

health and safety in the workplace

introduction

Under the Workplace (Health, Safety and Welfare) Regulations 1992, employers have a legal duty to ensure the health, safety and welfare of employees whilst at work. In busy workplaces like warehouses, factories, construction sites, and hospitals, employees can be put at risk for

injury or illness just by doing their jobs. In addition, it is of great relevance for HR professionals to always have an in-depth understanding of how safe their workplaces are for guaranteed employee health. Most of HR professionals have aligned themselves along the normal traditional manpower management activities such as leave management, performance management, recruitment, training and development and forgot about the relevance of Occupational Health and Safety to the employment relationship.

- 1) Match the words in the first box with the words in the second box to make safety features that you should find in a place of work.

emergency • fire • first aid • assembly • smoke

access • alarm • blanket • bucket • detector • door • escape
exit • extinguisher • hose • kit / box • officer • point • post

- 2) Number the following workplace stress factors in order of importance (1 most stressful, 10 least stressful)

- ☐ interpersonal relationships at work (problems with co-workers)
- ☐ tight deadlines (pressure to get work done in time)
- ☐ intimidation from supervisors
- ☐ work environment/equipment (unsatisfactory working conditions)
- ☐ workload
- ☐ job security (fear of losing one's job)
- ☐ working hours
- ☐ low autonomy (working under constant supervision)
- ☐ repetitive work
- ☐ work/life balance (finding time for responsibilities at home)

3) Choose the correct words from the box to complete these sentences. Each word comes after *safety*.

audit • committee • feature • irregularities • egislation • offence
 officer • precautions • regulations • representative

1. Behaviour at work which can cause a hazard is called is safety _____.
2. Actions to try to make sure something is safe at work are called safety _____.
3. An official who checks places of work and work methods to make sure they are safe is called a safety _____.
4. A check of the workplace to see how safety regulations are being implemented is called a safety _____.
5. A group of people set up to examine the health and safety policy of a particular company is called a safety _____.
6. When a place of work is not safe for its employees, customers and contractors (usually because the management have not made sure it is safe, or have not followed safety rules), we say that it has safety _____.
7. Rules that make a place of business safe for employees, customers and contractors are called safety _____.
8. A union member who checks that a company and its methods are safe is called a safety _____.
9. A government law to make sure that places of work are safe is called safety _____.
10. Something on a tool or machine which prevents it from injuring the person using it is called a safety _____.

4) Witch of the following health and safety measures do you think are typical of
 a) factories, b) offices and shops, c) any environment?

- | | |
|---|---|
| 1 carry out fire drills <input checked="" type="checkbox"/> | 6 remove dangerous obstacles <input type="checkbox"/> |
| 2 make sure furniture is properly adjusted <input type="checkbox"/> | 7 provide safety equipment (hard hats, etc.) <input type="checkbox"/> |
| 3 prevent exposure to harmful substances <input type="checkbox"/> | 8 do risk assessments <input type="checkbox"/> |
| 4 provide eye tests <input type="checkbox"/> | 9 train first aiders <input type="checkbox"/> |
| 5 post safety signs <input type="checkbox"/> | 10 wear protective clothing <input type="checkbox"/> |