

HEALTH & SAFETY

Why Study Health and Safety?

- To appreciate importance of safety
- To learn how to prevent, minimize, or eliminate waste of human resources cause by industrial accidents and occupational illness
- To know what business, industry and the government are doing to avoid or minimize human sufferings and loss of earnings because of accidents or illness in the industry



- To know the duties and responsibilities of management, the safety officer, the medical officers, and the personnel manager regarding health and safety
- To know the duties, responsibilities, and obligations of employees in accident prevention



Importance of Safety

- To eliminate time loss, prevent waste of human suffering because of industrial accident or illness
- To develop in the employee the proper working attitude to make himself a healthy and safe worker through the employee induction and training program and good supervision





Facts

- In US, accident alone cost employers \$60 billion per year for medical and insurance cost, damaged equipment and materials and production delays
- Approximately 14, 000 persons die each year as result of industrial inquiry or illness and that 90, 000 are permanently disabled in US
- In 1996, the US Bureau of Labor Statistics reported a total of 6.2 million workplace injuries



- Organizations have moral and legal responsibility to ensure the safety and well being of their members
- Public Policy relative to occupational illness is expressed in laws such as the Labor Code of the Philippines, DOLE's Occupational Safety and Health Standards and the Occupational Safety and Health Act of 1970 US

Three categories of Workplace accidents

- Employee error
- Equipment insufficiency
- Procedure insufficiency



Employee Error

- Mistakes such as misjudgment situation
- Distractions by others
- Inappropriate working condition
- Knowingly using defective equipment



BE CAREFUL

**THIS MACHINE
HAS NO BRAIN
USE YOUR OWN**

Equipment insufficiency

- Use of inappropriate equipment
- Safety devices being removed or inoperative
- Lack of protective clothing



Procedure inefficiency

- Failure of procedure of eliciting warning of hazard
- Inappropriate procedure for handling materials



Examples of Working Hazards



- Working in:
 - Traffic zones
 - Confined spaces
 - Trenching and excavations
 - Violence
 - Machines
 - Fire and explosion
 - Slip/falls



Major Health related problems in organizations

- Skin diseases, which are illnesses involving the worker's skin that are caused by work exposure to chemicals, plants or other substances
- Respiratory Conditions, illnesses associated with breathing hazardous biological agents, chemicals, dust, gases or fumes at work (e.g. tuberculosis and occupational asthma)





- Poisoning includes disorders evidences by abnormal concentration of toxic substance in blood, tissues, bodily fluids or the breath that are caused by ingestion or absorption of toxic substance into the body



Repetitive Motion Disorders

- Affects tendons that become inflamed from the strains and stresses repeated, forceful motion
- Primarily affects the neck, back, legs, arms, hands, wrists or elbows
- Carpal tunnel syndrome (pain in the wrist bone) is the most common repetitive motion disorder



ADDICTED?

Carpal Tunnel Syndrome



Lower Back Disorders

- Frequently caused by engaging in activities such as lifting, carrying, and pulling of objects
- Occupations at greater risk are nurses, truck drivers and manual laborers



Workplace Stress

- Excessive amount of stress can have ill health effects such as ulcers, hypertension, headaches, and cardiac conditions
- Stressed employee may perform poorly or suffer low morale
- Causes include unclear supervisory directives, unclear deadlines for completing work, poor relationship with coworkers and overly close supervision



Ways to eliminate or atleast minimize job stress

- Effective selection and training procedures to help ensure that workers are properly suited to the demands of their jobs
- Clear job descriptions to reduce worker uncertainty regarding job responsibilities
- Effective job performance system to relieve stress by clarifying performance expectations
- Effective rewards programs to relieve stress by reducing worker uncertainty regarding rewards



Substance Abuse

- Organizations can curb substance abuse at the workplace by screening out applicants and discharging employees who have been identified as substance abusers
- Take the rehabilitative approach wherein help is provided to abusers to overcome their problems through remedial counseling



Employee Wellness



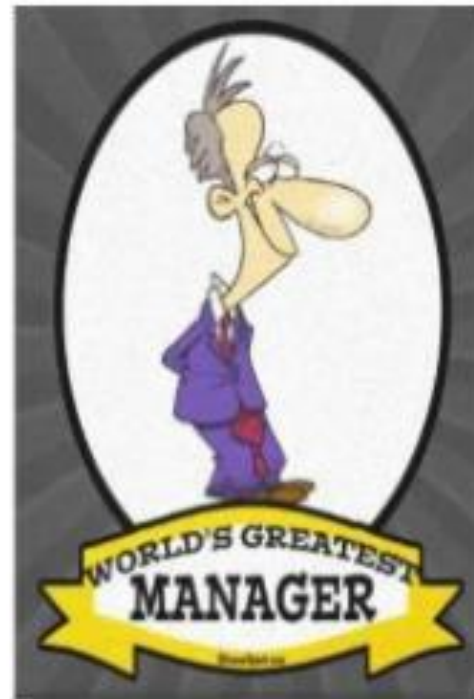
- Employees can adopt employees wellness programs to eliminate health problems that can be caused by a person's poor health choices
- Programs should provide employees with physical fitness facilities and programs to help them quit smoking, manage stress, and improve nutritional habit

Who are involved in Safety and Health Problems

- Human Resource Professionals
 - Develop and evaluate various safety and health programs such as safety incentive, training and employee wellness programs
 - Responsible for ensuring compliance to health and safety laws



- Managers
 - Must emphasize safety during orientation training and by constantly reminding their workers of its importance
 - Must ensure that workers are doing their job safely
 - Investigate accidents to prevent future occurrence of similar accidents



- ❖ Along with physical health, we should also take care of our mental health also.
- ❖ When you are stressed or depressed or anxious, you may not be able to do your duties properly.
- ❖ But these types of issues, most of the time we ignore.
- ❖ So if you want to be a real healthy person, then you must have to take care of your mental health also.
- ❖ Whenever you feel any stress, anxiety or depression, take the help of professionals.

Some of the health issues faced by software engineers are:

1. Neck and back pain due to sitting on desks in front of the computer for long hours.
2. Eye pain or bloodshot eyes due to staring continuously at the computer screen.
3. Spine problems due to sitting on a desk for long durations.
4. Insomnia due to working on the computer for long hours.
5. Headache due to long hours of work and exposure to the screen for a long time.
6. Increase in weight due to sitting in a desk causing inactivity.
7. Depression and stress due to increased amount of work and therefore the need to work overtime.
8. Improper blood circulation in the body due to the sitting idle in a desk.
9. Risk of bacterial infection due to dirty tech equipment.
10. Laziness due to inactivity.
11. Reduced vision or gradually reducing eyesight due to continuous exposure to computer screen.

**STAY
HEALTHY & SAFE !!**