

Wollo University
Kombolcha Institute of Technology
School of Mechanical and Chemical Engineering
Department of Industrial Engineering

**Introduction to Ergonomics and
Industrial Safety**
Section Six

By Yared.A (MSC)
2012 E.C

Safety and Health Management

- Management of safety and health is accomplished through a strong leadership that provides the resources, motivation, priorities, and accountability for ensuring the safety and health of the workforce
- This leadership involves setting up systems to ensure continuous improvement and maintaining a health and safety focus while attending to production concerns

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- Management actions include the following:
 - ✓ Establishing a safety and health policy
 - ✓ Establishing goals and objectives
 - ✓ Providing visible top management leadership and involvement
 - ✓ Ensuring employee involvement
 - ✓ Ensuring assignment of responsibility
 - ✓ Providing adequate authority and responsibility
 - ✓ Ensuring accountability for management, supervisors, and rank and file employees
 - ✓ Providing a program evaluation

SAFETY AND HEALTH POLICY

- By developing a clear statement of management policy, you help everyone involved with the worksite understand the importance of safety and health protection in relation to other organizational values (e.g., production vs. safety and health).
- A safety and health policy provides an overall direction or vision while setting a framework from which specific goals and objectives can be developed.

SAFETY AND HEALTH PROGRAMS

- The need for health and safety programs in the workplace has been an area of controversy for some time
- ❑ It seems apparent from the previous research that in order to have an effective safety program, at a minimum, an employer must
 - ✓ Have a demonstrated commitment to job safety and health
 - ✓ Commit budgetary resources
 - ✓ Train new personnel
 - ✓ Insure that supervisors are trained
 - ✓ Have a written safety and health program
 - ✓ Hold supervisors accountable for safety and health
 - ✓ Respond to safety complaints and investigate accidents
 - ✓ Conduct safety

REASONS FOR A COMPREHENSIVE SAFETY PROGRAM

- The three major considerations involved in the development of a safety program are as follows:
 1. **Humanitarian**—Safe operation of workplaces is a moral obligation imposed by modern society. This obligation includes consideration for loss of life, human pain and suffering, family suffering, and hardships.
 2. **Legal obligation** - Federal and state governments have laws charging the employer with the responsibility for safe working conditions and adequate supervision of work practices. Employers are also responsible for paying the costs incurred for injuries suffered by their employees during their work activities.

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3.Economic—Prevention costs less than accidents. This fact is proven consistently by the experience of thousands of industrial operations. The direct cost is represented by medical care, compensation, etc. The indirect cost of 4–10 times the direct cost must be calculated, as well as the loss of wages to employees and the reflection of these losses on the entire community.

❑ These three factors are reason enough to have a health and safety program

BUILDING A SAFETY AND HEALTH PROGRAM

- To ensure a successful safety program, three conditions must exist: management leadership, safe working conditions, and safe work habits by all employees. The employer must
- Let the employees know that he/she is interested in safety on the job by consistently enforcing and reinforcing safety regulations.
- Provide a safe working place for all employees; it pays dividends.
- Be familiar with federal and state laws applying to your operation.
- Investigate and report all OSHA recordable accidents and injuries. This information may be useful in determining areas where more work is needed to prevent such accidents in the future.

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- Make training and information available to the employees, especially in such areas as first aid, equipment operation, and common safety policies.
- Develop a prescribed set of safety rules to follow, and see that all employees are aware of these rules.
- Each employer should set up a safety and health program to manage workplace safety and health to reduce injuries, illnesses, and fatalities by a systematic approach to safety and health
- The primary elements that should be addressed within this program are management leadership and employee participation, hazard identification and assessment, hazard prevention and control, information and training, and evaluation of program effectiveness.

CHARACTERISTICS OF AN OCCUPATIONAL SAFETY AND HEALTH PROGRAM

- Strong management commitment to health and safety and frequent, close contacts between workers, supervisors, and management on health and safety are the two most dominant factors in good health and safety programs
- Other relevant factors include workforce stability, stringent housekeeping, training emphasizing early indoctrination and follow-up instruction, and special adaptation of conventional health and safety practices to enhance their suitability to the workplace.

FACTORS AFFECTING SAFETY AND HEALTH

- ❑ The factors affecting safety and health are as follows:

1. Management factors

- a. Management commitment as reflected by management involvement in aspects of the health and safety program in a formal way and employers' resources committed to employers' health and safety program
- b. Management adherence to principles of good management in the utilization of resources (people, machinery, and materials), supervision of employees, and production planning and monitoring
- c. Designated health and safety personnel reporting directly to the top management

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2. Motivational factors

- a. Humanistic approach to interacting with employees
- b. High levels of employee=supervisor contact
- c. Efficient production planning

3. Hazard control factors

- a. Effort to improve the workplace
- b. Continuing development of the employees
- c. Clean working environment
- d. Regular, frequent inspections

4. Illness and injury investigations and recordkeeping factors

- a. Investigation of all incidents of illness and injury as well as non-lost-time accidents
- b. Recording of all first aid cases

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- A listing of the components that comprise a successful health and safety program are as follows:
 - ✓ Health and safety program management
 - ✓ Inspections and job observations
 - ✓ Illness and injury investigations
 - ✓ Task analysis
 - ✓ Training
 - ✓ Personal protection
 - ✓ Communication=promotion of health and safety
 - ✓ Personal perception
 - ✓ Off-the-job health and safety