ESh

ENVIRONMENT, SAFETY & HEALTH
AFRICA

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esh_africa

It is estimated that every year over 1.1 million people worldwide die of occupational injuries and work-related diseases. In developing countries, the risks that foster ill-health are estimated to be 10 to 20 times higher than in developed countries. In developing countries, only about 10% of workers have access to occupational health services. In Africa, occupational accidents and diseases can cause economic devastation to families, businesses and communities. Safeguarding workers' safety and health is paramount and an integral part of our social and economic development. With the emergence of global trade and increasing informalisation of the workplace environmental, safety and health matters are secondary to survival needs that focus on accelerating the growth, productivity and profitability.

It is on this basis that ESH Africa is determined to promote the lifting of standards, compliance and perception across Africa. This will be achieved through information, training and awareness.

Thank you to all the
FRONTLINERS.

Contents

ESH AFRICA Magazine is an Environmental, Safety and Health publication. The magazine is free and is available at www.esh.africa, it is published every month of the year. Our articles are written by actual people from the safety and health industry, and human resources management. None of our articles are fictional or made-up.

COVID-19
is real.

Coronavirus Cases:
189,145,248

Deaths:
3,902,372

Recovered:
164,900,247

Daily Deaths
Deaths per Day
Data as of 0:00 GMT+0

Daily New Cases
Cases per Day
Data as of 0:00 GMT+0
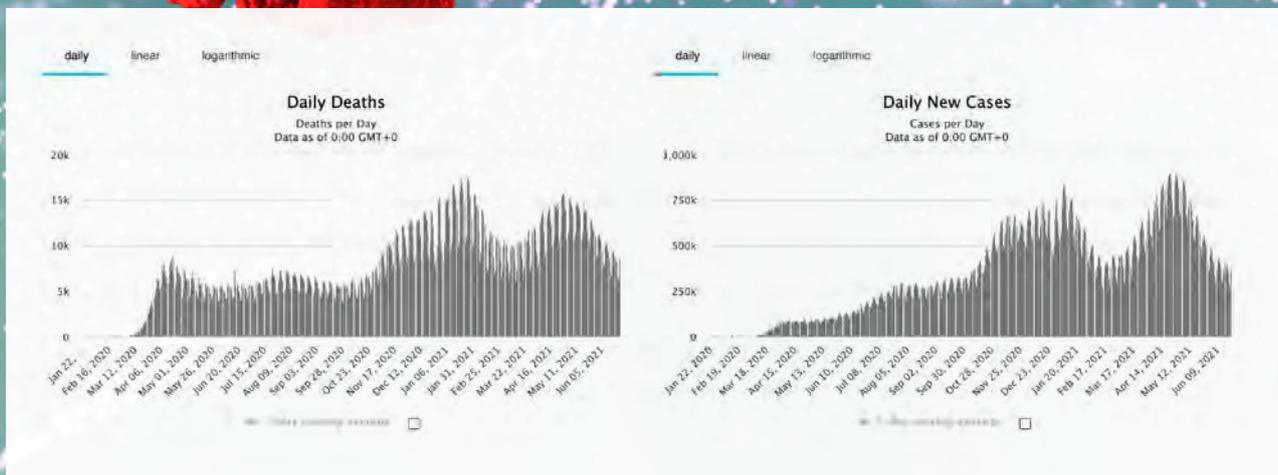
Source: https://www.worldometers.info/coronavirus/ 23/06/21

Editor's Note

Welcome to our **First Edition of the ESH Africa Magazine,** our aim is to share information on Occupational Safety and Health through our content. The Covid-19 pandemic has had profound impacts everywhere and the workplace has not been left out. Since it was declared a global pandemic in 2020, Covid-19 has touched every aspect of the world of work ranging from the risks that have emerged as a result of mitigatory measures put in place to curb the spread of the virus to the risk of transmission of the virus in the workplace. Reliance on teleworking amongst other new forms of working arrangements have presented many opportunities for continuity of work but also posed potential OSH risks including psychosocial risks in particular.

On 28th April 2021, the world commemorated the World Day for Safety and Health at the Workplace under the theme - "Anticipate, prepare and respond to crises and invest now in resilient OHS systems." The Covid-19 pandemic remains central and on the forefront of the discussion on how to keep the workers safe at the workplace through leveraging the elements of our OSH systems.

Taking from the current crisis, the world has realised the importance of building resilience and safeguarding workplaces against future crises. Of importance are the risks that have emerged as a result of all these changes, psychosocial risks in particular and this edition focuses on how best to address those.

Last month was the mental health awareness month and this inspired the theme for our first edition **"Psychosocial Risks at the Workplace"**. It's essential now more than ever that we stimulate dialogue on how to address mental health issues at national level drawing from regional and international examples.

Covid-19 is real and the third wave is hitting us real hard. Always remember to mask up, sanitise, maintain social distance and stay safe. Happy reading!

ZIMBABWE EMERGENCY PHONE NUMBERS

999
ALL EMERGENCIES

993
FIRE

994
AMBULANCE

995
POLICE

TRUE STORY OF A SURVIVOR: RANGARIRAI MANGUNDU

The Cost of Accidents

Often times, we hear people comforting each other that accidents do happen and things will be alright but should they happen and will things be alright? During my time as an Apprentice in Electrical Power Engineering, I had heard of and even attended an electrical accident scene which had been fatal but was not fully conscious that one day it could be me and **it only takes one mistake by oneself or other workmates to become a statistic, victim or the deceased.**

On Saturday 6th October 2012, the rest of what my life is and will forever be changed. I was preparing to go home to check on my parents in Chinhoyi, deliver groceries and pay few bills, this is something I did every month after receiving my student allowances. When I passed through the customer service centre, the clerk on duty informed the controller of my presence and the controller then instructed that I get a truck, collect a few co-workers and do a "line patrol". My plans had to be set aside on the insistence of the controller, so I ended up postponing the trip to Chinhoyi.

After a feeder line trips, an electrical outage is resultant and there may be need for a line patrol, walking along a section of the line to check for signs of broken conductors or poles, flash fires, broken insulator discs or any anomalies that may need to be repaired. Line patrols are done on sections that do not communicate back to the substation or control centre, hence, requiring workers to be present on site. We did the line patrol and were later joined by the artisan who was the controller in respect of the job and competent person in charge of work. Although conscious about the day's events, I don't remember all the details of what happened, much of what is recounted was told to me later by workmates. The job at hand was to disconnect jumper cables that fed the piece of line with insulator discs that were broken; they needed to be changed, but were not available onsite on the day. A decision was made to cut jumper cables so that the rest of the customers would get power while the insulator discs would be sought and replaced.

> *Often times, we hear people comforting each other that accidents do happen and things will be alright but should they happen and will things be alright?*

As I stood on a box cross arm (two angle iron bars welded together to form a box like pipe where electrical apparatus can be mounted or simply used to hold two poles together), my back came too close to another line crossing above. A feeder line gave out a branch feeder that went under another line despite being from the same source. There was a fault in the design, which could have been avoided during line construction of this particular 11KV reticulation. We had started the repairs when all lines were switched off but the feeder crossing above was remotely switched on during the procedure as it was not isolated, this was the possible source of danger. As I was about to cut the last jumper of three: red, yellow and blue phases, **I was hit twice by 11,000 volts of electricity that screamed through my body**. I fell from about 6 metres into the arms of a colleague, who was observing from below and stepping on the ladder. In his account, the artisan assistant narrates that I was hit twice, engulfed by flames and when he realised that I was on a free fall, he successfully aimed to save my

This moment marked the beginning of an attempt to save life, my recovery, life with a disability and more...

upper body. The ground was stony and any contact was going to cause further damage. This moment marked the beginning of an attempt to save life, my recovery, life with a disability and more, all because enough was not done to avoid the accident, whatever the reasons may have been. With severe burns on my back and hands, I was rushed to Norton Hospital which was fortunately less than 5km away and later to Harare Central Hospital after being stabilised. From the ambulance trip, I only remember having a strong urge to drink water, the pain and how long the journey was. I am told they tried Parirenyatwa Burns Unit, but it was full, and then Avenues Clinic but were unsuccessful. The delays prolonged the distress and although only some 40 kilometres away, the road was long and winding for me. Despite being parched, feeling hot and requiring water, my friend and fellow apprentice accompanied me in the ambulance, he tells me that they knew about a likely fracture in the leg because I would complain of pain whenever someone touched the leg. My requests for water to drink were denied. Paramedics are not allowed to give patients food or water before being seen by a doctor in case doing so complicates the injuries. I did not understand that at the time and the dehydration resulting from my protective layer of skin being lost was particularly agonising.

Finally, we arrived at Harare Central Hospital where I was admitted into the Burns Unit, Ward C6. I have a number of friends and relatives who were there when I was admitted, but I don't remember anything from the event. Local health professionals regard the ward as the best for dealing with burns, despite being poorly equipped. I remember the consultant doctor inspecting the burns and advising that there was need for debridement to remove the burnt skin and allow wounds to be cleaned.

I remember very little of those first days, but I was placed in a treatment room next the nurses' station so that they could keep an eye and check on me frequently; there I would be able to call them easily since I wasn't able to use my hands to press a call button. I remember failing to move my hands as days progressed. I was later moved to a room with three other patients. There, an incident occurred, when one of the nurses was changing the dressing on my wounds, something that was done daily, and in the process snapped the elbow on my right arm. It was a "nasty experience" but was a mistake; I do not hold a grudge against the nurse whose name I consciously decided not to remember so as not to blame her when eventually my arm had to be amputated. I came to realise that the arm was very damaged: it had a deep wound on the inside of the elbow where I could see the bones and gradually was unable to move my fingers on the right hand. The amputation came at about seven weeks of hospital stay. Two things, my hand was dying from the fingers, literally turning black and then the hand kept producing pus through the deep elbow wound. Doctors feared this would later get me a bone marrow infection and it was better to amputate and encourage healing fast. Considering the pain that I had been going through, I was very relieved to lose the hand. Things got better after the amputation. Because I knew that my parents would buy time for natural healing, so when I was convinced I had to lose the hand, I remember asking the anaesthetist to help me sit, support my back and I signed with the pen in my mouth. Next day, my mum didn't find me on the bed during visiting hour and heard I went for theatre and

...it only takes one mistake by oneself or other workmates to become a statistic, victim or the deceased.

boom, I come back with a brighter face but without an arm. Around the same time, I had started doing exercises for my left arm and discovered that I had multiple fractures; this was the onset of a fight to save the remaining forelimb.

I was in hospital for five months and one week continuous stay, in two hospitals, the second being one month and one week of that time where I received specialist plastic surgery to cover the exposed bone on my hand. Over the three years, I had nine surgeries, the smaller ones requiring each about a three-day stay in hospital. In terms of costs, my Harare Central Hospital stay was about 7,900 USD which dried up the medical aid allocation. From then onwards, the least costs I remember were 5,500 USD per theatre visit. In between surgery, I would travel from Chinhoyi and put up in a lodge with my mother so that I could attend occupational therapy sessions every day. Such was my life until in May 2014 when I got a bionic artificial limb whose total cost including travelling to South Africa was just over 45,000 USD. After everything medically possible was done, I was discharged from medical care on 1st October 2015, just 5 days before turning 3 years after the accident signifying how long recovery can actually take, for things that can be avoided. Therapy sessions were 30 USD per session and considering the 2 1/2 years of therapy, the costs cannot be met individually. The transport costs and assistive devices included, I can recall an excess of 150,000 USD in just trying to save life and give hope for a near normal future. **I was fortunate but you will not always be, prevention is better than cure.** These costs go beyond the monetary value and often times, family is the most affected.

My family of course had to be informed about the accident. A bitterness about this still remains with my family who expected the company to have the decency to inform them of the accident; to come home and explain, and help facilitate in getting them to the hospital. Even to the present day, my previous employer has never sent anyone home to officially tell them about the accident, explain what happened or apologise. The company only sent investigators to the hospital, which infuriated family, we all have questions that need answers. Had they extended this bit of humanity and caring, it would have meant a world of difference, and helped my parents to come to terms with what happened. However, upon arrival at the Hospital, my wallet and phone were handed to my father, who, in his agitated state, misplaced them, adding to the distress they were already experiencing.

Summarily, for many years to come my mother became my primary caregiver until I set off on a UZ Computer Science Degree journey **in August 2016, something that brought hope again**. I was a breadwinner, I still am. I have always helped with the bills at home, taken my sister through university and my young brother's school going even up to the present day. Accidents shatter dreams of dependants, I am grateful that I have managed to continue meeting my responsibilities, not in the best way I would have wanted but at least we are managing to keep moving. Fast forward, today, I am an IT professional working for the power utility for which I am very grateful and champion health and safety in every way I can because one life lost is too many and it is painful to see the same circumstances killing and maiming people. I have set on a Safety Speakers journey gathering fellows who want to share their stories and help save lives. I also run for safety, something I delayed starting because of the fracture I once had on my left leg. Society and corporates often forget about how the families may be living after the death of a breadwinner or incapacitation, I have gone through it first hand and am pained. The compensation monies never restore life as it was before or enrich the injured or their family as society widely thinks. NSSA is doing well in trying to assure social security to pensioners but they are also operating in a difficult economy like us all. The idea is for us to maintain maximum safety at all times and prevent injury to persons and damage to plant and equipment. Only then can we build our economy in a sustainable way towards vision 2030 and beyond. **An investment in safety is never in vain**.

PERSONAL PROTECTIVE EQUIPMENT

It's not rocket science, wear it right.

BY MATIAS RUSERE

Psychosocial Hazards at the Workplace

Psychosocial risks can lead to physical illness, psychological distress and work injuries if not managed. What you don't deal with today will deal with you tomorrow! It becomes critical that organisations are proactive in managing the hazards before they impact negatively on employee productivity.

Keywords

Psychosocial - State of the mind of an individual with reference to issues he/she encounters at work, home and community at large and how it affects his well-being

Psychosocial hazards
- Those interactions that prove to have a hazardous influence over employees' health through their perceptions and experience (ILO, 1986).
- Those aspects of the design and management of work, and its social and organizational contexts that have the potential for causing psychological or physical harm (Cox & Griffiths, 2005).
- Anything in the design or management of work that increases the risk of work-related stress

Psychosocial factor - interaction among job content, work organization and management, and other environmental and organizational conditions, and the employees' competencies and need.

Psychosocial risk - likelihood that psychosocial factors have a hazardous influence on employees' health through their perceptions and experience and the severity of ill health inclusive of injury arising from the exposure.

Business Case

Positive:
- Reflects good practice in organizational management, learning and development, social responsibility, employer image and promotion of quality of working life and good work.
- Has positive financial returns through the positive impact on productivity and safety management and is important for sustainability of organisations.
- Promotion of individual and family health, well-being and quality of life.

Negative - If not managed the hazards result in:
- Poor health and well-being, and problems with interpersonal relationships, both at the workplace and in private life.
- Employees experience stress (22% of all European workers are experiencing work-related stress).
- Increased health related costs.
- Loss of working days (In 2008/9 stress related illnesses were responsible for the loss of an estimated 11.4 million lost working days in Britain).

Exposure to the psychosocial factors impacts an individual through:

- Stress, psychological strain.

- Job burnout, anxiety, depression.

- Muscular aches, pains and headaches.

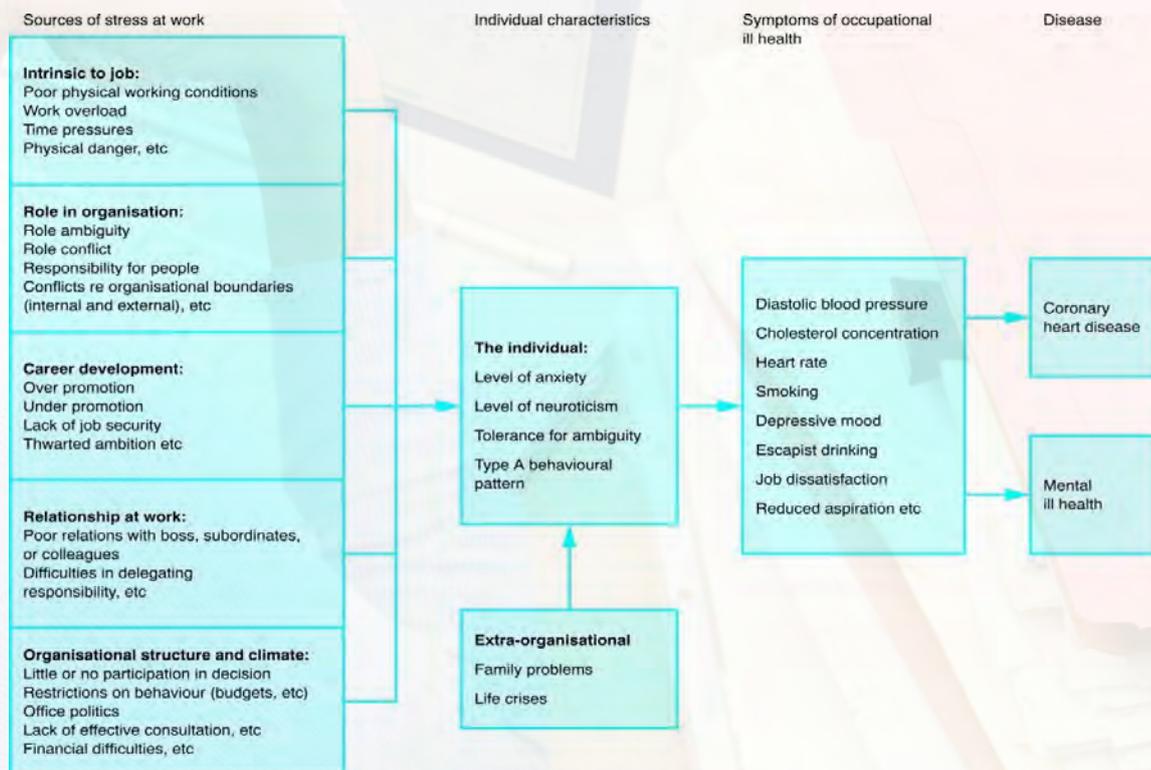- Irritability, poor concentration, disturbed sleep.

If not managed, they result in negative human health outcomes:

- Cardiovascular disease and musculoskeletal disorders (MSD).

- Poor health behaviours (poor nutrition, inactivity and substance abuse).

Psychosocial Risk Factors

- Job content, workload and work pace, work schedule, control, role in organisation.

- Career development, Interpersonal, home-work interface, environment and equipment .

- Organisational culture.

Psychosocial Risks and Ill Health

Sources of stress at work

Intrinsic to job:
Poor physical working conditions
Work overload
Time pressures
Physical danger, etc

Role in organisation:
Role ambiguity
Role conflict
Responsibility for people
Conflicts re organisational boundaries
(internal and external), etc

Career development:
Over promotion
Under promotion
Lack of job security
Thwarted ambition etc

Relationship at work:
Poor relations with boss, subordinates,
or colleagues
Difficulties in delegating
responsibility, etc

Organisational structure and climate:
Little or no participation in decision
Restrictions on behaviour (budgets, etc)
Office politics
Lack of effective consultation, etc
Financial difficulties, etc

Individual characteristics

The individual:
Level of anxiety
Level of neuroticism
Tolerance for ambiguity
Type A behavioural
pattern

Extra-organisational
Family problems
Life crises

Symptoms of occupational ill health

Diastolic blood pressure
Cholesterol concentration
Heart rate
Smoking
Depressive mood
Escapist drinking
Job dissatisfaction
Reduced aspiration etc

Disease

Coronary
heart disease

Mental
ill health

Manifestations

- Increased absenteeism, withdrawal behaviours, conflict.
- Strain - which can lead to fatigue, headaches, burnout and anxiety.
- Loss of productivity, increased costs, Increase in accidents, incidents and injuries.
- Burnout , irritability and nervousness, powerlessness , emotional exhaustion.
- Greater voluntary turnover, Disengagement and Demoralized, diminished sense of personal accomplishment.
- Workplace deviance (in the form of withholding effort).
- High job stress resulting in dissatisfaction with work and being absent either physically or mentally.

Prevention

Risk Profile - Assess

- Job Content Questionnaire (JCQ) (Karasek et al., 1985).

- Effort Reward Imbalance (ERI) Questionnaire,,General Nordic Questionnaire for Psychological and Social Factors at Work (Lindstrom et al., 2000).

- Occupational stress indicator (osind) (cooper et al. 1988) [1988].

- Burnout measure (bm) (pines & aronson 1988) [1981].

- Stress Management Competency Indicator Survey (CIPD- HSE).

Management Of Psychosocial Hazards - Organisation Level

Critical success factors

- Visible organisational and management commitment in dealing with psychosocial hazards.

- Worker participation in all activities associated with the risk assessment process.

- Organisational communication and consultation regarding the risk management process.

Mental or cognitive demands (low or high level

- Create an environment in which workers feel comfortable raising concerns and speaking up about difficulties coping with work tasks.

- Develop workers' cognitive skills through involvement in complex decision-making and problem-solving activities.

- Offer counselling support to workers who are experiencing high stress levels.

Time pressure and role overload

- Encourage workers to discuss ways to minimise overload or implement improvements to reduce demands.

- Encourage workers to take leave to recover from periods of high demands and sufficient breaks over long shifts.

- Provide workers with training on time management, organisation and decision making skills.

Emotional demands

- Foster a culture of openness so workers feel comfortable speaking up about the situations they have found emotionally challenging.

- Escalate ongoing issues to someone more senior or experienced.

- Follow-up with workers who have experienced an emotionally demanding situation.

- Build capability of workers to manage conflict and deal with aggressive behaviour.

Physical demands

- Allow workers to take regular breaks away from physically demanding work and where practicable, rotate repetitive tasks between workers.

- Ensure tools used by workers in physically demanding tasks are appropriate considering the weight, balance, handle design, handle orientation, shock loading and impact, and prolonged use.

- Ensure shifts and rosters are scheduled to allow workers adequate time for rest and sleep.

Challenging work hours or shift work

- Educate workers about the early warning signs of fatigue and encourage them to take breaks when they need to.

- Promote work-life balance and encourage workers to take annual leave or holidays when they are due.

- Provide clear guidelines and expectations on how to report fatigue-related hazards or concerns in the workplace.

- Encourage workers to report fitness for duty concerns related to fatigue.

Low job control

- Consult with workers about change, performance indicators, resources or other issues that will impact their work.

- Talk to workers about what could be done to ensure they feel they have autonomy at work and ownership of their job outputs.

- Increase the delegation of work tasks and provide workers with more input into how work is undertaken.

- Provide training, development and upskilling opportunities to increase workers' competence for the task.

- Avoid asking workers to regularly work additional hours without prior consultation.

Poor support

- Support open communication and encourage workers to share their concerns about work-related stressors at an early stage.

- Demonstrate genuine care and consideration for workers.

- Ensure there are appropriate mechanisms to manage the performance of supervisors and provide feedback on the leadership aspects of their roles.

- Ensure that supervisors step in and help with work tasks during difficult or busy times.

- Ask workers for ideas and opinions about how the work environment and leadership practices can be improved.

- Check in with workers to see how their work tasks are going, how they feel about their work, and ensure they feel valued and supported.

- Provide the time to talk through problems with workers and promote an open-door policy

- Helping workers to set, monitor and achieve work goals

Poor workplace relationships

- Address inappropriate and disrespectful behaviour with workers, providing empathetic, respectful and effective feedback.

- Respond in a timely and effective manner to worker complaints about workplace conflicts, interpersonal issues and work-related bullying.

- Coach workers to increase their awareness of other people's points of view and how to negotiate solutions to resolve task conflict.

- Build the capability of team members to communicate and work constructively through disagreements and interpersonal issues.

- Ensure workers feeling upset or harmed by workplace conflict are provided with appropriate support by a supervisor or manager they trust, or referral to a health professional or employee assistance program if available.

Low role clarity or role conflict

- Encourage workers to speak up if they don't understand roles and work tasks.
- Review position descriptions to look for opportunities to improve job design.
- Provide opportunities for continuous improvement through identification of issues such as duplication, insufficient work instructions, errors and missed deadlines, and dissatisfaction with work task allocation.

Low recognition and reward

- Ensure that workers are being provided with feedback that is timely, specific, practical, and attributed back to the what, how and why of their performance.
- Recognize and reward workers for their ingenuity or effort, not just for their contribution or productivity.
- Encourage workers to recognize the contributions of others, rather than expecting this to always come from supervisors/managers.
- Listen to workers' needs, concerns and ideas and be responsive to them as a meaningful form of recognition.

Remote or isolated work

- Provide training to workers to help prepare them for working alone or in remote locations.
- Avoid work at risky times of day and ensure communication systems in place are suitable for the location.

Poor organisational justice

- Promote equality and fairness.
- Clearly explain decision making.
- Provide workers with opportunities to participate in consultation and decision making processes.
- Review decisions to ensure that they are fair and free of bias.
- Behave and interact with others consistently and provide and promote an employee assistance program that responds to both work and non-work related individual issues or concerns.

Poor organisational change management

- Respect individual differences and recognize that workers will respond to change in a range of ways and will have different needs regarding consultation and engagement.
- Provide emotional support to help workers deal with frustrations experienced as a result of change and uncertainty.
- Encourage workers to speak up and get involved with change, check for understanding when communicating about change.

Violent or traumatic events

- Ensure there are procedures in place to respond to critical incidents.
- Ensure managers and workers are trained in appropriate response to violence and trauma.
- Ensure there is counselling and support services available to workers and supervisors.

Management of Psychosocial Hazards – Individual Level

- Tell a trusted co-worker, educate yourself, Practice time management, Plan and prepare.
- Do it right the first time, Be realistic, Ask for help, Communicate, Stay organised.

- Avoid toxic co-workers, Take breaks, Set boundaries, Savour success, and Plan a vacation.
- Take advantage of employer resources and benefits, Be healthy.

Conclusion

"We know that employers and employees alike benefit from a mentally healthy workplace. But for many, the efforts required to address psychological hazards can be daunting. Our goal is to help organizations meet these challenges----- so that they create safer and healthier workplaces." Gareth Jones

"There will be obstacles and challenges that stand in our way. Building mental strength will help you develop resilience to those potential hazards so you can continue on your journey to success." Amy Morin

Are you Coping?

With many of us still working from home, we may be overwhelmed by the stress that comes from remote work. Working from home may blur the boundaries between work and family responsibilities, as we struggle with more household chores and caregiving duties. This places additional strain on our wellbeing and productivity. Have you assessed the risks that the New Normal has placed on your workforce? **Perhaps now is the time to contact us for help.**

BY TICHAONA MUNGAZI

The Impact of Covid-19 on OHS

Declared as a pandemic by World Health Organization (WHO) on 11th March 2020, Covid-19 has had a wide impact on the world in a short time and workplace occupational health and safety has not been an exception. The Covid-19 pandemic has created unprecedented challenges for countless aspects of society. Many corners of our world and our economy were unprepared and left scrambling to respond. As collective response to the pandemic has evolved, the workplace has become a key testing ground for creating safe and effective protocols to protect workers on the job and society at large.

Organisations with stronger foundations in workplace health and safety were better prepared in some respect. That groundwork in keeping workers safe on the job has been invaluable as companies have worked to build a new normal that incorporates Covid-19 precautions into sustained workplace health and safety program thus even the organisations with the most advanced safety cultures and policies have been re-evaluating how best to protect their entire workforce. Many employers whose operations led them to focus more on injury have been placing stronger emphasis on implementing workplace illness prevention and protection programs.

Since the pandemic emerged, it's impact on the mental health of workers has not been as closely examined as the risks to physical health. However, this challenge has been resolved by the development of the ISO 45003 which is a driving force for managing psychosocial health at the workplace.

On a positive note, the emergency of Covid-19 has made organisation to be more resilient in all their OHS Management Systems. Employers stepped up in a big way, committing to learning and dedicating significant resources to protecting efforts in the wake of Covid-19. Almost overnight, SHE professionals, HR professionals, manager, executives and other company leaders found themselves working to become experts in infectious disease control management. It was not a fair or ideal situation, but for many companies, in particular those deemed essential it was a necessary first step toward building a robust and effective Covid-19 response.

As workplaces have been forced to cut down their expenditure and recheck their workforce to maintain social distancing, downsizing and alternative methods of working from home has been implemented. However, this has had some implications on the mental health of workers with job insecurity and financial worries cited as the primary causes for concern. Since the pandemic emerged, it's impact on the mental health of workers has not been as closely examined as the risks to physical health. However, this challenge has been resolved by the development of the ISO 45003 which is a driving force for managing psychosocial health at the workplace.
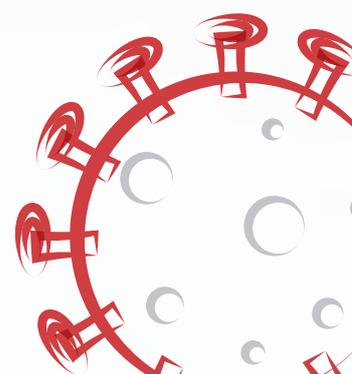
Furthermore, the method of working remotely to decongest the workplace has brought about a number of implications on OHS since managing people who are out of the workplace presents a set of challenges as it is difficult for the employer to have control over the home environment from which the employee is working. For instance, a scenario where someone connects their laptop at home and then there's over current that comes through and the laptop gets damaged now broadening that if an incident occurs at home and someone calls in and reports that is that considered a workplace um safety incident been applied by the employers? However, this challenge was solved by the development of the ISO 45005 which aims at providing the guidelines for working safely during the Covid-19 pandemic in sync with the ISO 45001:2018.

Reduced number of workers on site resulted in fewer workers doing the same amount of work to meet targets for business sustainability, thus workload has been increased on available workers. The strained workforce has been exposed to increased safety risk. Under these circumstances, the responsibility of management has been to keep balance between production, profit and safety at workplace as well as to keep employees well motivated and free from the stressful environment due to the pandemic.

The pandemic has created an exceptional set of circumstances; most companies have realized business losses as they failed to meet targets due to slowdowns of industrial activities. As government restrictions are easing economic recession is approaching. With the resumption of full operations, targets have to be met, money has to be made to make up for the lost hours, this has a possibility of translating into safety being overlook over production resulting in the increase of workplace incidents. Thus the end of the containment measures is at the same time a challenge and an opportunity for those in the field of OHS, either at a policy level or in the field, to translate their valuable insights on the complex relationship between work and health into workable action so as to reduce the toll of an approaching recession.

In conclusion, even though Covid-19 has presented a number of challenges with all the risks associated with it, fundamentally the response taken by many companies changed the way many perceive safety. Prior to Covid-19 operational barriers to work practices were ubiquitous but when companies saw that they had to drive herculean efforts to get or keep their business open, the paradigm shifted. Today many if not all business operators understand they can and must do anything to provide a safe workplace for their employees.
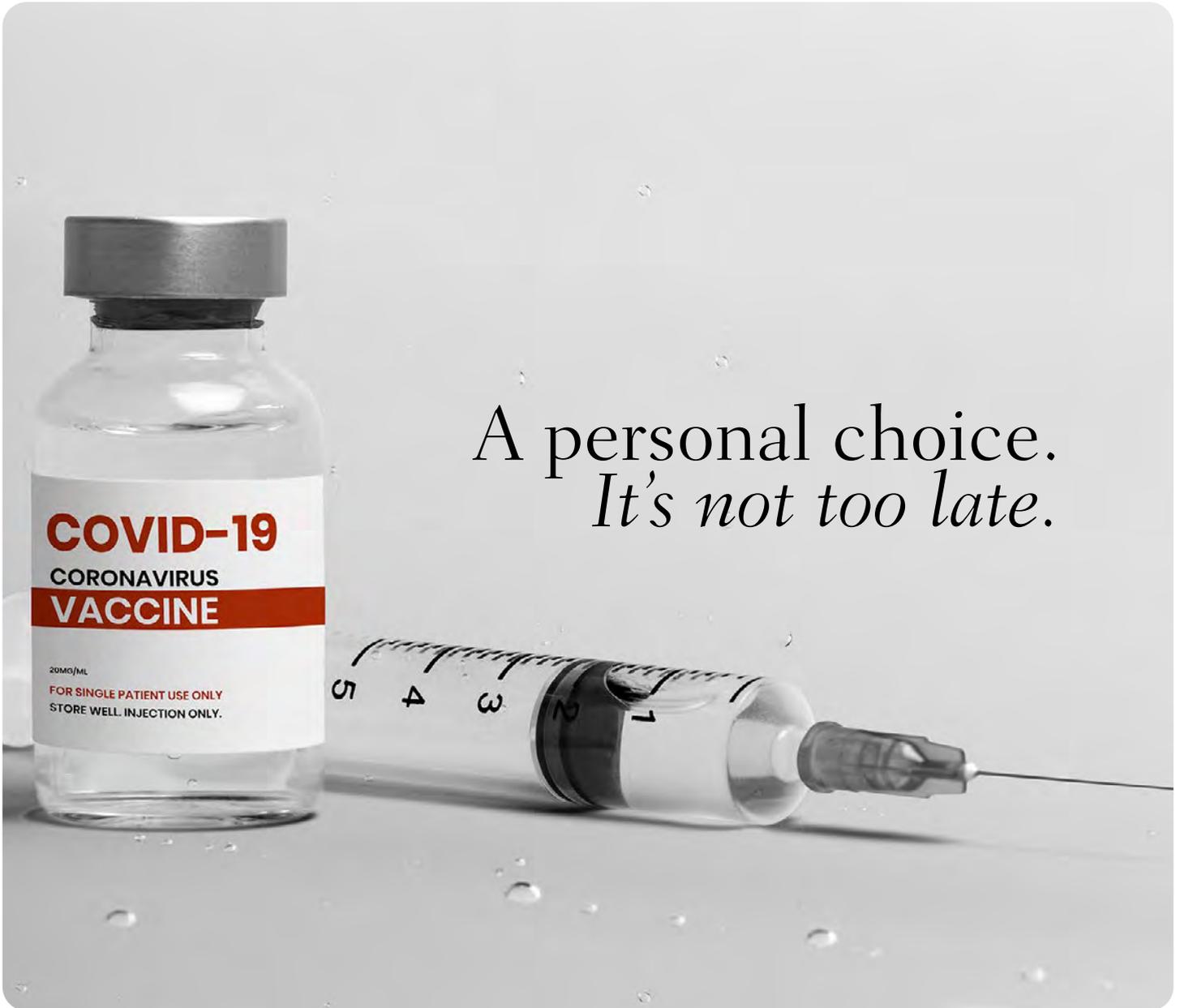
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A personal choice.
It's not too late.

BY TICHAONA MUNGAZI

Occupational Safety and Health in the World of Homework

Protecting employees from occupational health and safety risks is an everyday challenge and since the emergence of the Covid-19 pandemic, risk management has become even more complex. As the Covid-19 pandemic was declared a global pandemic by the World Health Organization (WHO) in March 2020, many countries were plunged into lockdowns to curb the spread of the virus. This meant that work either had to come to a complete standstill or new work setups had to be adopted to observe the travel restrictions, quarantines and curfews put in place by governments. It has been more than a year and new variants of the virus are being detected meaning that the world may continue operating under numerous restrictions which change the work setup. In addition to that, with the digital era we now live in, homework may become the new normal. Thus, there is need to ensure that your employees that are working from home are safe.

The office and/or workplace environment is usually geared to counter risks that may arise because of the hazards associated with the nature of the job. Although it remains their responsibility to ensure employees are safe even when they are working from home, employers are faced with a plethora of challenges. For instance, it is difficult for the employer to have control over the home environment from which the employee is working.

PSYCHOSOCIAL RISKS

Psychosocial risks arise from poor work design, management, as well as a poor social context of work, and they may result in negative psychological, physical and social outcomes such as work-related stress, burnout or depression. Psychosocial risks and work-related stress are among the most challenging issues in occupational safety and health. They impact significantly on the health of individuals, organisations and national economies. In this scenario, whilst working from home, employees may feel isolated, they tend to get lonely and this can have detrimental effects on the employee's mental health. The high stress levels have an impact on their productivity thus affecting overall performance of the organisation. Being away from the office, if emails do not get replied as expected, this triggers psychosocial risks. A lack of direct contact with the manager and delayed feedback might make one worry about their performance.

Since it is the employer's responsibility to ensure the employee's mental health well-being, the employer needs to ensure that mental well-being is on the same level as physical well-being. Building a relationship with employees is another way of promoting psychological well-being. The employer can achieve this by

START/FINISH TIMES AND SUPERVISION

ERGONOMICS

initiating conversation with employees even as they are working from home. These conversations need not be work related only, one can throw in a few questions about employee's life outside of work. Being humble and also valuing everyone's perspectives goes a long way in ensuring employees' mental well-being. Someone's confidence is boosted from knowing that you value what they have to say and that everyone in the organisation has something to offer.

Burnout is a major issue for people working from home. This results from constant access to work devices and office files. One might feel obligated to working all night at the desk or starting exceedingly early in the morning thus long working hours. Epidemiological studies have shown the negative effects of long working hours on the risks of cardiovascular diseases chronic fatigue, stress, depressive state, anxiety, sleep quality, all-cause mortality, alcohol use and smoking and self-perceived health, mental health status, hypertension, and health behaviours,(Artazcoz et al, 2008). The employer needs to come up with programs which enable all employers working from home to stay in touch and keep connected for both social and work events. This encourages communication within the team and can be achieved by making use of software such as Microsoft teams and zoom to boost morale. There is also need for supervision through scheduling regular check-ins with employees working from home and encouraging a good work/life balance. Organizations also need to encourage their employees to go on breaks as they normally would go for tea and lunch break when at the office so that they are able to exercise and stretch.

"Ergonomics is the scientific discipline concerned with the understanding of interactions among humans and other elements of a system, and the profession that applies theory, principles, data and methods to design in order to optimise human well-being and overall system performance." International Ergonomics Association. The office and/or workplace environment is usually geared with ergonomic furniture to ease the pain of repetitive stress. However, when one is working from home there is no guarantee that every home has a proper desk and chair which protects the employee from health problems associated with improper ergonomics that may develop over time. Work that can be done from home is mostly office based meaning the employee may need to be on the workstation for about 8 hours making ergonomics very essential. You have probably come across funny pictures of people using ironing boards or side tables as their desks whilst working from home, this is the scenario in most cases and these employees are at risk of musculoskeletal disorders if they work in that setup for a prolonged period. With the Covid-19 situation, it is uncertain how much longer people may need to work from home, so the employer must do something to ensure that the employee is safe.

In this scenario, the employer must ensure that the employee has the same ergonomic furniture at home that they would normally have in the office setup. The challenge is that this is an additional cost that most organisations might not have budgeted for. The changes during Covid-19 pandemic may have affected sales thus making it even more difficult to put aside funds for this additional cost. Thus, it may take time before every employee who is working from home may get the required ergonomic furniture. However, nothing stops the employer from carrying out ergonomic assessments on all who are working from home upon the employees' request. This has to be based on employee request so that there is no privacy invasion.

Additionally, the employer may also have virtual training sessions which serve as reminders for employees to adopt the best possible posture whilst working regardless of the working environment. These sessions may also serve the purpose of guarding against psychosocial risks as home workers won't feel alone.

In as much as every one of us would like to think our homes are safe, working from home is not always safe. The home environment consists of hazards which include poor lighting which may lead to eye strain and poor ventilation which may lead to sinus problems.

The presence of other family members may result in many distractions which reduce the employee's productivity. If the environment is too loud as well, the employee working from home may not be able to concentrate. This not only lowers the employee's productivity but also leads to high stress levels due to failure to meet deadlines.

In addition to that, when working from home, employees are more at risk of having chronic diseases because of lack of exercise. There is a high risk of suffering from sitting-related complications because unlike office workers who move around by either driving to work or commuting and moving from one office to the other, they are most likely to stick to their workstation throughout the day. This leads to health problems ranging from obesity, cardiovascular disease, diabetes, cancer and circulatory problems just to mention a few. The employees working from home may also sustain injuries as they are going about their work. This could include tripping over power cables, computer falling on their foot or even being electrocuted.

The employer may want to protect the employee working in the home environment from the above-mentioned hazards and risks but the fact that the employer does not have control over the home environment may make it exceedingly difficult. Some employees may be staying in houses which do not have adequate space for assembling a proper workstation which allows for neat tucking away of electric cables as well. So, in as much as the employer may have the capacity to provide ergonomic furniture, space may be a limiting factor. Furthermore, some employees may be renting the houses thus may not be able to allow any adjustments for proper ventilation and natural lighting. High-density setups may be generally loud thus distractions will be inevitable. The employer must do what is reasonably practicable to ensure that risk is reduced to acceptable levels.

However, organizations should build a strong safety culture as this will enable the employees to practice safety even at home. Some examples are when the employee may be able to tuck away power cables and clear their workspace of any clutter. They may also secure carpets to the floor to avoid tripping and ensure heavy items are not stored on high shelves as they could fall on them. The employer needs to ensure that the employees are well trained to do risk assessment so as to ensure the safety of their homes. There is also need to come up with a working from home safety and health policy.

ENVIRONMENT-INDUCED HAZARDS

This policy should address some of these questions:

- Will the employer send a safety and health representative to conduct a safety assessment?

- How will incident and accident investigation be carried out?

- What is the procedure for accident reporting by employees working from home?

ELECTRICAL SAFETY

With huge numbers of people continuing to work at home, many may be putting themselves at unnecessary risk due to unsafe electrical setups and practices at home. By using extension leads and adaptors to plug additional devices into a socket, there is a danger that they could be overloaded, creating a fire risk. Below are some tips for those working from home:

Electrical Safety tips when working from home:

- Don't charge your electrical items on the bed.

- Always charge on a hard, flat, non-flammable surface.

- Avoid overloading sockets and extension leads

- Keep your workstation tidy.

- If you are working in a small workspace, it's important to keep your drinks away from electrical items.

- Be mindful of cables, they present a trip hazard to you and others in your home

- If your cable doesn't reach don't plug it into another adaptor, move your workspace closer to the socket or use a longer lead.

CONCLUSION

In conclusion, employers must carry out a suitable and sufficient risk assessment of all the work activities done at home. All assessments need to identify the hazards that are present, to assess the extent of the risks and make decisions on how to manage such risks, so far as is reasonably practicable to comply with health and safety law. The employer's safety duty now more than ever needs to extend to mental health, including the risks of isolation, overwork, or failure to take proper breaks. On the other hand, employees have a duty to take reasonable care of their own health and safety and that of others who may be affected by what they do or don't do, and to report all employment-related hazards. For homeworkers, the other people who may be affected are likely to include other family members, neighbours, visitors and so on. With the uncertainties brought about by the Covid-19 pandemic and the ever-evolving work setups, both employers and employees need to ensure that the home environment is safe to work in at all times.

The Lone Worker

IMPROVE SAFETY

- Risk Assessment, Health surveillance.
- Emergency protocols in place (SOPs).
- Effective communication (keep in touch with, trace & monitor welfare).
- Raising alarms.
- Lone worker devices provided by employer.
- Extra training on emergency preparedness and response.
- Lone Worker Legislation by the regulator.

BY LORRAINE RWAFA

Employee Burn Out

> People who are struggling to cope with workplace stress may place themselves at high risk of burnout. Burnout can leave people feeling exhausted, empty, and unable to cope with the demands of life.

What is burnout?

Burnout is "A type of chronic stress which leaves people physically, mentally and emotionally drained". The World Health Organization considers it to be "an occupational phenomenon" characterised by:

- Physical and psychological exhaustion
- Memory and concentration problems
- Emotional bursts
- Mental (and physical) detachment
- Disengagement

Burnout may be accompanied by a variety of mental and physical health symptoms as well. If left unaddressed, burnout can make it difficult for an individual to function well in their daily life.

According to a survey by a job-search website taken in July 2020, 69% of employees experienced burnout symptoms while working from home during the pandemic – up 35% from the time before the pandemic.

Common Signs and Symptoms of Burnout

- **Alienation from work-related activities:** Individuals experiencing burnout view their jobs as increasingly stressful and frustrating They may grow cynical about their working conditions and the people they work with. They may also emotionally distance themselves and begin to feel numb about their work.

- **Physical symptoms:** Chronic stress may lead to physical symptoms, like headaches and stomach aches or intestinal issues.

- **Emotional exhaustion:** Burnout causes people to feel drained, unable to cope and tired. They often lack the energy to get their work done.

- **Reduced performance:** Burnout mainly affects everyday tasks at work—or in the home when someone's main job involves caring for family members. Individuals with burnout feel negative about tasks. They have difficulty concentrating and often lack creativity.

It shares some similar symptoms of mental health conditions, such as depression. Individuals with depression experience negative feelings and thoughts about all aspects of life, not just at work. Depression symptoms may also include a loss of interest in things, feelings of hopelessness, cognitive and physical symptoms as well as thoughts of suicide.

Factors Influencing Work Related Burnout

1. Feeling overloaded with work.
2. Feelings of monotony in everyday duties.
3. Feelings of career stagnation.
4. Feeling fatigued and unmotivated.
5. Other personal issues intrinsic to the respondents.
6. Effects of the Covid-19 pandemic.

While burnout is not a diagnosable psychological disorder, that does not mean it should not be taken seriously.

Risk of Employee Burnout

- Unreasonable time pressure. Employees who say they have enough time to do their work are 70 percent less likely to experience high burnout. Individuals who are not able to gain more time are at a higher risk of burnout.
- Lack of communication and support from a manager. Manager support offers a psychological buffer against stress. Employees who feel strongly supported by their manager are 70 percent less likely to experience burnout on a regular basis.
- Lack of role clarity. Only 60 percent of workers know what is expected of them. When expectations are like moving targets, employees may become exhausted simply by trying to figure out what they are supposed to be doing.
- Unmanageable workload. When a workload feels unmanageable, even the most optimistic employees will feel hopeless. Feeling overwhelmed can quickly lead to burnout.
- Unfair treatment. Employees who feel they are treated unfairly at work are 2.3 times more likely to experience a high level of burnout. Unfair treatment may include things such as favouritism, unfair compensation, and mistreatment from a co-worker.

Prevention and Treatment

Although the term "burnout" suggests it may be a permanent condition, it is reversible. An individual who is feeling burned out may need to make some changes to their work environment.

- Approaching the human resource department about problems in the workplace or talking to a supervisor about the issues could be helpful if they are invested in creating a healthier work environment.
- In some cases, a change in position or a new job altogether may be necessary to put an end to burnout.
- Self-care strategies, like eating a healthy diet, getting plenty of exercises, and engaging in healthy sleep habits may help reduce some of the effects of a high-stress job.
- A vacation may offer you some temporary relief too, but a week away from the office will not be enough to help you beat burnout. Regularly scheduled breaks from work, along with daily renewal exercises, can be key to helping you combat burnout.
- If experiencing burnout or having difficulty in finding your way out, or suspecting a mental health condition such as depression, seek professional treatment.
- Leadership training sessions on how to prevent, identify and manage for themselves and their subordinates. It is encouraged to have separate sessions for each level of authority to ensure feedback and addressing of peculiar drivers of burnout at each level.
- Ensuring that all employees take their recommended leave days each year in the long run.
- Work-Life balance seminars for all staff.

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HEALTH MAINTENANCE NETWORK
AFRICA

BY SAM NYAUDE (ROAD SAFE ZIMBABWE TRUST)

The Silent Epidemic Affecting Us All

Road crashes have become one of the world's most devastating epidemics killing about 1.35 billion people worldwide every year and injuring many more victims every day. This silent killer is among the biggest killers of young people aged between 5 and 29 according to statistic present by the World Health Organization.

Road crashes claim most lives in low to middle income countries and the SADC region accounts for the highest number of deaths per 100,000 people. These disturbing statistics are so relevant here in Zimbabwe where at least 10 pedestrians were hit by motorised vehicles every day in the first quarter of 2021.

In addition to the human toll, road crashes are estimated to cost national economies between 3-5% of GDP per year, in Zimbabwe's case that amounts to about all the total annual earnings of Tourism industry in 2018, (before the Covid-19 Pandemic), which has been recorded as one of the best years for Zimbabwe tourism growth in recent years. This alone is cause for imminent action for road safety priority in Zimbabwe.

Road Safe Zimbabwe Trust is an apolitical, voluntary NGO that is legally registered in Zimbabwe and has been active in the advocacy and education for safer road use in Zimbabwe for over 10 years to date. Over the years, our activities have spanned form participation in awareness campaigns, nation road safety consultation input, establishing a pilot safe road crossing at Sunningdale Primary School, and post-crash trauma counselling.

The socioeconomic burden on society caused by road crash injuries, disabilities and deaths, is one that we cannot continue to ignore. And the most painful part about this carnage is that it is both unnecessary and avoidable in most cases.

Road crashes significantly contribute to the further impoverishment of the ordinary Zimbabweans. These have ripple effects especially where breadwinners are permanently injured or killed.

Road user behaviour, lack of proper enforcement of road rules and regulations, lack adequate road infrastructure, and a crumbling health system in Zimbabwe all contribute to the unmanageable road carnage in our country. Raising awareness against a lot of risky behaviour especially by road users will go a long way in reducing the occurrence of road crashes and in line with the SDG targets of halving road deaths to 50% by 2030.

Currently, we are in the 2nd United Nations Decade of Action for Road Safety, this is an opportunity to put all hands on deck for safer road use, and thereby reap the unending benefits of road crash prevention.

Currently, some of the organisations activities include the establishment of safe pedestrian crossing zones at schools, starting with those that are located close to busy roads. This an effort to make the daily commute to and from school safer for children, who are without a doubt among the most vulnerable road users.

...in Zimbabwe where at least 10 pedestrians were hit by motorised vehicles every day in the first quarter of 2021.

Other programs include educational workshops and seminars for road safety best practice in Zimbabwe, post-crash response interventions through partnerships with EMT's and continued advocacy to policy makers on the urgent need for investing in road crash prevention.

Recently, Road Safe Zimbabwe Trust and other road safety stakeholders in Zimbabwe joined the rest of the world in commemorating the 6th United Nations Global Road Safety Week which was held 17-23 May 2021. The week highlighted on the benefits of low-speed urban streets as the heart of any community. Calls were made to policy-makers to act for low-speed streets in cities worldwide, limiting speeds to 30 km/h (20 mph) where people live, work and play.

Low-speed streets make for cities that are not only safe, but also healthy, green and liveable. The objectives of the Week were to garner policy commitments at national and local levels to deliver 30 km/h speed limits and zones in urban areas; generate local support for such low-speed measures; and build momentum towards the launch of the Global Plan for the Decade of Action for Road Safety 2021-2030 in late 2021 and the High-Level Meeting of the UN General Assembly in 2022.

As we look ahead, Road Safe Zimbabwe Trust has started preparations for 2 very important events in road safety calendar, being the Global Day of Remembrance for Road Crash Victims and Africa Road Safety Day which both fall on the 3rd Sunday of November every year.

Our sights as an organisation are on continued activism to ensure sustainable advocacy for the reduction of road carnage in Zimbabwe and in the SADC region. Road Safe Zimbabwe Trust is a member of world organisations such as The Global Alliance of NGOs for Road Safety, the International Road Victims Partnership and the also a founding member of The SADC Alliance for Road Safety NGO's.

BY ROBERT MANDEYA

Rising Safety Concerns as Liquefied Petroleum Gas (LPG) becomes popular source of Energy

Given the growth of Liquid Petroleum Gas Industry in Zimbabwe, a lot of challenges are emerging in the distribution chain of this very important but very hazardous product, putting the lives of consumers of this vital product into potential danger. In the distribution system many parties may physically handle the cylinder before it reaches the customer. The importance of maintaining and observing good business practices throughout the distribution chain therefore becomes an integral part of customer safety.

The attendant situation in Zimbabwe has seen the emergence of a certain crop of players who are unscrupulous and paying little or no attention to proper procedures for filling and handling LP Gas and related equipment. This is despite the clearly laid out compliance regulations set out by the Zimbabwe Energy Regulatory Authority (ZERA). Unlike other jurisdictions in the region and beyond, the Zimbabwe LPG industry model is one of refilling of gas tanks, where the ownership of tanks or cylinders is individual as opposed to corporate ownership. This model therefore places the responsibility of managing the cylinder squarely on the individual owner.

This set up presents challenges in that it gives direct control and ownership of the cylinder to the individual who in this case does not have the guarantee to ensure proper usage, handling and servicing of the cylinder. As such, the owner is exposed to the risk that misuse of the cylinder could present to people, and resultant damage it could have to property. In South Africa, the Model is Service and Exchange where ownership of cylinders is by the operator or service provider. In this set-up, the cylinder sold to the seller who becomes the cylinder owner with direct control over its subsequent use. This set-up places the responsibility of ensuring that cylinders and containers are properly maintained to the seller (owner) or operator. However, proper and safe use of gas product and equipment is the responsibility of everyone in the distribution chain including the customer.

The Liquid Petroleum Gas Safety Association of Zimbabwe (LPGSAZ) views the bad practices currently obtaining in Zimbabwe as an industry issue, and is convinced that government alone through its regulatory bodies cannot manage to ensure safe, sustainable standard practices in the operation of Liquid petroleum gas business in Zimbabwe. The gas Industry itself should complement Government efforts by promoting a self regulatory environment among its members through creation of standard operating practices. However, there are two essential areas of government involvement; which are the elimination of bad practices through its regulatory Agencies and providing a competitive business climate.

For private business to bring the benefit of LP Gas to those wanting or needing its products and services there must be a 'level playing field' where the rules are the same for all players. Only then will business take the risk of investment, provide jobs, and contribute to the economic welfare of the communities in which it operates. A business climate that favours some over others, either by lack of enforcement or inequitable enforcement of regulations, will ultimately prove a disincentive to the legitimate operators and encourage a drop in industry standards.

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BY VANESSA N. CHIBANDA, M. MARE (WWW.PPRC.CO.ZA)

The Role of Human Resources in Managing Psychosocial Risk in the Workplace.

Mata Greenwood (2001) in ILO Bulletin of Labour Statistics stipulates that an average person spends one third of their life at work hence it is of paramount importance to ensure that the work environment is healthy as possible as this has a correlation with the overall well-being of an individual. One important factor to note in managing human resources are the psychosocial risks experienced within the work place. Psychosocial risks are factors within the work place and the work we do, that can negatively impact on workers' psychological and physical health or put even more simply, have a negative impact on physical, mental, cognitive or emotional health.

Human resources responsibilities are not just about preventing discrimination, harassment or bullying or other well established HR tasks, but also recognising the aspects of our lives that impact performance. Such aspects include bereavement, illness, unstable homes, amongst others. It is therefore the role of human resources to manage these aspects.

Work load is a psychosocial risk factor which can be influenced by work overload or under load, machine pacing work as well as high levels of time pressure. Arnold Bakker (2021) is of the view that, work under load (including monotonous, under stimulating and meaningless tasks) increases work related stress and has negative effects on health, well-being and on job satisfaction. Therefore, the role of the human resources is to adjust and redistribute work assignments to ensure that workers receive appropriate amount of work, taking into consideration their individual capacity.

Leka and Cox (2008) identify psychosocial risks as social and organisational problems that give rise to potential psychosocial and physical injuries that emerge by the administration and arrangements of the management related to working life. Low participation in decision making, lack of control on work load as a psychosocial risk factor affects an employee. To this end, the role human resources is to share purpose and values with workers, as this is what will give them the sense of belonging they need in this context.

Human resources role is to train managers and supervisors on how to detect violence and harassment at work and how, as far as possible, to identify signs that may suggest that a worker is a victim of domestic violence. Jane Mullen and Kevin Kelloway (2009) state that workers engaged in and informed about current situations and important decisions play an active role in detecting and effectively solving problems.

An example of harassment at work could be in the form of how one is dressed and how their body are physically built in both the genders. This can affect one's physical and cognitive of emotional health. Therefore, the role of Human Resources, is to train the workers on how to dress properly when at the work place and also to appreciate or diversify themselves in working with all genders without physically harassing them.

Victims of domestic violence can be affected mentally and even emotionally when they are at work. Carlson (2000) states that work- family conflict will give rise to fall in job satisfaction and organisational commitment, fall in quality of life, thus causing decline of life satisfaction and cause employee turnover rate to increase.

Therefore, the role of human resources is to raise awareness about the effects of domestic violence and inform all staff about public mitigation measures where they exist.

Leka and Cox (2008) state that another terminology for bullying and harassment yet which does not include physical violence aspect is mobbing. Mobbing stands as one of the excessive forms of source of social stress in work life According to Leymann (1996), psychological terror or mobbing involves continuous hostile or unethical behaviour of one or more individuals in the work life of a co-worker into helpless and vulnerable position. Therefore, the possible main activities to fight against mobbing as human resources is to provide all the workers and administrators within the organisation to understand the importance of this matter and get them trained in this subject.

Social support as a role of the human resources in managing psychosocial risk in the work place entails introducing mechanisms to cope with stress, reducing the detrimental effects of stress on health outcomes. According to Stanfeld Stephen, (2006) social support has a positive effect on job satisfaction. Social support includes a range of mechanisms including practical help and assistance, encouragement, appreciation, comfort, emotional support, providing information to help in problem solving, advice and so on. These sources of social support are co-workers, supervisors, managers, family members and friends.

Additionally, according to Leka S. and Cox, T. (2008) the role of human resources in managing psychosocial risks in the work place is to provide workers with the support and equipment they need to safely perform their work. This includes any training and coaching they might need about occupational safety and health (OSH) measures implemented at the work place, as well as about how to use online systems or work remotely.

Many groups of workers are more at risk of suffering from vulnerability and increased job insecurities, with negative consequences on their mental health and well-being. These include persons with disabilities and young persons who

are already facing higher rates of unemployment and underemployment. According to Francis Greene (2019) due to the fear of losing their jobs and their income, workers may be reluctant to ask for support, raise occupational safety health (OSH) concerns, or may adopt unhealthy working practices with the aim of pleasing managers and supervisors (for example long working hours, increased work load).

As human resources, it is important to encourage workers, supervisors and managers to communicate openly during times of workplace uncertainty by having regular meetings, corresponding by email and engaging in group projects. Also encouraging workers involved in lay-offs or returning to work with shorter hours to take advantage of the time available to improve their skills, including by offering training opportunities.

Psychosocial risks and work related stress are associated with unhealthy behaviours, including heavy alcohol consumption, increased cigarette smoking, poor eating habits, less frequent physical exercise and irregular sleep patterns. All these behaviours may affect both physical and mental health thus having a negative impact on job performance. Human resources can inform and educate workers about alcohol and drugs, including alcohol and drug related problems, measures to prevent such problems from occurring and services available to assist workers, both within and outside the enterprise (including information, counselling, treatment and rehabilitation programmes).

In conclusion, the role of the human resources in managing psychosocial risks in the work place is not only of preventing discrimination, harassment, mobbing or bulling or other established tasks but to recognise the aspects of workers lives that impact performance and these include offering training opportunities to lay-offs workers, share purpose and values with workers for them to have a sense of belonging, provide social support, equip co-workers with the equipment the need to safely perform their work among others as purported in the above article.

Important Dates & Events

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JUNE 2021

26 International Day Against Drug Abuse and Illicit Trafficking

JULY 2021

15 World Youth Skills Day

28 World Hepatitis Day

30 International Day of Friendship

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The World Day for Safety and Health at Work was and is celebrated annually on 28 April to promote the prevention of occupational accidents and diseases globally.

The International Labour Organization (ILO), since 2003, began to observe World Day in order to stress the prevention of accidents and diseases at work, capitalizing on the ILO's traditional strengths of tripartism and social dialogue.

The World Day for Safety and Health at Work 2021 focused on leveraging the elements of an OSH system as set out in the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

The theme comes on the backdrop of the emergence of the COVID-19 pandemic as a global crisis in early 2020. The pandemic has touched nearly every aspect of the world of work, from the risk of transmission of the virus in workplaces, to occupational safety and health (OSH) risks that have emerged as a result of measures to mitigate the spread of the virus.

For more information on the awareness campaign visit
https://www.ilo.org/global/topics/safety-and-health-at-work/events-training/WCMS_780935/lang--en/index.htm

MAINTENANCE & RELIABILITY COACHING

For Maintenance Professionals tired of struggling to balance equipment failures with corporate priorities. Those who are dissatisfied with just another consultant who swoops in to tell them everything they are doing wrong. Our offer is to help you achieve balance in your work, that provides clear strategies to overcome the breakdown challenges experienced in today's low-cost climate. Unlike the typical consultant telling you what 'world class' looks like, we will guide and coach you to form a strategy that balances your budget and operating climate with the optimal outcome, and help you get balance back in your life!

PREVIOUS DELIVERIES

- Assisting a filter press plant to achieve stability by reducing breakdowns by more than 60%. This increased the average throughput of the Filter Plant from 550 tons/day to 650 tons/day – exceeding design capacity, with no major capital outlay.

- Implementing a lifting store system to enable control over all lifting equipment, ensuring compliance to legislation

- Implementing key KPI's for a maintenance team driving stability in the operations by reducing breakdowns and mean time to repair (MTTR).

- Developing a stable shutdown regime to deliver multiple major shutdowns with no significant injuries, on time and on budget.

- Assisting a team to increase a Crushing and Screening plant's throughput by 20% YOY, to achieve a record 8.31 MTPA.

- Establishing sound processes to manage catastrophic failures and assist the team to deliver a positive outcome.

- Assist in the development of delivery drivers of a major labour hire company, to deliver the manning of ~350 shutdowns per annum, nationally on time and in a safe manner.

These are just some of the highlights of previous deliveries.

CORE COMPETENCIES

Maintenance Management
Reliability Coaching
Maintenance Strategy Development

Maintenance Coaching
Reliability Coaching
Reliability Analysis & Improvement

WHAT OUR CLIENTS SAY:

- "The services offered and conducted by Asset Optimisation have exceeded expectations. Their efforts in understanding our challenges and then providing the platform to all of us to execute the tasks required was instrumental to the successful completion of our major outages across Australia."

  Nick Veljovic
  General Manager - Shutdown Manning, ATIVO Maintenance Project Services, Melbourne

- "Derick Martins have been engaged to assist us in improving our Maintenance Planning and Reliability processes. He has a proven track record in coaching teams to success. I would recommend him to any organisation, looking to improve the way they do Maintenance. His pragmatic approach means that he will guide your teams to success, while utilising and improving your own systems and processes."

  Paul Jenkinson
  Manager (SA), SUEZ ResourceCo Alternative Fuels

- " Derick Martins has recently been consulting to Nyrstar Hobart following a recommendation from our General Manager, Reinhardt Viljoen. Derick has guided us in best practice in multiple areas of asset management including planning, scheduling and reliability and has continually challenged the way we do business by promoting a focus on value adding work."

  Justin Robinson
  Planning and Reliability Superintendent, Nyrstar Hobart Smelter

- "Derick is our go-to engineer on all occasions. He is an experienced engineer who thrives on challenges. He is our one stop shop for design, planning, best practice maintenance and innovative engineering solutions. He delivers every time, on time and within budget."

  Hadyn Shepherd
  General Manager - Mining Services, South East, BIS

ΛΥΩ
ASSET OPTIMISATION
CAPABILITY STATEMENT

For a conversation on how we can assist you, please contact us.

Derick Martins
Specialist Coach

📱 0418 295 374

✉ derick@assetoptimisation.com.au

🌐 www.assetoptimisation.com.au

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Coronavirus has not gone away.

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