

# [Explain the purpose of following health essay sample](https://assignbuster.com/explain-the-purpose-of-following-health-essay-sample/)

[Business](https://assignbuster.com/essay-subjects/business/), [Employment](https://assignbuster.com/essay-subjects/business/employment/)

The principal aim of following health, safety and security procedures is to prevent harm from occurring not only to employees while they at work but also to the business itself and its customers. Additionally, there are legal reasons why these procedures must be followed. According to one of the key legislation which is generic legislation Health and Safety at Work Act 1974 both employers and employees are responsible for ensuring safe and secure work environment. Let’s look at confidentiality which is one of the most important measures to maintain safety and security. Not following procedures according to Data Protection Act 1998, which objectives aim at secure data processing and storage, may result in legal action against employers. These procedures may vary depend on the nature of the business. Nowadays vast majority of the business relay on computerised filling system, therefore, employers must take every necessary measure to protect that system from for example, hackers. Employees, on the other hand must follow all procedures to ensure they use system correctly and legally.

Consequently, not following health, safety and security procedures may also lead to economic crises of an organisation, for example, court may order to pay very high fine or close down the business and loss of the customers. Moreover, an employer who failed to follow health, safety and security procedures where as a result employees are getting harmed at work is highly likely to be exposed to organisational grievance or disciplinary procedures. For example, in a care home failure to provide moving and handling training to induction staff would have catastrophic consequences such as: spine injuries acquired by using incorrectly equipment or by not using it at all when necessary or even a death of a care taker if handled inappropriately using unsecured hoist. This scenario would not only result in staff leaving work or decrease in their performance at work but also in legal, economic and organisational action against the employer.