

Student's Name

Professor's name

Course Number

Date

### Human Resource: Health & Safety Legislation

One of the most important HR policies and employment legislations is health and safety. All employees have the right to good health which is why every employee vulnerable to ill-health requires protective gear. The legislation discussed here controls health and safety standards in every place of work. The main reason every location of work must have this legislation is so as to prevent injuries, accidents and diseases. If these standards are breached, there are consequences and every employer ought to know them well. Therefore, this legislation also details the role and responsibility that employers, employees, and supervisors have in upholding proper health and safety. In general, this law requires the companies to take the initiative of protecting the health of their employees while they are in the workplace. There are different ways to do so, which include but not limited to offering them the right kind of training on how to handle potentially dangerous apparatus or materials as well as informing them of the potential dangers that might occur in their places of work.

Under this legislation, an employee has all the right to refuse to work in an environment that they deem unsafe. Most employers select a health and safety committee or representatives to assist in organization's plan on health and safety. Such committees often consist of workers and representatives of the management. Precisely, the committee's work is to identify and prevent

hazards in workplaces. It is also their responsibility to recommend solutions to any safety and health issues that arise. In most countries, the security and well-being of employees are commonly controlled by local or regional legislation. As an employer, it is of great importance to visit your province, state or region's website to gain information on well-being and health care.

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