

Session 1: Introduction to Workplace Safety and Health and its Management

Occupational accidents, injuries and diseases together with industrial disasters has a cost on organisations in terms of humanitarian, social and economic aspects, triggering the attention and focus of all stakeholders worldwide, and at the level of the country and organisations. To keep abreast with technological and economic changes hovering in the world over the past few years, strategies, action plans and measures have been formulated. Nevertheless, such endeavour seems to be slow and even though there is a slight improvement, the situation remains alarming considering the human and financial impact on companies in the future. Employees are the primary and valuable assets for any organisation to success. There is no doubt that an uncondusive working environment will increase employee's turnover and create difficulties for staff adaptation in the organisation. Moreover, there are several obstructions in maintaining good safety and health standards. A few examples of these obstructions are performance targets, production tight deadlines, resource constrains and complexity of organisations. Nevertheless, there are strong reasons motivating organisations to strive and maintain safety and health standards and these are moral, legal and economic reasons.

Occupational Safety and Health (OSH) relate to how the facility and human resources are being protected and preserved in the workplace. OSH, regarded as a global phenomenon, is taking a new turn which ensures that the safety, health and well-being of communities, individual workers and environments are not impaired. OSH ensures that people are not injured or become ill due to workplace hazards. Occupational safety and health is also a field wherein professionals attempt to prevent catastrophic losses. In practice, occupational safety and health include moral and economic issues. OSH is a science focused on ensuring safety in the workplace. A multitude of regulations and law has been introduced in Mauritius to prevent workers' ill health and injury at the workplace. The precedence of occupational safety and health legislation for injury and disease prevention lays on an array of organisational measures. The conditions that give rise to injuries must be clearly reflected in regulatory standards, which must be communicated to workplace parties, and enforcement strategies must be implemented to identify and address non-compliance

Read the additional resource materials:

1. "Occupational health management in the workplace" by IOSH is licensed under [CC BY 4.0](#)
2. <https://labour.govmu.org/Pages/OSHA-2005-and-Regulations.aspx>