

Protecting  
workers  
from  
psychosocial  
health  
hazards

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# Content

- The Act – Kenyan Osh Act 2007
- Methods of analysing the working environment
- Identify the successes
- Identify the hazards
- The results and the benefits of an analysis
- There is always room for improvement
- Taking advantage of the Human factor

The Kenyan  
OSH Act 2007  
states the  
following:

Part III;

Research and related activities

24.(1) The Director shall conduct directly or in collaboration with other persons or bodies, research, experiments and demonstrations relating to occupational safety and health, including studies of psychological factors involved, and relating to innovative methods, techniques and approaches of dealing with occupational safety and health problems.

# Cont. The Kenyan OSH Act 2007

Application of Act.

**3.** (1) This Act shall apply to all workplaces where any person is at work, whether temporarily or permanently.

(2) The purpose of this Act is to—

(a) **secure the safety, health and welfare of persons** at work; and

(b) protect persons other than persons at work against risks to safety and health arising out of, or in connection with, the activities of persons at work.

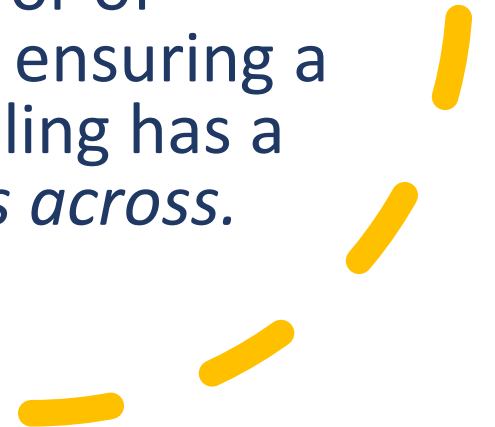
*The part on the welfare is where you want to bring in psychosocial factors in the workplace. In 76(2), it is given:*

76 (2) Every employer shall take necessary steps to ensure that workstations, equipment and work tasks are adapted to fit the employee and the employee's ability **including protection against mental strain.**

# What can i do as an employer?

- successes!

- We make sure to have risk assessments of the psychosocial working environment, and use the experiences that workers/employees have talked about
- Created guidelines (sometimes called SOP) to ensure minimum exposure to risks and stress,
- Have yearly follow ups with staff/employees on the year's annual risk assessment and evaluation
- Frequent usage of methods and/or of images, and routines that help in ensuring a message is understood.. Storytelling has a way of ensuring that *a point gets across*.



What can i do  
as an  
employer?

Identify  
Hazards..

- Lack of risk assessments of the psychosocial working environment, use the experiences that workers/employees have talked about
- Which job positions in the workplace are at most risk? Is gender a factor? Is age a factor? Are beliefs a factor?
- Lack of guidelines (sometimes called SOP) to ensure minimum exposure to risks and stress,
- Lack of yearly follow ups with staff/employees on the year's annual risk assessment and evaluation
- Is there social support system for the employees, how does the lack of it affect the workers performance?



What **can** be  
causes of  
psychosocial  
risks and  
stress in the  
workplace:

- Excessive workloads
- Conflicting demands and lack of role clarity
- Lack of involvement in making decisions that affect the worker and lack of influence over the way the job is done
- Poorly managed organizational change, job insecurity
- Ineffective communication, lack of support from management or colleagues
- Psychological and sexual harassment, third party violence

Source: European Agency for safety and health at work.

Some tell tell  
signs of  
stress...

- Concentration difficulties
- Lack of commitment
- Feeling of being left behind
- Irritation
- Heart palpitations
- Shaking hands
- Stomach problems
- Negative thoughts about yourself

Source: European Agency for safety and health at work.




The working environment – what factors are impacted

- The psychosocial
- The physical
- The musculoskeletal pains
- The organisational working

Source for more info:

<https://healthy-workplaces.eu/en/about-topic/glossary-list>

# What Can i do as an employee?

- Does my work place have routines in place to follow up issues of concern?
  - Does regulation provide for Phychosocial Working Environment requirements?
  - What situations can I report, and how should I report?
  - What should employees, and even employers do?
- 

What can this  
this mean for  
my workplace?

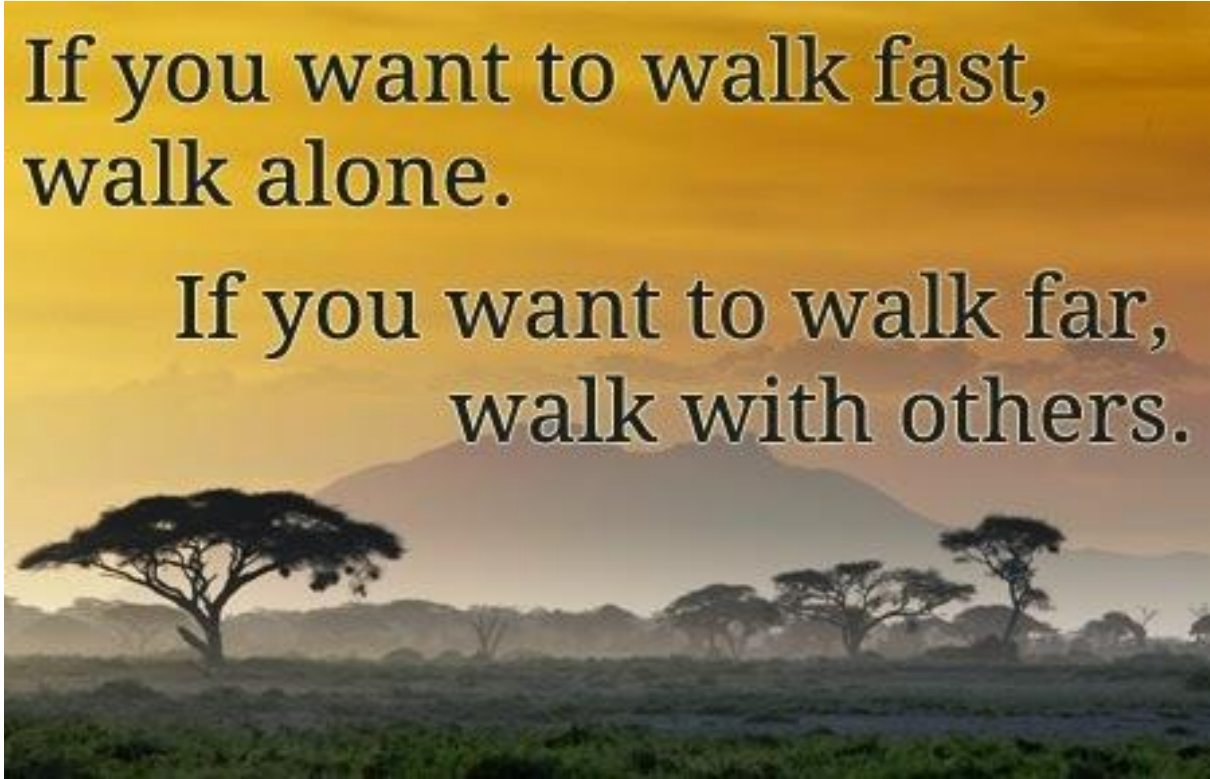
- Having clear guidelines – step by step routines in a language that the staff understand.
- Reduce the sickleave and demotivated workers
- Trained staff and clear leadership
- Improved production and less loss of profit



A woman wearing a blue shirt and a headwrap is working in a field of harvested crops. She is holding a bundle of harvested material. The background shows a vast field of green crops under a clear sky.

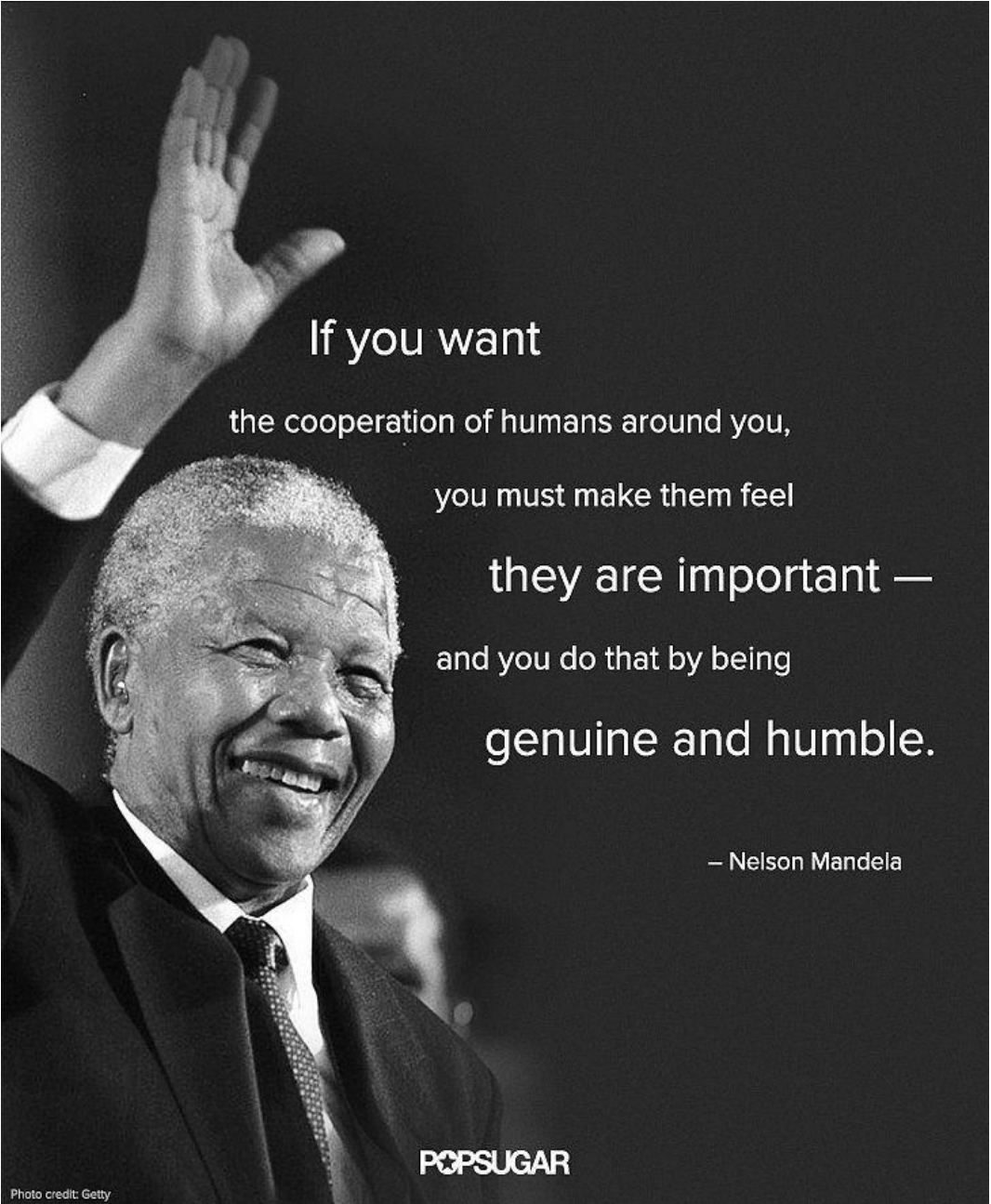
## What are the benefits for the company?

- Stable workforce – less time used in training new recruits
- Reduction in sick leave – less time used in training a replacement
- Productive workforce – more revenue for company
- Good reputation – more customers, repeat business and an increase in business
- Satisfied employees



If you want to walk fast,  
walk alone.

If you want to walk far,  
walk with others.



If you want  
the cooperation of humans around you,  
you must make them feel  
**they are important —**  
and you do that by being  
**genuine and humble.**

— Nelson Mandela

POPSUGAR

Photo credit: Getty