

Effects of Workplace Safety on Firm Performance and Productivity



Mireille Geagea
MBA Auditing and Accounting
Senior Accountant & Branch
supervisor. United Traders Sarl

in place to control them and make sure that they are controlled. He should:

“Plan, do, check, act & approach”

- **Plan:** by describing how to manage health and safety in the business and plan to make it happen.
- **Do:** prioritize and control the risks, consult the employees and provide training and information.
- **Check:** manage how he’s doing and performing.
- **Act:** learn from his experience.

The above mentioned process won’t be reachable by the employer, unless he increases his education on the types and factors that are likely to influence workers’ health. He should be working towards a broader understanding of the negative impact workers poor health can have on productivity, by increasing his education on the negative repercussions poor work design may have on workers’ health. He should also foster greater recognition of the effects of workplace bullying on workers health and productivity and the obligation upon employers to work to prevent bullying.

Good practice in health and safety make sound business sense, it will be a part of the way productive business run, and will lead to many business benefits:

- Protect the workers from the suffering caused by accidents.
- Reduce absences and sick leave.
- Retain staff.
- Maintain the organization’s reputation.
- Boost productivity and profits.
- Reduce the insurance premiums and legal costs.
- Lower injuries that stop people from working.
- Increase innovation.
- Improve quality.
- Lower cost to compensate workers.
- Improve staff recruitment and retention.
- Lead to high quality environment.
- Develop new working methods and equipment to improve working postures which will decrease the strain

This article shows how health and safety make good business sense. It outlines why a positive, safe and healthy workplace culture is fundamental and important for achieving a successful business. It also talks about effective strategies for building and sustaining healthy work environments.

Healthy and safe workplaces are fundamental to achieving productive work and high quality working lives. They are important as a commitment to employees and as an investment in the economy, and will assist industry to take a lead. **That’s why the International Department of Labor is committed to supporting industry to improve workplace health and safety by developing effective indicators which are vital to clearly establish the link between business profits and the company’s investment in workplace safety and health.**

There is no doubt that a definite link exists between productivity and safety, they are both the result of good management and good leadership. So safety is not a trade-off for productivity, the two go hand in hand.

The management of health and safety is an integral part of managing a business; it’s obtained by controlling risk at work. An employer needs to do a risk assessment to find out about the workplace risks, put sensible measures

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of physical work.
- Allow creative solutions for specific safety and health problems.

Employers should provide their employees with working conditions that are free of known dangers, set and enforce protective workplace safety and health standards. They should do more than caring for the employee's physical health, they should work on sustaining the employee with mentally, emotionally, spiritually, socially and environmentally good condition; they should therefore:

- Detect health problems, correct them and try to reduce them the maximum possible.
- Make changes in working conditions (e.g.: the employee should use gloves, mask or any other types of protective

- equipment).
- Inform employees about work risks through training, labels, and alarm systems.
- Perform tests related to health behaviors at workplace.
- Perform medical exams for new employees.
- Provide accident protection, such as a safety harness and lifeline.
- Organize work and decrease high level of stress to employees.
- Make continuous evaluation and assessment of risk factors at work.
- Use behavior at work that increases employee health status and safety.

Therefore a safe and healthy workplace that combines both individual and organizational for strategies may produce benefits both for employees and the organization as whole.

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