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The Importance of Health and Safety Training

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Abstract

Health and safety is the most important ethical issue. A person should feel safe when going to work, when working and when going home from work. Work could have destroyed people's health and lives because of the stress it brings in some areas of the work-life. To be more aware and having professionals to talk to if one is struggling with their mental health is important to lower the risk of more people destroying their health because of work. A health and safety training course for every employed person should be mandatory to make sure they follow the necessary rules and guidelines to stay safe and make others around them feel safe.

Key words: Health and safety, safety training, workplace health, employee rights, sexual harassment prevention, work-related injury, mental health.

Introduction

Health and safety at the work place are about treating your employees equal, keeping them safe, and make them feel welcome when coming to work.

Thesis Statement: Is health and safety at the workplace only about making sure your employees are not affected by serious accidents such as getting a stone in your head or sawing off your hand when working outside with cutting down trees? No. It can be about your employee's health issues at work, how they feel around their coworkers and even sexual harassment, which can destroy a person because they don't want to stand out as a victim.

Health and Safety Training

Health together with safety training refers to giving health and safety information and training to ensure that employees know how to work properly—at the same time, establishing a healthy work environment where safe and healthy working practices get envisaged without putting their health at risk. It also includes helping someone learn doing something, telling them what to do or (often just as essential) should avoid, or simply providing them with knowledge about the same (Health & Safety Executive, 2019).

Laws

It is impossible to overstate the significance of workplace health and safety. Ensuring that employees are not at risk of injury while working for a company is the law and an essential component of being a good employer. Health and safety are critical for staff and subcontractors, customers, visitors, and the general public who may do business with or work for a business (Panel, 2021).

Health and safety goals are to keep everyone engaged in the organization safe, including employees, customers, subcontractors, and the public. The health and safety laws

impose responsibility on employers, but following health and safety regulations is also smart business sense. A company that breaks the law risks losing customers, raising recruitment expenses, reducing employee retention, and losing money. Additionally, an organization can get punished for violating health and safety regulations if it causes disease, injury, or even death. It could also lose its business if it is found guilty of health and safety violations. Human injury or loss is unacceptable in any business; thus, regardless of industry, occupational health and safety are vital for all employees' health and well-being. There is nothing worse than the employer who has to face corporate manslaughter charges because of a tragic employee death.

Health and safety training laws promote and work to prevent job-related accidents and mishaps (Weinstock & Slatin, 2019). Employers and employees can make the most of their resources by having laws necessary because they help reduce waste and increase productivity. Employers save money by having law programs correctly implemented. In turn, this saves money that would otherwise be used to deal with accidents, pay compensation and pay for rehabilitation expenses.

Every year, hundreds of people lose their lives as a result of accidents at work. According to Weinstock & Slatin (2019), workplace fatalities account for 15% of all deaths in the United States. Then there are the tens of thousands of injuries and diseases. These cause a great deal of human suffering, anguish, and emotional distress, all of which these laws seek to decrease or eliminate substantially. Finally, health and safety laws aid in the preservation of human life by reducing the occurrence of injuries and diseases and enhancing the financial performance of firms that implement them.

Employees' Right

In general, employers cannot alter or abolish an employee's legal right to work in a safe and healthy environment. Several benefits come from observing employees' right to

provide a health and safety-friendly working environment. Typically, injury prevention has a far lower total cost than injury treatment. Quality personnel are attracted and retained in a safe and healthy workplace. Besides, it is a valuable asset to the community, runs more smoothly and makes a profit. A healthy, safe, courteous and caring work environment benefits both the company and its employees.

Furthermore, in healthy and safe workplaces, employees are happier and more productive, resulting in better products and services. Additionally, these individuals are more likely to return to work after being sick or injured, and they have a higher level of loyalty to the company as a result. Training in health and safety, particularly on the employee's duty for adhering to safety rights, aids in employee retention and builds goodwill in the community.

Sexual Harassment

One of the most pressing issues facing today's business owners is workplace sexual harassment. Small and family-owned enterprises, as well as corporations, all confront similar challenges. Thus, it has become a standard practice for employers to offer their staff training in sexual harassment prevention. It is vital to provide sexual harassment prevention training to staff to foster a positive working culture. Again, training in sexual harassment prevention is critical because it makes workplaces a safer place for all employees. By making employees aware of sexual harassment, the training helps them recognize it when it occurs.

Businesses make a minor commitment to providing training, but that investment's return is well worth it. Effective training not only avoids training fines but also reduces the possibility of sexual harassment accusations. One of the most effective methods to safeguard employees and everyone else from harassment is to require mandatory and regular anti-harassment training. Employees will feel better about their job if their organization has a sexual harassment prevention training program in place. In turn, this can help employees feel

more like they are part of a team working toward a common objective when done correctly. If employees feel safer in the workplace, their confidence rises, relationships flourish and productivity rises as well.

Learnings from training can be applied in the workplace and other areas of one's life. To avoid sexual harassment, employers should train their employees to recognize it in many forms and how it affects others. Again, every company's top priority should be to keep the workplace free of harassment. Not doing so is detrimental to both the company and the employees. Otherwise, businesses risk facing lawsuits if they do not have adequate complaint procedures or fail to respond appropriately to customer complaints.

Mental Health

We all have some level of mental wellness. Having a purpose and direction gives us the confidence to face whatever life (and work) throws at us when things are not going well. However, our mental health fluctuates in the same way our physical health does. For that reason, to build an inclusive workplace where people feel free to be themselves, it is important to raise awareness of potential mental health issues in the workplace. Employees who have completed mental health training will have a better understanding of common mental health conditions.

Effectively reducing the stigma associated with mental illness and teaching people to recognize the warning symptoms of mental health difficulties, for example, depression together with post-traumatic stress disorder (PTSD) helps. Employees who receive mental health training will be more equipped to spot the symptoms of mental illness in both themselves and those around them (Panel, 2021). In turn, this enables them to deal with greater crises and intervene before a distress situation escalates to the point of becoming a crisis.

According to Bahn & Barratt-Pugh (2017), new employees may benefit from mentorship programs that make them feel less alone and more supported or mini-courses that teach staff time management and mental health first aid. Training in health and safety is critical because it aids in recognizing and comprehending mental health problem signs, which helps prevent the mental health problem from worsening. The recovery of good mental health is also promoted by accommodating employees in distress or recuperating from a crisis, increasing productivity and reducing absence and the overall burden on benefits.

Conclusion

Mandatory health and safety training should be implemented at every workplace to lower employees' health and safety risks. Offering professional help if employees are struggling with their mental health because of work is a possible intervention.

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