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Human Resource Management

Occupational Health and Safety
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(Slide adapted from Wiley Lecturer Resources)

Shirazian College

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Objectives

- Appreciate the importance of a healthy work environment
- Describe what management and employees must do to create a safe and healthy work environment
- Understand the contribution of TQM to improved occupational health and safety performance
- Discuss some major current health and safety issues
- List the resources of job stress and the possible remedies

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Some facts ...

- In Australia, 1.5 million workers are exposed to carcinogens at work each year, and 10% of male workers contract cancer as a result
- In Australia, farm workers have a 3 times greater chance of losing their life than other workers
- The annual cost of workplace accidents in Australia is estimated at \$34 billion
- ~15-18% of US dentists are addicted to drugs and alcohol

Occupational Health and Safety (OHS)

- Concerned with the provision of a *safe and healthy* work environment
- OHS programs should be linked with the organisation's strategic business objectives to seek competitive advantage by promoting employee commitment
- Poor OHS performance equates with poor HRM, and poor ethical, legal and social responsibility

**Western Australia
Occupational Safety and Health Act 1984**


- S.19 Duties of Employers
- S. 20 Duties of Employees

STRATEGY	CHARACTERISTICS
Obstructionist • Economic	Emphasis is on cost and organisational self-interest. All social responsibility is denied. Strategic focus is on profitability. Community demands to be more socially responsible are ignored. Compulsion is necessary if even minimum standards are to be met.
Defensive • Economic • Legal	Emphasis is on doing the minimum required by law. Any social responsibility beyond this is minimal. Strategic focus is on protecting the organisation from prosecution. Demands to do anything beyond that required by law are generally ignored.
Accommodative • Economic • Legal • Ethical	Emphasis is on doing the minimum ethically to meet community expectations. Social responsibility is recognised. Strategic focus is on protecting the organisation's image. Will not do anything beyond the minimum required to be perceived as 'ethical'.
Proactive • Economic • Legal • Ethical • Discretionary	Emphasis is on taking preventive action. Social responsibility is fully recognised. Strategic focus is on being a good corporate citizen. Leadership in occupational health and safety is assumed. Organisation voluntarily advances the wellbeing of employees, the organisation and society.

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The benefits of a safe working environment

- Improved personal safety
- Reduced overheads
- Reduced claims
- Insurance premium control
- Reduced uninsured losses
- Reduced retraining and relocation
- Improved production
- Reduced spoilage and wastage
- Reduced machine shut-down
- Reduced re-work
- Compliance with Occupational Health and Safety Act requirements

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OHS

- Safety and health must be considered when:
 - Jobs are designed
 - Employees are selected
 - Employees are trained and developed

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Regulation of OHS

- **Safe Work Australia**
 - Peak Australian consultative organisation on OHS
- **Self regulation**
 - Applies when employers are held responsible for providing a safe and healthy work environment
- **Tripartite approach**
 - An approach to OHS involving the active participation of employers, unions and government




Safety program elements

- Develop the organisation's HSM philosophy and strategic objectives.
- Establish organisational health and safety objectives.
- Demonstrate top management commitment and support.
- Constantly reinforce that employee health and safety is a management responsibility.
- Encourage active participation by all employees.
- Create an all-inclusive health and safety program.
- Introduce ongoing inspections and checks.
- Promptly eliminate identified health and safety hazards.
- Establish appropriate health and safety records.
- Systematically evaluate the program.



Current Health and Safety Issues

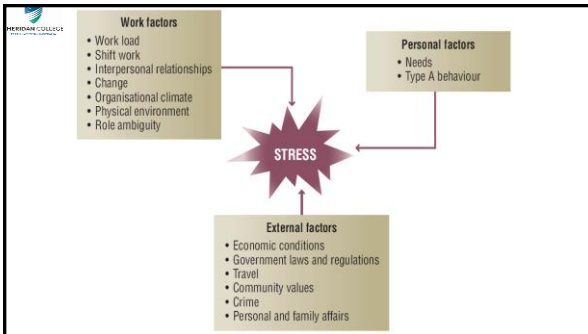
- Fly in Fly out
- Home based workers
- Air and desk rage
- Terrorism
- Sexual harassment
- Smoking
- Substance abuse
- Obesity
- Workplace violence
- Work - Family balance
- Workplace bullying



DRUG	EFFECTS OF ABUSE
Amphetamines (speed)	Depression, insomnia, heart failure, kidney failure, loss of appetite, toxic psychosis
Cannabis (marijuana)	Bronchitis, conjunctivitis, disoriented behaviour, endocrine disorders, impaired judgement
Cocaine	Heart failure
Ecstasy	Collapse, convulsion, dehydration, exhaustion, muscle breakdown, overheating
Heroin	Dependence, drowsiness, nausea, respiratory depression, withdrawal syndrome (watery eyes, runny nose, yawning, loss of appetite, irritability, tremors, panic, chills, sweating, cramps)
Ketamine	Delirium, heart problems, impaired memory, impaired motor function, respiratory problems, tolerance/dependency

Employee Stress

- A condition of strain that affects one's emotions, thought processes and physical condition
- **Stressors**
 - The conditions that cause stress



Sources of Stress

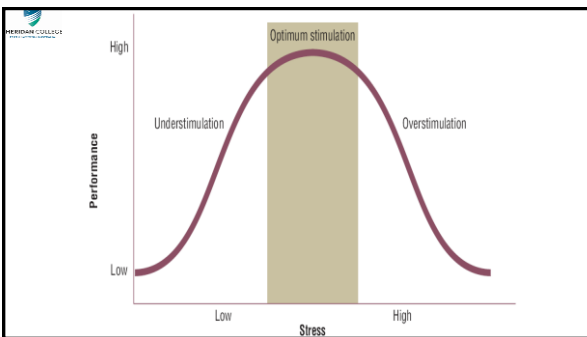
- Work factors
- Personal factors
- External factors
 - Economic conditions
- Government laws and regulations


Work Factors

- Work overload
 - Burnout
- Work underload
 - Rust-out
- Shift work
- Interpersonal relationships
- Change
- Organisational climate
- Physical environment
- Role ambiguity

Stress


- Stress and job performance
- Decision making and stress
- Symptoms of stress
- The management of stress
- Living with stress



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The Management of Stress

- Relaxation
- Exercise
- Diet
- Talk
- Planning and time management
- Delegation

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Summary

- Organisations have ethical, legal and business obligations to provide their employees with a safe and healthy working environment.
- OHS is part of every manager's job and not just the responsibility of the HR manager or safety specialist
- HR managers must be at the forefront in promoting safe and healthy work environments
