A STUDY ON SAFETY MEASURES OF EMPLOYEES IN CETHAR HOSPITAL, TIRUCHIRAPPALLI.

M.Surya, Dr.E. Saranya, B. Baskar, K. Sacratice, G. Suganya,

Assistant professor, M.A.M-B-SCHOOL, Trichy, surya@mambs.com.

Assistantprofessor, Sona College of Arts and Science,Salem, dresaranya@gmail.com

Assistant professor, Dhanalakshmi Srinivasan Engineering College, Peramabalur, vishalbaskar91@gmail.com

Research Scholar, Annamalai University, Chidambaram, sacratice@gmail.com

Research Scholar, Annamalai University, Chidambaram, Suganya.gnana@gmail.com

ABSTRACT

This study is especially executed to coordinate, spread and quicken improvements in Employees safety within the hospitals. Safety discipline is the coordination of actions to avoid harm to workers caused by the healthcare tactic itself. For both lab workers and the patients, they treat, protecting laboratory employees from workplace injuries and illnesses is vital. Healthy and well-rested lab personnel are crucial for ongoing monitoring, compassionate patient care, and effective advocacy. In laboratory settings, there are a variety of workplace stressors that can lead to illnesses and injuries. Throughout the day, lab personnel must meet significant physical and psychological demands, as well as work in a potentially hazardous setting. Working in a lab can be hazardous to one's health in the short and long term. Among the health impacts include musculoskeletal injuries and disorders, other injuries, infections, mental health changes, cardiovascular, metabolic, and neo plastic diseases. The goal of this paper is to investigate the workplace safety of lab workers in the Cethar Hospital. A questionnaire was framed and circulated to the employees of that Cethar hospital in order to study the extent of work safety among Lab employees. The expected outcome of this paper is the improvement in already existing workplace safety for lab workers in the Cethar Hospital. The findings are also expected to pave the way for future research work.

Key words: Protecting laboratory employees, Work, Health, Sleep, Risk.

INTRODUCTION

Safety of the workers means providing safe environment, equipment, procedures at the workplace in order to provide health and safety. It also refers to the working environment and encompasses of factor to that impact its health, safety and well being of every employee who all are working, drug and alcohol abuse, and violence in the workplace.

Hospital safety is the safety which includes the safety of patients and the quality of the hospital. The employees of the organization take care of them self and also take care of others who may

be affected by organization actions at their work so the employees should co-operate with the co-workers and employee to help each and every one to meet their legal requirements.

Health institutions are a place where most exposure to clinical biohazard exists. Particularly, those which deal with clinical specimens such as laboratories, have high exposure to contamination and risk of infection. Exposure to non-infectious hazards such as cut, skin injuries, electric shock, fire, explosion and burns with corrosive chemicals and poisoning with toxic substances are also common.

According to the World Health Organization, the health laboratory should have minimum standard to be fulfilled depending on the level and the scope of the laboratory. Specimen reception room and procedure working areas should be separable from office and considered as potentially infected areas and they should have biohazard symbol; floors should be slip resistant and impermeable to liquids. The World Health Organization (WHO) notes that patient protection is "preventing health-related patients from errors and adverse effects" and "doing no harm to patients." Globally, there are many people who suffer annually from disabilities, accidents or death because of Health procedures that are dangerous. This has contributed to greater understanding the value of patient protection.

REVIEW OF LITERATURE

1. According to Ahzilah Wahid, LatipahNordin, Muhammad Akmal Hakim Hazman (2020), workplace is more important to every employee's various studies have been conducted related to occupational safety and health. This study aims on occupational safety and many respondents have high understanding about occupational safety and health.

2. According to Rania M El-Sallamy, Ibrahim Ali Kabbash, SanaaAbd El-Fatah, Asmaa ElFeky14 (2018), hospital workers are more exposed to occupational hazards which threaten their health and safety physical environment in the hospital includes temperature, noise, injures, radiation to these are the physical hazards in hospital.

3.Baldwin, David S.; den Boer, Johan A.; Lyndon, Gavin; Emir, Birol; Schweizer, Edward; Haswell, Hannah (2015)

The aim of this review is to summarise the literature on the efficacy and safety of pregabalin for the treatment of generalised anxiety disorder (GAD). Of 241 literature citations, 13 clinical trials were identified that were specifically designed to evaluate the efficacy and safety of pregabalin.

4.Dragutinovic, N. &Twisk, D.A.M. (2006)

The use of mobile phones while driving has become a road safety concern and has been the focus of various behavioural studies. This literature review analyses studies published in the period 1999-2005, and include simulator studies, closed-track studies and studies on the real road.

5.Cole, Kerstan Suzanne; Stevens-Adams, Susan Marie; Wenner, Caren A. (2013)

Workplace safety has been historically neglected by organizations in order to enhance profitability. Over the past 30 years, safety concerns and attention to safety have increased due to a series of disastrous events occurring across many different industries (e.g., Chernobyl, Upper Big-Branch Mine, Davis-Besse etc.). Many organizations have focused on promoting a healthy safety culture as a way to understand past incidents, and to prevent future disasters. There is an extensive academic literature devoted to safety culture, and the Department of Energy has also published a significant number of documents related to safety culture. The purpose of the current endeavour was to conduct a review of the safety culture literature in order to understand definitions, methodologies, models, and successful interventions for improving safety culture. After reviewing the literature, we observed four emerging themes. First, it was apparent that although safety culture is a valuable construct, it has some inherent weaknesses. For example, there is no common definition of safety culture and no standard way for assessing the construct. Second, it is apparent that researchers know how to measure particular components of safety culture, with specific focus on individual and organizational factors. Such existing methodologies can be leveraged for future assessments. Third, based on the published literature, the relationship between safety culture and performance is tenuous at best. There are few empirical studies that examine the relationship between safety culture and safety performance metrics. Further, most of these studies do not include a description of the implementation of interventions to improve safety culture, or do not measure the effect of these interventions on safety culture or performance. Fourth, safety culture is best viewed as a dynamic, multi-faceted overall system composed of individual, engineered and organizational models.

6.Phipps et.al2018

This research shows that healthcare by dedicating countless resources to improving patient welfare, organizations have re-joined, but medical delusion and bio-medical waste have plagued the health welfare system in the midst of these efforts.the published literature, the relationship between safety culture and performance is tenuous at best. There are few empirical

studies that examine the relationship between safety culture and safety performance metrics. Further, most of these studies do not include a description of the implementation of interventions to improve safety culture, or do not measure the effect of these interventions on safety culture or performance. Fourth, safety culture is best viewed as a dynamic, multi-faceted overall system composed of individual, engineered and organizational models.

OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE

- The primary objective of a study on work safety for employees in a laboratory is
- typically to identify and mitigate potential hazards to ensure a safe working
- environment.
- To prevent accidents, injuries, and exposure to hazardous substances.

SECONDARY OBJECTIVE

- Secondary objective may include assessing the effectiveness of current safety protocols, proposing improvements, and enhancing employee awareness and training on safety procedures.
- To evaluating compliance with safety regulations, identifying areas for improvement in safety protocols.
- To evaluate the level of awareness among the employees regarding workplace safety.
- To suggest some methods to improve the workplace safety among the employees

PROBLEM OF THE STUDY

The problem of a study on work safety for employees in a laboratory could vary depending on the specific focus and context, but here are some common issues that researchers might investigate:

1. HAZARDOUS SUBSTANCES:

Many laboratories deal with hazardous substances which can pose risks to employee health if not handled properly. Understanding the extent of exposure and implementing appropriate safety measures is crucial.

2. EQUIPMENT SAFETY:

Laboratories often contain complex equipment that can be hazardous if not used correctly or if maintenance is neglected. Ensuring proper training and maintenance protocols are in place can mitigate risks.

3.CHEMICAL STORAGE AND HANDLING:

Improper storage and handling of chemicals can lead to accidents such as spills or exposure. Research might focus on evaluating current storage and handling practices and identifying areas for improvement.

4.PERSONAL PROTECTIVE EQUIPMENT:

Assessing the adequacy of PPE provided to employees is essential. If PPE is not sufficient or not used correctly, it can fail to provide adequate protection against hazards.

5. EMERGENCY PREPAREDNESS:

Laboratories should have plans in place for dealing with emergencies such as spills, fires, or injuries. Research might investigate the effectiveness of existing emergency protocols and identify areas for improvement.

6. WORKPLACE ERGONOMICS:

Poor ergonomics can lead to musculoskeletal injuries over time. Studying the ergonomic design of laboratory workspaces and identifying potential improvements can help prevent injuries.

7.TRAINNING AND EDUCATION:

Employees need proper training and education on safety protocols and procedures to mitigate risks effectively. Research might evaluate the effectiveness of current training programs and identify areas where additional training is needed.

8. PSYCOSOCIAL FACTOR:

Work stress, long hours, and inadequate support systems can also impact employee safety and well-being. Investigating psychosocial factors in the laboratory environment can provide insights into potential risks and interventions

SCOPE OF THE STUDY

The scope of a study on work safety for employees in a laboratory can vary depending on various factors such as the specific type of laboratory, the nature of the work being conducted, the potential hazards involved, and the relevant regulations and guidelines. However, generally, such a study might include:

1. IDENTIFICATION HAZARDS**:**

This involves identifying all potential hazards present in the laboratory environment, such as chemical, biological, physical, and ergonomic hazards.

2. RISK ASSESSMENT**:**

Once hazards are identified, a risk assessment is conducted to evaluate the likelihood and severity of potential accidents or incidents resulting from these hazards.

3. SAFETY EQUIPMENT AND PROCEDURES**:**

Assessing the adequacy of safety equipment and procedures in place to mitigate identified risks, including personal protective equipment (PPE), engineering controls, and emergency protocols.

4. TRAINING AND EDUCATION:

Evaluating the effectiveness of existing training programs and educational materials aimed at ensuring that employees are aware of safety protocols and procedures and are adequately trained to handle hazardous materials and equipment.

5. COMPLIANCE WITH REGULATIONS:

Assessing compliance with relevant regulations and standards governing laboratory safety, such as those set by occupational safety and health administrations or specific industry standards.

6. INCIDENT ANALYSIS:

Analysing past incidents or near misses to identify any patterns or trends and to determine areas for improvement in safety protocols or procedures.

NEED OF THE STUDY

1. RISK IDENTIFICATION

Laboratories often house hazardous materials, equipment, and processes. Studying work safety helps in identifying potential risks and hazards associated with various tasks and substances present in the laboratory environment.

2.PREVENTION OF ACCIDENTS AND INJURIES:

Understanding the potential risks allows for the implementation of preventive measures to minimize accidents and injuries. This includes proper training on handling hazardous materials, using safety equipment, and following protocols.

3.LEGAL COMPLIANCE:

Many jurisdictions have strict regulations regarding workplace safety, especially in environments like laboratories where there are significant risks. Conducting studies on work safety ensures compliance with relevant laws and regulations, thus avoiding legal consequences.

4.PROTECTION OF EMPLOYEE HEALTH**:**

Laboratory work often involves exposure to various chemicals, biological agents, and physical hazards. Ensuring work safety protects employees' health by minimizing exposure to harmful substances and reducing the risk of occupational illnesses and long-term health effects

5.EMPLOYEE MORALE

A safe working environment fosters employee satisfaction and morale. Employees are more likely to feel valued and stay committed to their work when they know them employer prioritizes their safety and well-being.

6.MAINTAINING PRODUCTIVITY**:**

Workplace accidents and injuries can disrupt workflow and productivity. By prioritizing work safety and implementing measures to prevent accidents, laboratories can maintain smooth operations and avoid costly interruptions

7.PUBLIC SAFETY AND ENVIRONMENTAL PROTECTION

In addition to the safety of laboratory personnel, ensuring work safety also contributes to public safety and environmental protection. Preventing accidents and spills in the laboratory helps avoid contamination of the surrounding environment and protects the community at large.

LIMITATIONS OF THE STUDY

Studying work safety for employees in a laboratory has its limitations, including:

1. COMPLEXITY OF HAZARDS:

Laboratories often deal with a wide range of hazards, including chemical, biological, radiological, and physical hazards. Assessing and mitigating all these hazards comprehensively can be challenging due to their complexity and variability.

2. RESOURCE CONSTRAINTS**:**

Conducting thorough studies on work safety requires significant resources, including time, expertise, and funding. Small laboratories or those with limited budgets may face constraints in implementing comprehensive safety measures and training programs.

3. DYNAMIC ENVIRONMENT**:**

Laboratory environments are dynamic, with new chemicals, equipment, and procedures constantly being introduced. Keeping up with these changes and ensuring that safety measures remain effective requires ongoing monitoring and adaptation, which can be resource-intensive.

CONCLUSION

The study underscores the critical importance of implementing comprehensive safety measures in hospitals to protect employees from occupational hazards. Outcomes highlight both strengths and areas needing improvement in current safety protocols. References include enhancing training programs, improving compliance with safety guidelines, and fostering a culture of safety to ensure the well-being of hospital staff.

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