EMPLOYEE HEALTH AND SAFETY

Employers have a moral and legal obligation to provide a healthy and safe working environment for the employees. It is in the interest of the organisation for the employees to have both physical and mental health since employees are the most important resource in an organisation.

QUESTION

Define the word Health? Do you remember the WHO definition?

ENSURING EMPLOYEE HEALTH

* Putting in place a health and medical policy for the employees
* Providing sick offs
* Organising health workshops for the employees
* Conducting periodic examinations
* Ensuring that first aid kits are available within the organisation
* Employing medical professionals to attend to employees heath needs

SAFETY

This is the protection of employees from injuries that are work related.

**Causes of accidents**

Technical: Caused by faulty machines, tools or equipment or poor maintenance of the same.

Human: Recklessness, carelessness, poor attitudes, lack of training or poor health of ythe workers.

SAFETY MEASURES

* Formulation of a safety policy
* Purchasing of genuine equipment and maintaining them frequently
* Doing accidents analysis to determine common causes
* Safety education to staff members

EMPLOYEE WELFARE

This is the well being of employees both at the work place and at home. They can be:

**Financial:** Pension schemes, salary bonuses, allowances, insurance schemes, stocks etc.

**Recreational:** Sports facilities, team building activities, open days and many others.

**Work facilities:** Housing, cafeteria, transportation etc.

**Statutory benefits:** Benefits that are required by law to be given to employees