

In 2016, Tesco were fined £116,000 and ordered to pay costs of more than £10,000 following an incident where an employee at their Highwoods Extra store was injured. The accident happened when an employee was cleaning an oven and a hazardous product came into contact with their skin. The employee was not wearing suitable Personal Protective Equipment (PPE) and therefore suffered chemical burns as a result.

During the investigation a partially-used corrosive product container was discovered and the safety goggles supplied were noted as being dirty and not properly looked after and stored when not in use.

Tesco pleaded guilty to three offences, which included failing to ensure the health, safety and welfare of its employees and failure to comply with COSHH Regulations.

Firstly, in terms of the employees, this is a very negative scenario, as due to this, potential employees may be reluctant to join, as they may see there a level of neglect, as well as unclear training carried out, as well as a general lack of care towards the employees to provide the protective clothing, so as a result of this, they may believe they may be safer working elsewhere.

However, this could lead to positive impacts in the long term, as Tesco will now be forced to make changes to how they operate, as they will then be far more open on what they are doing to meet regulations, and will be more likely to protect employees such as providing protective clothing, so they can avoid scenarios like this again.

Similar to the previous case study, Tesco incurred a huge fine as a result of the event, and this will affect the profit and loss margins at the end of the financial year if events like this continue to happen, so therefore they will work to invest in training and equipment, to prevent this happening.

Finally, in terms of importance, these regulations are key in protecting the employee, as these are the people who will come into contact with these chemicals, and if sufficient equipment and training isn't given, then these accidents will only continue to happen. The core importance of this regulation is that it gives guidelines on what companies need to do to keep their workforce safe, and with this it can also catch out any lack of due diligence, so this is only a positive in terms of the workforce and the company.

Therefore, I conclude that the regulations I have identified are key in maintaining a positive public perception, as this stems from customer safety, which will continue to happen if Tesco follows these government regulations, and as a result, Tesco will continue to prosper.

References: