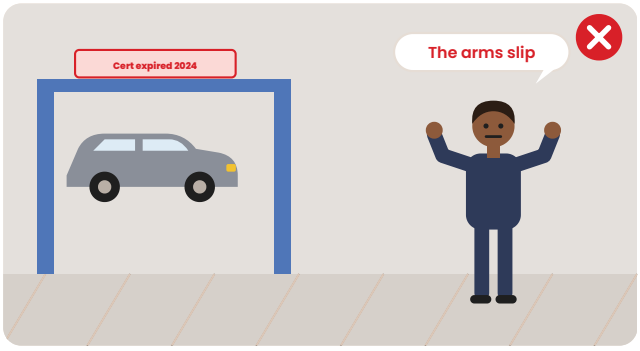
✔ RIGHT WAY



Current third-party certificate.

✖ WRONG WAY

PROSECUTION RISK



Expired certificate, arms slipping.

PURPOSE

A falling car is the deadliest workshop hazard.

FIX IT WITHIN

◷ Immediate

AUDIT CRITERIA · PASS WHEN

- Valid certificate
- Trained users
- Arms locked

IDEAL WAY OF AUDITING

1. Check certificates
2. Watch a lift

Evidence: Certificates.

WORST CASE A lift collapse can bring **prosecution**, compensation and site closure.

HS-02 HEALTH & SAFETY · MOHRE / EMIRATE · STANDARD 02 OF 05

Heat Stress Controlled

Area **Car wash · Lot · Workshop**

Person in charge **Operations Manager**

Regulator **MoHRE · OSHAD · DM**

MAXIMUM PENALTY

50,000

midday break · AED 5,000 per worker

Plus **file suspension**

• SEVERE

THE LAW

OSH

Federal Decree-Law 33/2021 safety duties · MoHRE OSH resolutions · **Abu Dhabi OSHAD-SF** · **Dubai Municipality** HSE rules · MoHRE midday break and heat stress guidance

WHAT WE CHECK

Heat stress is managed all year: midday break in summer, water, shade, rest, and cooled workshops where possible.

CHECKPOINTS IN THE AUDIT

- Q1 Is the midday break applied for outdoor work (15 Jun–15 Sep)?
- Q2 Are water, shade and rest provided?
- Q3 Are workshops ventilated or cooled?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Safety fines vary by emirate (OSHAD in Abu Dhabi, Dubai Municipality, MoHRE). They come with **work stoppages** and **establishment file suspension**.

BEYOND THE FINE

A serious injury or death can lead to **criminal prosecution** for negligence, plus compensation and *diya* (blood money) claims.

REAL ENFORCEMENT

AED 50K

maximum MoHRE fine for breaking the **midday break**: heat stress is the UAE's signature workplace hazard.

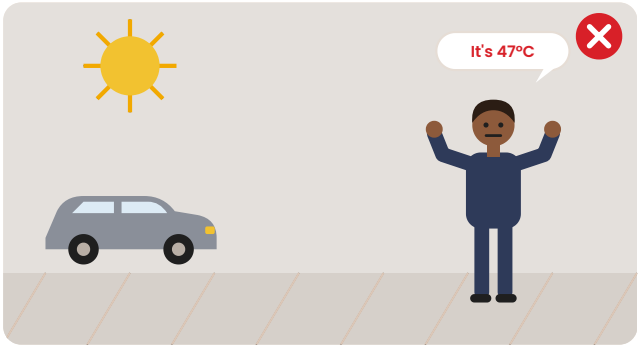
✔ RIGHT WAY



Rest in the shade.

✖ WRONG WAY

AED 5K EACH



Working in direct sun.

PURPOSE

Heat is the UAE's biggest seasonal risk.

FIX IT WITHIN

Immediate

AUDIT CRITERIA · PASS WHEN

- Midday break
- Water and shade
- Ventilation

IDEAL WAY OF AUDITING

1. Visit at midday

Evidence: Photos.

WORST CASE **AED 5,000 per worker**, up to AED 50,000.

HS-03 HEALTH & SAFETY · MOHRE / EMIRATE · STANDARD 03 OF 05

Paint & Chemical Safety

Area **Body shop** | Person in charge **Body Shop Manager** | Regulator **MoHRE · OSHAD · DM**

MAXIMUM PENALTY

Varies

by emirate authority and MoHRE schedule

Plus **file suspension** · prosecution after serious injury

• HIGH | ⛓ PRISON RISK

THE LAW

OSH

Federal Decree-Law 33/2021 safety duties · MoHRE OSH resolutions · **Abu Dhabi OSHAD-SF** · **Dublin Municipality** HSE rules · Emirate OSH rules on hazardous substances · spray booth requirements

WHAT WE CHECK

Painters use booths with working extraction and the right respirators, chemicals have safety data sheets and labels, and staff are trained.

CHECKPOINTS IN THE AUDIT

- Q1 Is spraying done only in booths with working extraction?
- Q2 Are respirators suitable and fitted?
- Q3 Are SDS available and containers labelled?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Safety fines vary by emirate (OSHAD in Abu Dhabi, Dubai Municipality, MoHRE). They come with **work stoppages** and **establishment file suspension**.

BEYOND THE FINE

A serious injury or death can lead to **criminal prosecution** for negligence, plus compensation and *diya* (blood money) claims.

REAL ENFORCEMENT

OSHAD-SF

Abu Dhabi's mandatory safety framework: entities must register, assess risks and report incidents.

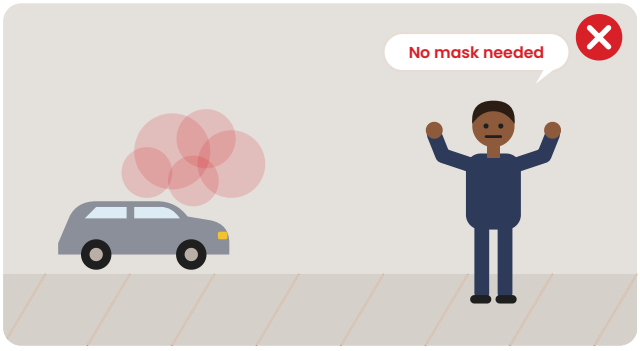
✔ RIGHT WAY



Booth with extraction.

✖ WRONG WAY

PROSECUTION RISK



Spraying in the open.

PURPOSE

Isocyanate paints cause permanent asthma.

FIX IT WITHIN

◷ Immediate

AUDIT CRITERIA · PASS WHEN

- Booth extraction
- Respirators
- SDS and labels
- Training

IDEAL WAY OF AUDITING

1. Inspect the booth
2. Check SDS

Evidence: Photos + SDS.

WORST CASE Emirate fines and possible **suspension of the body shop**.

HS-04 HEALTH & SAFETY · MOHRE / EMIRATE · STANDARD 04 OF 05

Risk Assessment & PPE

Area **Service** | Person in charge **HSE Officer** | Regulator **MoHRE · OSHAD · DM**

MAXIMUM PENALTY

Varies

by emirate authority and MoHRE schedule

Plus **file suspension** · prosecution after serious injury

• HIGH | ⛓ PRISON RISK

THE LAW

OSH

Federal Decree-Law 33/2021 safety duties · MoHRE OSH resolutions · **Abu Dhabi OSHAD-SF** · **Dubai Municipality** HSE rules · OSHAD-SF / Dubai Municipality: risk assessment, PPE, training

WHAT WE CHECK

Workshop risks (lifts, EV high voltage, tyres, chemicals) are assessed in writing, PPE is provided free and worn, and staff are trained.

CHECKPOINTS IN THE AUDIT

- Q1 Are risk assessments written for workshop tasks including EV work?
- Q2 Is PPE provided free and worn?
- Q3 Are staff trained?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Safety fines vary by emirate (OSHAD in Abu Dhabi, Dubai Municipality, MoHRE). They come with **work stoppages** and **establishment file suspension**.

BEYOND THE FINE

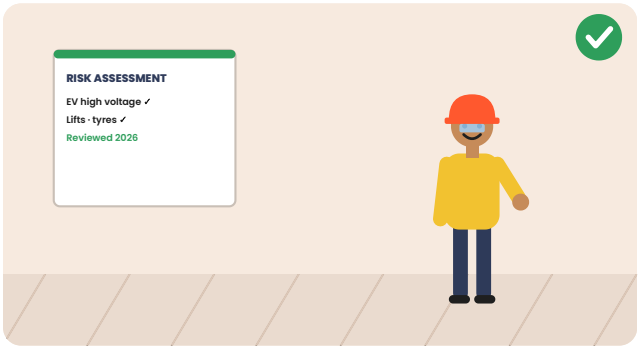
A serious injury or death can lead to **criminal prosecution** for negligence, plus compensation and *diya* (blood money) claims.

REAL ENFORCEMENT

OSHAD-SF

Abu Dhabi's mandatory safety framework: entities must register, assess risks and report incidents.

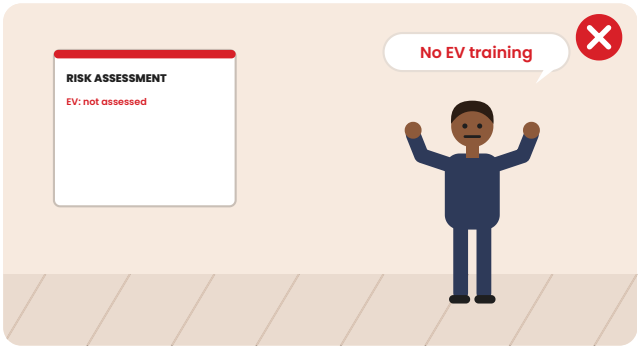
✔ RIGHT WAY



Assessment covering EV work.

✖ WRONG WAY

PROSECUTION RISK



No EV assessment.

PURPOSE

EV high-voltage work is a new risk for many UAE workshops.

FIX IT WITHIN

◷ 7 days

AUDIT CRITERIA · PASS WHEN

- Written assessments
- PPE provided
- Training

IDEAL WAY OF AUDITING

1 Request assessments

Evidence: Assessments.

WORST CASE Emirate fines and liability if someone is hurt.

HS-05 HEALTH & SAFETY · MOHRE / EMIRATE · STANDARD 05 OF 05

Incidents Reported

Area **HR · HSE** | Person in charge **HSE Officer** | Regulator **MoHRE · OSHAD · DM**

MAXIMUM PENALTY

Varies

by emirate authority and MoHRE schedule

Plus **file suspension** · prosecution after serious injury

• HIGH | ⛓ PRISON RISK

THE LAW

OSH

Federal Decree-Law 33/2021 safety duties · MoHRE OSH resolutions · **Abu Dhabi OSHAD-SF** · **Dubai Municipality** HSE rules · MoHRE work injury reporting · OSHAD incident notification

WHAT WE CHECK

Work injuries are reported to MoHRE (and OSHAD in Abu Dhabi), investigated, and treatment and compensation are provided.

CHECKPOINTS IN THE AUDIT

- Q1 Are work injuries reported to the authorities on time?
- Q2 Are incidents investigated?
- Q3 Are medical costs and compensation paid?

WHAT NON-COMPLIANCE COSTS YOU

THE FINE

Safety fines vary by emirate (OSHAD in Abu Dhabi, Dubai Municipality, MoHRE). They come with **work stoppages** and **establishment file suspension**.

BEYOND THE FINE

A serious injury or death can lead to **criminal prosecution** for negligence, plus compensation and *diya* (blood money) claims.

REAL ENFORCEMENT

Criminal

Serious workplace injuries are investigated by police and can lead to **prosecution for negligence**.

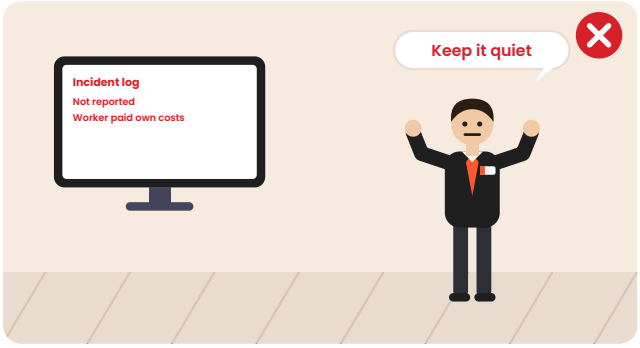
✔ RIGHT WAY



Reported and investigated.

✖ WRONG WAY

PROSECUTION RISK



Hidden, worker paid for treatment.

PURPOSE

Hiding injuries turns a safety issue into a legal one.

FIX IT WITHIN

◷ 72 hours

AUDIT CRITERIA · PASS WHEN

- Reported
- Investigated
- Costs covered

IDEAL WAY OF AUDITING

1. Compare incident log with clinic records

Evidence: Incident log.

WORST CASE Unreported injuries can bring **fines and prosecution**.

FIX IT BEFORE SOMEONE GETS HURT

Your 30-day safety action plan.

Today

- [ ] **HS-01** Lifts & Lifting Equipment Certified
  Immediate
- [ ] **HS-02** Heat Stress Controlled
  Immediate
- [ ] **HS-03** Paint & Chemical Safety
  Immediate

This week

- [ ] **HS-05** Incidents Reported
  72 hours
- [ ] **HS-04** Risk Assessment & PPE
  7 days

This month

Re-audit the site in 30 days.

?/5 Count your passes. Each fail is a risk of **injury, fines and prosecution**.

SOURCES

- Khaleej Times: Midday break violators face up to Dh50,000 fine · khaleejtimes.com
- SmartQHSE: OSHAD-SF and Dubai HSE guides · smartqhse.com
- Federal Decree-Law No. 33 of 2021 · uaelegislation.gov.ae

Disclaimer. For compliance-audit guidance only; not legal advice. Fines vary by emirate.

AUDIT SIGN-OFF

DEALERSHIP / SITE	AUDITOR	DATE	SCORE __ / 5

BRANCH / DEALER PRINCIPAL SIGNATURE	COMPLIANCE LEAD SIGNATURE