

Explain the purpose of following health essay sample

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The principal aim of following health, safety and security procedures is to prevent harm from occurring not only to employees while they are 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 pieces of legislation which is generic legislation Health and Safety at Work Act 1974 both employers and employees are responsible for ensuring a 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 depending on the nature of the business. Nowadays a vast majority of businesses rely on computerised filing systems, 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 the system correctly and legally.

Consequently, not following health, safety and security procedures may also lead to economic crises of an organisation, for example, a court may order to pay a very high fine or close down the business and lose 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 incorrect 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.