

**CHIEF DIRECTORATE: OCCUPATIONAL
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DIRECTORATE: OCCUPATIONAL HEALTH &
HYGIENE**

**Applying ergonomics to promote a positive culture in Occupational
Health & Safety**

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employment & labour

Department:
Employment and Labour
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(B. Huna - National OHS Conference: 2019)



Background

- The economic costs of poor occupational health and safety practices affects both the employer and the employee:
 - ✓ Employer – medical and rehabilitation costs
 - ✓ Employee – loss of income

DEL has never accepted the proposition that injury and disease “go with the job”.

South African Occupational Health & Safety Framework

The
constitution

Statutes
e.g.
OHSAct
COIDAAct

Standards
&
Codes of Practice

Limited legislative
force if not
incorporated

Occupational Health & Safety Act 85 of 1993

PREVENT ACCIDENTS, INJURIES, ILLNESSES & OCCUPATIONAL DISEASES

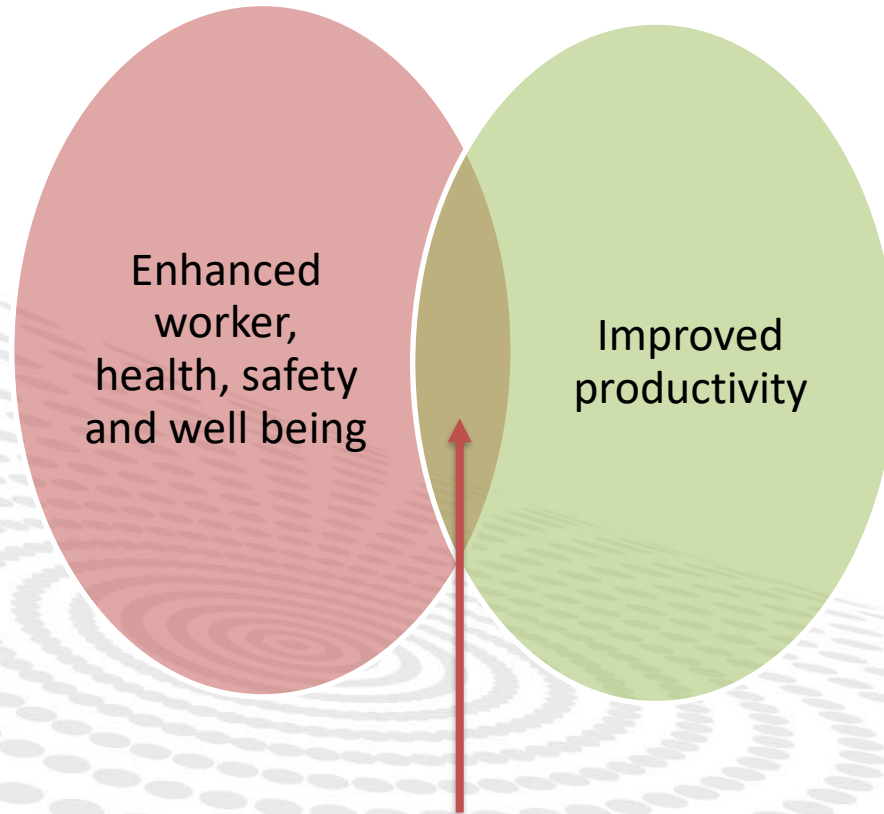
Ergonomics & OHS in the workplace (1)

- The Occupational Health and Safety Act 85 of 1993 places the common law duty of reasonable care on the employer
 - ✓ General duties of employers to their employees;
- In the face of global competitive environments, customers not only require high quality products, their concerns also include the environment where the product was made and also:
 - ✓ Fundamental principles and rights at work
 - ✓ Commitment to significant health & safety improvement beyond meeting legal requirements

Ergonomics & OHS in the workplace (2)



Ergonomics & OHS in the workplace (3)



Occupational Ergonomics

Ergonomics & OHS in the workplace (4)

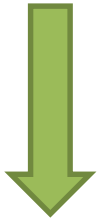
Focus of ergonomics & OHS:

➤ Both interested in:

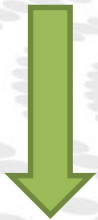
- ✓ Employee's health
- ✓ Identification of workplace hazards
- ✓ Control of risks

Ergonomics & OHS in the workplace (5)

Ergonomics



Physical factors
Cognitive factors
Organizational factors



Well-Being and
Productivity”

OHS



Chemical factors
Physical factors



Well-Being and Improved
Quality of Life

Ergonomics & OHS in the workplace (6)

Physical factors

- Noise exposure?
 - Occupational hygiene = Measurement and control of noise in work environment
 - Ergonomics = impact of noise on human performance and therefore risk of errors

Different aspects within the same environment

Ergonomics & OHS in the workplace (7)

- Difference between integration and mainstreaming

Integration



Mainstreaming



Ergonomics & OHS in the workplace (8)

- Mainstreaming of ergonomics and OHS programs in the workplace will:
 - ✓ Contribute to the shared goals of business performance, and full potential and employees as they are provided with a safe and healthy working environment and their quality of life is not negatively affected.
 - ✓ Ensure ease of implementation with respect to an ergonomics programme.

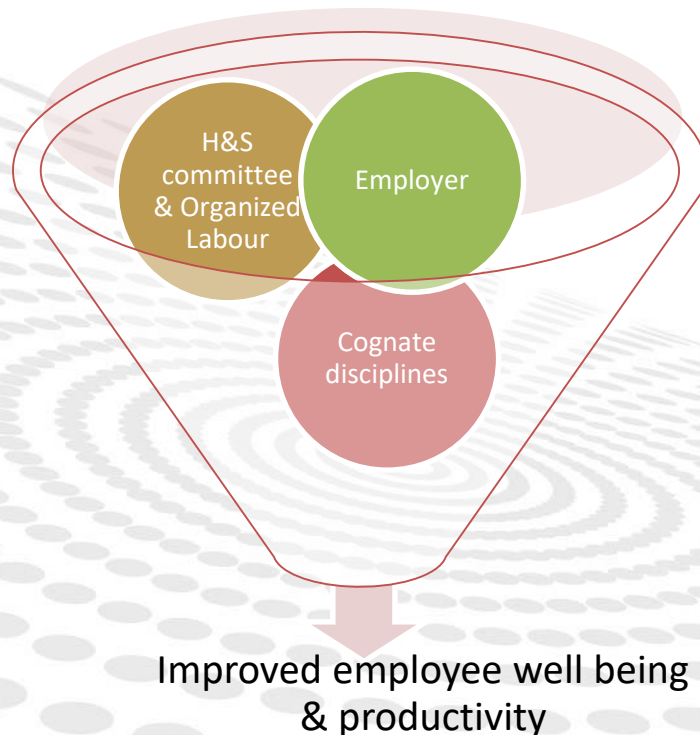


Conclusion (1)

- Applying ergonomics to promote a positive culture in Occupational Health & Safety can help to realize a wide range of benefits:
 - ✓ Fewer injuries and illnesses.
 - ✓ Reduced costs for workers' compensation claims.
 - ✓ Reduced disruption of operations.
 - ✓ Higher return-to-work rates following injury or illness.
 - ✓ Improved work practices, leading to increased efficiency, productivity and competitiveness.
 - ✓ Improved job satisfaction, morale, and employee retention.
 - ✓ Reduced absenteeism.

Conclusion (2)

- *Applying ergonomics to promote a positive culture in Occupational Health & Safety can help to realize a wide range of benefits:*
 - ✓ **Better collaboration** amongst professionals.



Conclusion (3)

➤ Cognate disciplines

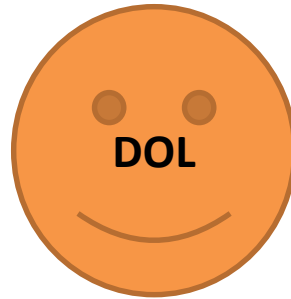
- ✓ Acknowledge different areas of expertise
- ✓ Identify link between poor working conditions and associated injuries and diseases

Establish and maintain symbiotic relationship



Who benefits and how?

**E
C
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C**



REDUCED

- **ACCIDENTS**
- **INJURIES**
- **ILL HEALTH**
- **OCCUPATIONAL DISEASES**

**IMPROVED
QUALITY**

Take home message



*“Good Ergonomics
is
Good Economics”*



Thank You...