



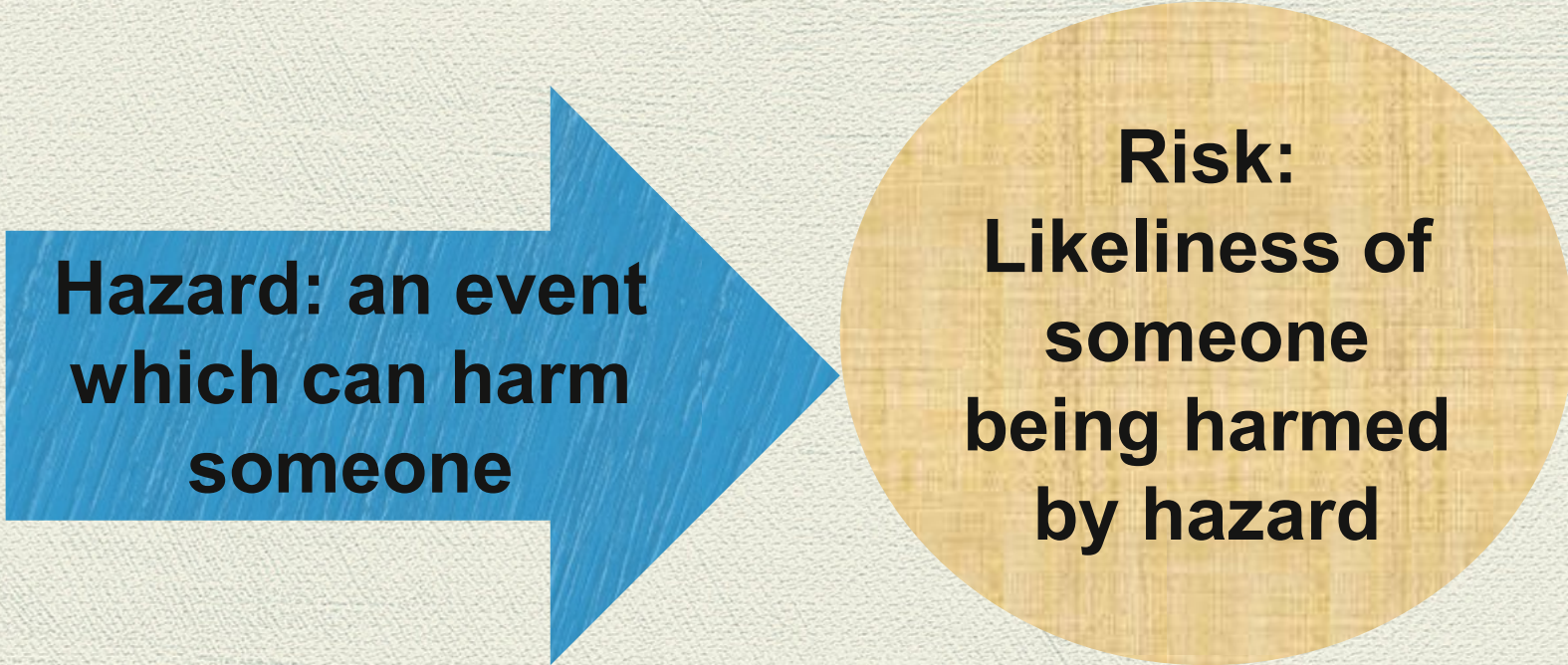
Employee Wellbeing:

Occupational safety and prevention of hazards

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Risks & Hazards



**Hazard: an event
which can harm
someone**

**Risk:
Likelihood of
someone
being harmed
by hazard**

Risk Assessments: quantitative & qualitative

- *Identify potential events*
- *Rank according to severity (low, medium, high)*
- *Assess result, probability*
- *Take action*
- *Monitor & evaluate*

Role of management

**Commit to safety
programs &
policies**

**Allocate
resources**

**Encourage
feedback**

Case practice : Eversource, USA

- Joint union & management committees
- Communication on safety trends, best case practices, prevention tips
- Gave employees opportunity to simulate when an unforeseen hazard is identified

EVERSOURCE



Source: https://www.osha.gov/shpguidelines/docs/SHP_EEI_Case_Study.pdf

STANDARDS FOR WORK ENVIRONMENT

European Agency for Health & Safety at Work and European Foundation for Improvement of Living and Working Conditions regulate in EU region



ISO standards:

For example, [ISO 6385](#), *Ergonomic principles in the design of work systems*

*“People are being entitled to treated as full human beings with personal needs, hopes & anxiety”
Martin, 1967*

Managerial Responsibilities

- Duty of care, good work environment, beneficial for organization
- Key Aspect “Health & Safety” & “Job design.”

Well-being

Improvement of the work Environment

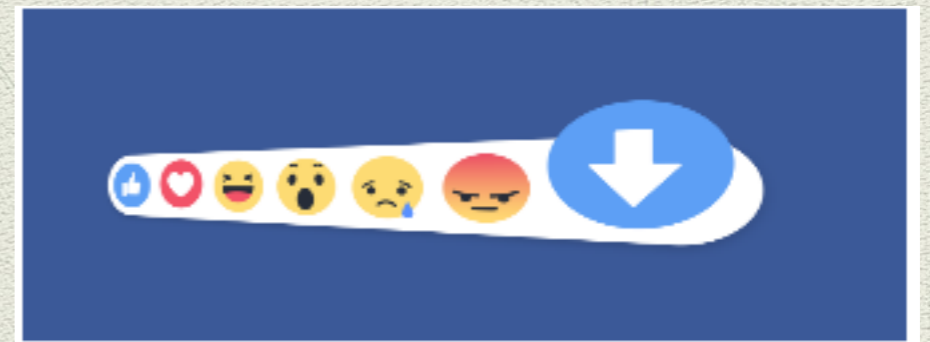
- Managerial Behaviour
- Work life balance
- Managing stress
- Sexual harassment (Problems dealing with sexual harassment).
- Bullying

Services for individuals

- Counselling (sickness, bereavement, domestic problems, retirement)
- Group Employee Services

BULLYING

- The form of harassment and an employee who suffer from bullying will under pressure and the company will endure consequences if this situation does not tackle.
- Bullying is very hard to prove until the victims speak out. However, it is an important responsibility of Human Resource Management in improvising the Bullying situation
- The role of Human Resource management and the Board are very in important in handling with Bullying situation in a company.



BULLYING

- The form of bullying is complicated and hard to identify and supervise due to the development of social application
- Need the cooperation between the government and entrepreneurs (Japan – as an example)
- Bullying situation is more serious in Asian companies because of the culture and society environment.

BULLYING



**POLICY &
PUNISHMENT**

NOTICE

**WORKPLACE BULLYING
IS AGAINST
COMPANY POLICY**

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SERVICES FOR INDIVIDUALS

- Services helps the individuals to help them deal with their problems and feel comfortable in workplace
- Counselling or personal case work
- Apply the employee assistance program (EAPS) is applied
- Provided by the agency
- Provide the feeling of be listened and respected for employees

Maternal and Child Health Handbook and Maternity Mark – Japan (Ex: for Services for Individuals)

MCH Handbook (Boshi-Techo) Program -Started in 1947

- 20-page handbook consisted of registration, maternal care, deliveries, health checkup of the child, vaccination and food rations
- After submitted Pregnancy notification form to local government office, this handbook will be given

Maternity Mark- Started in 2006

- program to raise social awareness of pregnancy and to encourage others to consider the needs of pregnant women



Health and Safety Executive (HSE)

Definition:

Hazard is anything that may cause harm, such as chemicals, electricity, working from ladders, an open drawer etc

Risk is the chance, high or low, that somebody could be harmed by these and other hazards, together with an indication of how serious the harm could be.

What is OSHA?

- OSHA (Occupational Safety and Health Administration) is part of United States Department of Labor. The mission of OSHA is to assure safe and healthful working conditions for working men and women by setting and enforcing standards and by providing training, outreach, education and assistance. OSHA has defined special actions to prevent and control hazards in working environment.

STRESS

Richard Lazarus: "a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize."

Why is so important to management stress?

If you're living with high levels of stress, you're putting your entire well-being at risk. Stress wreaks havoc on your emotional equilibrium, as well as your physical health. It narrows your ability to think clearly, function effectively, and enjoy life.

Signs of stress

Difficulty
concentration

Frequent
headaches

Excessive
sleeping or
insomnia

Heartburn,
stomach pain or
nausea

Fatigue

irritability

Panic attacks

STRESS MANAGEMENT TIPS

1 Identify the sources of stress in your life

2 Practice the 4 A's of stress management

Avoid unnecessary stress	Alter the situation	Adapt to the stressor	Accept the things you can't change
Learn how to say "no"	Express your feelings instead of bottling them up	Reframe problems	Don't try to control the uncontrollable
Avoid people who stress you out.	Be willing to compromise	Look at the big picture	Look for the upside
Take control of your environment	Create a balanced schedule	Adjust your standards	Learn to forgive
Pare down your to-do list		Practice gratitude	Share your feelings

STRESS MANAGEMENT TIPS

3 Get moving

4 Connect to others

5 Make time for fun and relaxation

- ❖ Set aside leisure time
- ❖ Do something you enjoy every day
- ❖ Keep your sense of humor

6 Manage your time better

- ❖ Don't over-commit yourself
 - ❖ Prioritize tasks
- ❖ Break projects into small steps
- ❖ Delegate responsibility

7 Maintain balance with a healthy lifestyle

- ❖ Eat a healthy diet
- ❖ Reduce caffeine and sugar
- ❖ Avoid alcohol, cigarettes, and drugs
- ❖ Get enough sleep

