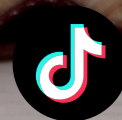


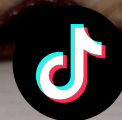


2.5 Legislation Flash Cards



A stack of several books with brown and red covers is on a light-colored wooden desk. A wooden gavel with a brass ferrule lies across the books. In the background, a window with white curtains is visible, letting in bright light. A black rounded rectangle is overlaid on the center of the image, containing the word 'Legislation' in white text.

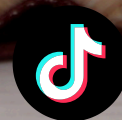
Legislation



Legislation

Legislation is another word for law, businesses need to ensure they are following legislations, not only to keep a good image but also to ensure they do not receive a fine. When they're changes in the law it costs businesses to implement these changes.

This can make UK businesses less competitive internationally. Students need basic knowledge on employment law, health and safety at work act and consumer legislation.





EYE PROTECTION
MUST BE WORN
WHEN USING
MACHINERY

HEARING AND EYE
PROTECTION
MUST BE WORN
IN THIS AREA

Health & Safety legislation



Health & Safety legislation

Health and safety at work act 1974

- Employers must provide a safe working environment.
- Employers must provide H&S training and employees must complete the training, this should happen in the induction.
- Employers must provide protective clothing if needed.
- Employees and employers are responsible for H&S at work.

A safe environment, will help create positive working conditions, it will ensure a good reputation, reduced accidents and stop the business receiving fines.





Employment law



Employment law

National minimum wage,
paying this is a legal requirement.

Equality Act 2010

The equality act is a law where everyone has to be treated equally ,regardless of gender, race, sexual orientation, age, disability, religion, pregnancy and maternity.

An example – On a job advert a business could not write, they required an enthusiastic individual under the age of 30 years old. This would be classed as age discrimination.





CONTRACT

They are as follows:

General employment contract (This is your typical employee/business contract you sign when you get a new job - this outlines how long the employee will work for, the pay, benefits, reasons for termination, conditions, etc.)
Independent contractor agreement (not all work contracts are strictly business/employee - sometimes, it is an agreement between a business and an independent contractor who offers a service to a business but is not being hired as permanent staff).

- Example of an Employment Agreement
- Here is a basic example of a general employment contract:

Let's say 'John' applies and gets the job of Dishwasher at a restaurant. Now, before John works, he will sign a contract with the restaurant that outlines the following:

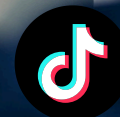
Consumer law



Consumer law

This law protects customers, it ensures products and services must be fit for purpose, of satisfactory quality and match the description given. (trade description act)

It is a legal requirement that ingredients is written on food items, it is a legal requirement that the weight stated is the weight of the product.



Positive effects of legislation



Positive effects of legislation

Following legislation, builds trust with customers and employees.

It will create a strong brand image.

It will help with fair treatment of staff and good working conditions.

It will reduce accidents due to having safe environments.

It means no fines will be incurred.



Negative effects of legislation



Negative effects of legislation

It can increase costs for businesses, due to higher wages, improved safety or providing training.

Due to legislation, it may take longer to make decisions, as businesses will need to ensure they are following detailed legal requirements.

It may reduce international competition due to more lenient legislations in other countries.

Breaking laws can result in expensive fines and legal action, it will also have a negative impact on brand image.

