

Ensuring Worker Safety: The Impact of the Covid-19 Pandemic on the Healthcare

**Ensuring Worker Safety: The Impact of the Covid-19 Pandemic on the Healthcare  
Workforce**

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**Executive Summary**

The emergence of Covid-19 provides a significant effect all over the world including the World's healthcare sector, economy, education system, and other sectors. The effect of a pandemic on the economic sector is also followed by the disruption of the health of workers. Thus this topic has discussed to analyse the areas that have needed to consider while ensuring the safety of workers as well as a healthy workforce.

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## **Background**

The covid-19 pandemic can be regarded as one of the important occurrences in 2019 that brings significant changes all over the world including the disruption of healthcare, education, and economics (Mou, 2020, July). The emergence of Covid-19 also changes the way of communication with the designers and services of healthcare along with the mode of education as well as the work mode. In this regard, a huge change can be seen in the shift of behavior of the world concerning education, economy, and most importantly medicine.

There is a new way of transformation and adaptability can also be identified in several areas. The economic and social disruption that is caused by the collapse of the health sector that is caused by the pandemic is devastating (Lemieux et al., 2020). A huge fall in the global economy is a very concerning topic in the world. The changes in the economic sector also include insurance of the workers' safety that also focuses on the healthcare of the workforce.

One of the huge effects of the pandemic is faced by the World's Economy that is overturned by the emergence of Covid-19. In this process, the working practices are widely affected, especially the health of the employees that become the target of the pandemic situation. The insurance of the worker's safety in the workplace can be regarded as an important issue that makes several organisations invest in several occupational safety performances (Priya, Cuce & Sudhakar, 2021).

The present healthcare situation also makes the organisation reduce the existing turnover as well as help the workers with the minimum safety guidelines so that they can perform more effectively. Thus, it can be said that the emergence of the pandemic exposed the infrastructural flaws of organisations regarding health and safety. In this regard, the practice of the term Total Worker Health can be regarded as one of the aspects that is very important for ensuring the

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worker's safety along with identifying the challenges, core approach, and measurement of the workers' experience and understanding of the collected data.

According to this practice, it is very essential to apply protection and promotion of health and work in the workplace. Thus, any organisation needs to apply and adopt the total worker's health practices during and after the pandemic. In this regard, the practical implementation of this approach can be recognised by the execution of some activities (Baldwin & Di Mauro, 2020). For ensuring the safety of the workers as well as enhancing their health and productivity of the em, employees an organisation needs to understand the importance of the safety of the workers. This practice also includes the implementation of the healthcare workforce along with maintenance of occupational health and safety legislation as well as follow-up of mental health safety. The Total Health workers practice also includes the education and training arrangements for the employees along with the implementation of a workplace adaptation policy.

### **Discussion**

The successful development of the economy widely depends on the involvement of the workers which also directly concerns the health of the workers. However, the emergence of Covid-19 negatively influences the health of the workers along with the increasing numbers of death rate as well as emerging numbers of absentees (Ogunnusi et al., 2020). Thus, it is very important to have an overall idea about the impact of Covid-19 on the healthcare facilities of the workforce. This also includes the safety policies of the workplaces to ensure a healthy and safe place for the workers. In this regard, some important areas can be recognized that are aligned with these criteria.

Before taking any kind of steps for ensuring the worker's safety, it is very important to have an overall idea of the situation caused by the pandemic on the workplace and the employees

Ensuring Worker Safety: The Impact of the Covid-19 Pandemic on the Healthcare (Maital & Barzani, 2020). It is also very essential to decipher the importance of these initiatives so that the overall rate of outcome can be deciphered higher after the implementation. The worker's safety in the workplace first needs to be recognised by the organisation and after deciding over taking suitable steps regarding the healthcare workforce as well as occupational health and safety legislation. The organisation also needs to understand the importance of mental health safety as well as the essentiality of education and training along with a suitable adaptation policy.

### **Importance of Safety and Workers**

It is very essential to understand the importance of the safety of workers along with exposure to risk during the time of treatment (Webb, McQuaid & Rand, 2020). In this regard, proper protection, measures, and support in the workplace can increase the safety of the workers. An organisation needs to understand the severity of the safety of the workers after the pandemic situation.

The emergence of the pandemic has uprooted the concept of workers' safety along with the maintenance of their health and well-being. In this regard, the protection measurement of the organisation along with supporting the employees can be regarded as an effective way to increase the safety of the workers (Yuan, Ye & Zhong, 2021).

In this regard, the most effective step is to follow the Total Worker's health practices that focus on improving the working condition of the employees for better infection control along with providing a supportive environment for the employees. This practice also helps the organisation to improve the comprehensive and collaborative efforts for reducing the casualties due to health problems. The maintenance of the ethical and legal standards along with using data guidance and evaluation processes also enhances the safety of the workers.

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One of the important activities of the organisation is to identify the selected area to use PPE or personal protective equipment by judging the efficacy, kinds, adequacy, and availability of this issue. In this regard, PPE shortages along with PPE distribution are also important for the organisation if they want to ensure the safety of the employees.

### **Implementation of Healthcare Workforce**

Understanding the healthcare workforce is also important to ensure the employees and workers in the workers that include doctors, nurses, and technicians as well as support staff. Thus, this description is also important for maintaining efficiency after the pandemic situation. In the process of maintaining the healthcare system in the workplace, it is also very important to have an individual healthcare workforce. However, before establishing a healthcare workforce in an organisation it is very important to have overall knowledge of the needs and activities of this workforce (Miotto et al., 2020).

Having one separate healthcare workforce not only aids the company in difficult times but also increases the productivity of the company indirectly. The healthcare workforce of an organisation consists of doctors, nurses as well as healthcare staff. With the help of healthcare forces, organizations can arrange regular checkups for the employees and their relatives to prevent the maintenance of the health of the employees and their families. These steps of an organisation can positively influence the efficiency of the production.

Thus, the steps are very important for the maintenance of the health of the employees. In this regard, this practice can be regarded as an important step to stand against the pandemic situation and ensure the safety of the employees. However, the first criterion is to know about the importance and benefits of the implementation process before establishing a healthcare workforce in the workplace.

### **Occupational Health and Safety Legislation**

One of the important steps to ensure the health of the workers is to put more importance on occupational health and safety legislation (Khawaja et al., 2022). This includes PPE and infection control techniques and sanitization for protecting healthcare workers against the effect of Covid-19. Thus the significance of this discussion is very important and aligned with this topic. After the pandemic situation, the practice of health and safety legislation can be regarded as one of the important aspects of organisations all over the world. This aspect is also supported by the World Health Organisation which specifies the importance of health and safety practices in the workplace that emphasizes the primary prevention of hazards (Chirico, Sacco & Ferrari, 2021).

The main objectives of occupational health and safety legislation focus on the maintenance of higher health practices as well as higher safety standards of an organisation. This practice also includes the identification of areas of risk as well as effective control measures along with reducing the incidence as well as costs of work-related injuries, diseases, and fatalities. After the pandemic, the maintenance of the preventive measures for the Covid-19 virus can be referred to as one of the important factors that is also followed by the maintenance of the minimum standards of protection in the workplace. The occupational health and safety legislation also includes the awareness of health and safety among employees.

### **Mental Health Safety**

In the process of ensuring the workers' health, the safety of their mental health is also very important. The covid-19 not only affects the physical health of the workers but deals a terrible blow on the mental health of the workers (Lasalvia et al., 2021). In this regard, the role of



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healthcare workers to elevate the increasing stress, anxiety, burnout along with mental health difficulties are also significant criteria to have a healthy workplace. One of the important aspects that can be recognised after the pandemic situation is the mental health safety of the workers. The deterioration of the mental health of employees after the pandemic can be regarded as a commonplace occurrence (Greenberg et al., 2020).

The changes in the economic pattern, the difficult situation regarding inflation as well as the fear of unemployment cause the deterioration of the mental health of the employees. This decrease in the well-being of mental health also negatively affects the productivity of the employees. Thus, regarding the discussion of the health and safety of the employees, the role of mental health is of utmost importance. The increasing number of mental health problems not only affects the productivity of the company and the employees but also hampers the confidence of the employees and harms future professional development.

Thus, it is very important to maintain the mental health safety of the employees as soon as possible (Hooper et al., 2021). In this regard, regular checkups of the employees along with supportive gestures during illness and regular counseling sessions for the infected employees, and occasional counseling sessions for all the employees can help to elevate the psychological pressure and maintain mental health safety.

## **Education and Training**

Sufficient training and education of the healthcare staff along with providing sufficient support to the employees with safety knowledge and compliance are also important steps to ensure a safe workplace (Diab-Bahman & Al-Enzi, 2020). The professional sector should also have vaccination facilities for the employees and their families as a part of activities for workers' safety and virus prevention. The need for proper awareness is also an important criterion of

Ensuring Worker Safety: The Impact of the Covid-19 Pandemic on the Healthcare workplace safety. In this regard, suitable education and training for the employees can be referred to as an ideal solution to increase awareness regarding the pandemic situation. In this way, the company can not only increase the preventive measures to deal with the pandemic situation.

The training arrangements, to educate the employees about the overall symptoms as well as the basic preventive measures are used to deal with the covid-19 virus. In this case, the initiations of arranging the vaccination process for the employees are also part of the encouragement of employees (Wiradendi Wolor et al., 2020). In this way, the employees can easily use the basic preventive measures in case of self-infection or infection cases in the family. With the proper knowledge of awareness in the form of education and training the employees can easily prevent potential casualties and ensure the health and safety of themselves and their families. For the organisation, they can also prevent the potential threat with the help of the employees and balance the overall productivity of the company. In this way, the organisation can maintain the need of having a safe workplace.

### **Workplace Adaptation Policy**

Apart from the healthcare policies in the workplace, some policies regarding workplace adaptation are also essential criteria of a healthy workplace (Fornaro & Wolf, 2020). In this regard, safeguarding healthcare professionals along with physical separation, time-and-motion studies, as well as telecommuting, is also important strategies for providing sufficient protection to the workers. The workplace adaptation policy can be regarded as one of the important aspects of an organisation that consists of several supporting policies related to the basic policies. Regarding the health and safety policies after the pandemic situation, the implementation of the adaptation policies can be regarded as a complementary approach. In this regard, the

Ensuring Worker Safety: The Impact of the Covid-19 Pandemic on the Healthcare communication policy and finance policy are considered the best adaptation policy (Heath, Sommerfield & von Ungern-Sternberg, 2020). With the help of a better communication policy, the organisation can be aware of the health and safety of the employees as well as arrange suitable aids for the employees.

This policy also includes the regular collection of feedback from the stakeholders that confirms the supportive gestures of the company for the employees. Apart from the communication policy one of the other adaptation policies can be referred to as the finance policy which includes the financial aid to the infected employees. With the help of this policy, the organisation can provide the employees with financial support that not only aids the financial needs of the employees but also prevents the worsening of mental health from the financial pressure (Gigauri, 2020). Apart from these two policies, new infrastructural policies are also applicable for the health and safety of the employees after the pandemic.

### **Collection of Materials**

The maximum materials for this topic are collected from several journal articles that are available online. Most of the articles focus on several industries and the steps and policies that are taken for the employees during the time of the pandemic. In this article, the details about the measures for preventing Covid-19 in the workplace are also discussed. Apart from the materials regarding the journal articles, the professional experience of the family members during the time of the pandemic can also be counted in this aspect. The professional experience also includes the ongoing restrictions along with the measurements that have been taken after the pandemic.

This information is considered very important as the materials for this topic. The collection materials can be referred to as supportive documents that are beneficial for collecting

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### **Journal Articles**

The main materials for this study can be referred to the journal articles that include the impacts of Covid-19 on workplaces along with the impact on the lives of the employees. The articles also include several policies and steps along with the importance as well as the implementation process of those policies on the organizations. The selection of the journal articles also includes the health and safety measures, the implementation of the healthcare workforce as well as application of the health and safety legislation.

The journal articles also include the importance of the mental health of the employees, several kinds of education and training programs as well as the communication policy of an organisation. In this way, with the help of these articles, it becomes very easy to describe the overall outlook on the workplace security of the employees after the pandemic.

### **Professional Experience of Family Members**

Regarding the collection of materials the professional experience of the family members during the time of pandemic can be regarded here. My professional experience includes the financial situation, and mental health condition during the time of the pandemic. The experience also focuses on the steps that are taken by the organisations during and after the time of pandemic mainly regarding the health and safety of the employees. Thus, these experiences can be able to support the information from the journals. The discussion included the importance of having the safety of the workers along with having an understanding of the healthcare workforce as well as the implementation of occupational health and safety legislation. This assessment also

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discussed the mental health and safety of the employees in the workforce along with the need for sufficient training and education as well as the essentiality of having a workplace adaptability policy.

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