Employment Health Issues

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All business enterprises, companies, and industries globally are entitled to provide health and safety measures to their employees. This paper discusses various issues revolving around the safety and health of employees. According to Susan (2009), each workday, a fatality occurs every two hours, and a debilitating injury occurs every two seconds (p 351). Various inspections were carried out by different authorities, such as the Occupational Safety and Health Administration (OSHA), regarding the safeguarding measures undertaken by different companies in the United States. These authorities have found that there are several issues that they encounter during an inspection.

Most company management was convicted, and criminal charges were posed against them for will neglect of employees' safety. For example, Films Recovery Systems, located in Illinois, had three senior managers sentenced to twenty-five years for exposing their employees to toxic fumes of cyanide. Jackson Enterprises had one of the supervisors convicted with involuntary manslaughter for the death of an employee. On the other hand, Ferguson-Hall Co. Inc is an excavation company that once lost an employee to an eight and a half foot deep water that collapsed on him during his duty. The inspection report established that there was no cave-in protection. This accident should have caused trouble to Ferguson Managers. The authorities have embarked on reprimanding the managers who willingly cause death and injury to employees. However, the inspection had an issue of substantially varying figures of death and accident statistics. This is further explained by the size of any legal entity.

Numerous campaigns in and out of the United States have lost a good number of employees to fatalities, and this has subjected them to fines for a lot of violations of recordkeeping, safety, and health of employees. One of the most common issues that are encountered during efforts to carry out adequate inspections is the inaccuracy of provided data. This is entirely because the available studies are only indicating half of the actual accidents. Secondly, the criteria for reporting non-fatal injuries was changed by the government. The inspection also has a big challenge in determining the type of employees who fall victim to accidents. The Occupational Safety and Health Administration (OSHA) had to rely on speculation that immigrants are undertaking more risky works, while many of their injuries and deaths are rarely reported.

Another issue of great concern was recordkeeping. Poor recordkeeping was a big challenge to inspection because most companies had failed to maintain file records of employees' injuries for over five years. This laxity made it impossible for the inspectors to establish the recurrence of occupational accidents from numerous industries.

Employees' consultation. Inspection officers may question employees both publicly and privately. Although most of the employers were often hiding some data by cautioning employees against sharing information about the history of unsafe conditions and previous injuries, employers are entitled to open consultation by inspectors. However, some employers manipulate inspectors by blocking them from observing all work areas. Most industries have imminent fatal and dangerous situations, but employers often deny them access.

Checking postings and records. Compliance officers inspected records of illnesses, injuries of previous cases of employees who have suffered from occupational risks. These records enabled the officers to provide abatement periods to employers for them to fix their safety problems.

Describing the violation. After observing the violations of all levels and types, the compliance officers explained to the employers about the violations that they were supposed to fix within a stipulated period of time.

Companies are advised to embark on training procedures for the safety of the employees. Most employees often fall victim to fatal injuries due to a lack of important information. This demerit is mostly encountered in developing countries. There are several potential issues that are considered in the training of employees and employers.

Interactive training. Employees should be given safety measures and procedures during annual company meetings. This means that the employees are given random questionnaires to which they are supposed to study policies, use source materials in order to inscribe answers. These questionnaires also enable them to examine the reports and study glossaries.

Guidelines for voluntary training. Authorities are always ready to provide employers with guidelines that are helpful to most organizations that lack expertise in official training evaluation and development (Johnston et al., 2017, p 284). Millions of employees are able to comply with the safety measures provided by the authorities if several languages are used during training, for example, the use of different accident and injury simulations.

Training on safety behaviors. Employees and employers are advised to attend seminars that offer training about the great difference between unsafe and safe behaviors. This kind of training puts more emphasis on increasing the percentage of safe behaviors as unsafe behaviors decrease simultaneously. Later on, feedback charts are discussed and analyzed by resource professionals in order to examine the performance of each company.

Provision of a dynamic training program. Workers in particular companies have different ages. This age factor is affected by changes in their anatomy, technology, literacy level, flexibility, and strength. Benach & Santana (2010) stated that "it is important to be sure that a core set of employees are trained in safety procedures." This consideration is directed to employees who might be with the company for a long. If companies considered hiring long- term employees, long-term training would be efficient and fruitful. In order to improve and enjoy more safety records, many companies choose to use peer reviews. This consideration enables them to shape behavior and enhance good reinforcement. Some companies often choose to employ engineers whose big role is to monitor the interaction between the worker and the machine. This decision helps to reduce fatal injuries and accidents.

Safety officers are very important people in a company set-up. Each company should recruit safety officers. A safety officer regulates the occurrence of risks in the workplace. Most companies employ a threat management team, security officers, lawyers, human resource practitioners, psychologists, and managers who supervise tense conditions and situations. This team conducts risk assessments prior to deploying its resources. Assessment, in this case involves analyzing the employee who poses the threats in terms of their mental and social history in order to determine the weight of the threat. A company that has recruited safety officers has a big advantage if the security of both employees and employers is tightened. Safety officers have different roles and impacts.

Coordination of psychological and medical care of victims who have been injured. A team of safety officers considers emergency services, transports employees who have been seriously injured, communicate with their families back at home, especially when the crisis is prevalent. They keep updating families on the progress of the victim before and after the crisis.

Designing escape routes. If there are rumors or a tense environment or situation, safety officers organize a close relationship with the police in case of violence inside and outside the company. Emergency doors are unlocked while gates are wide open to prevent numerous injuries and deaths. In this case, the team sets up a structure through which they convey reports to the press on current incidents. This factor welcomes investigation and suppression of violence on the premises. The team should also prepare questionnaires for the employees in the event of a tense situation before the violence occurs. All these roles are preventive measures against workplace violence.

Recruitment of safety officers should be conducted carefully in order to enhance the smooth running of all the activities that are carried out in the firm. There are several ways of recruiting the team. Recruitment mechanisms are employed according to their intended role of peacemaking.

Prevention of violence programs. In order to reduce a company's exposure to crime, there are specific actions and strategies that the company should undertake in order to recruit the team that is aimed at suppressing violence. The recruits should pledge to the company confirming future commitment to preventing violence through procedures and policies and ensuring that safety measures in that particular company are implemented.

Screening of potential employees. One of the most crucial strategies that bear good fruits in the recruitment of any team of employees is pre-employment screening protocols. Such protocols bring out the difference between aggressive, violent employees and workers with good interpersonal skills who are service-oriented. It is hard to trust any employee without scanning their behavior and different personalities. In most cases, insecurities are caused by ignorance of these screening protocols resulting in high-risk job applicants who end up distorting the peace in an institution. Some job applicants are argumentative, hostile, and abusive. Assessment of recruits and validation are the key factors to consider when hiring a workforce. This assessment helps in calculating the applicant's likelihood of violent eruptions in the future.

Education and training of candidates. Human resource practitioners and psychologists should devise a training mechanism through which supervisors and employees should be able to recognize highly stressed workmates. This program helps to identify every employee's capability to avoid confrontation techniques, chronic lateness and absenteeism, and numerous complaints. Employers can create programs that aim in educating employees on stress management, awareness of drug abuse, and appropriate ways of handling both physical and emotional harassment during work and family moments. Employees are also supposed to be guided on how to handle frustration and anger. It is an ultimate measure of avoiding violence. Companies are advised to avoid offering training on self-defense since it is a highly unsafe and sensitive area.

Termination of employees. Every fiscal year hundreds of companies dismiss employees due to various reasons. Employers are advised to acquire training in the neutral disciplining of employees. This strategy helps to prevent hostility of terminated employees. If this suggestion is ignored, some employees may become hostile and attack both rival employees or rain on the employer. Statutes for dismissal should be developed and posed for training employers and human resource management in order to conduct termination of employees appropriately.

Training recruits on ergonomic standards. The majority of Americans work on visual or electromagnetic equipment that frequently poses challenges to their biological processes. These biological processes include visual problems such as blurred vision, migraine, dry eyes, and irritated eyes, muscular problems, and backbone challenges. Companies should train workers on ways to reduce such challenges, especially while working on visual display terminals. These measures include adjusting seat levels, wearing antiglare glasses, using the correct sitting posture, and stretching regularly.

There are numerous human resource issues that are observable in a company set up, as explained by scholarly findings. Most employers may fail to detect problems that most of their employees are going through. Some companies establish departments that embark on solving employees' personal problems to avoid the impact of major vices in the production and distribution of commodities. Numerous companies establish employee welfare departments in order to cater to employees' personal issues such as seasonal leaves, house allowances, loans and insurance covers. However, some companies fail to honor their pledge of paying retired officials. Ignorance of management officials on pension schemes often lead to poor performance and increase in crime rates within the business premises especially if current workers realize the trend.

People living with underlying health conditions. The workforce may contain individuals who could be ailing from cancer, HIV/AIDS, tumors and fever. Due to the surging economic curve, most people go looking for jobs in this companies despite their health conditions. This idea exposes numerous of employees to early fatal cases or physical deterioration.

Employment of unskilled labor. Developing countries are always encountering this problem. Top managers and high rank officials accept bribes in order to offer employment opportunities to the wrong workforce. Nepotism is also another factor that leads to ignorance of skilled labor as most employers prefer securing jobs for family members or close friends to skilled allies. This idea creates a chaotic environment in production and distribution of commodities in a particular company. This is the major reason why most companies do not yield good results due to wide consideration of non-skilled labor.

This paper basically argues that if all business institutions and organizations choose to adhere to the correct guidelines presented by business law, the economic indexes would be registering positive results. The good results will be evident due to correct handling of employees' health and safety.

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