

CARING FOR THOSE WHO CARE

Development and implementation of
occupational health and safety programmes
for health workers

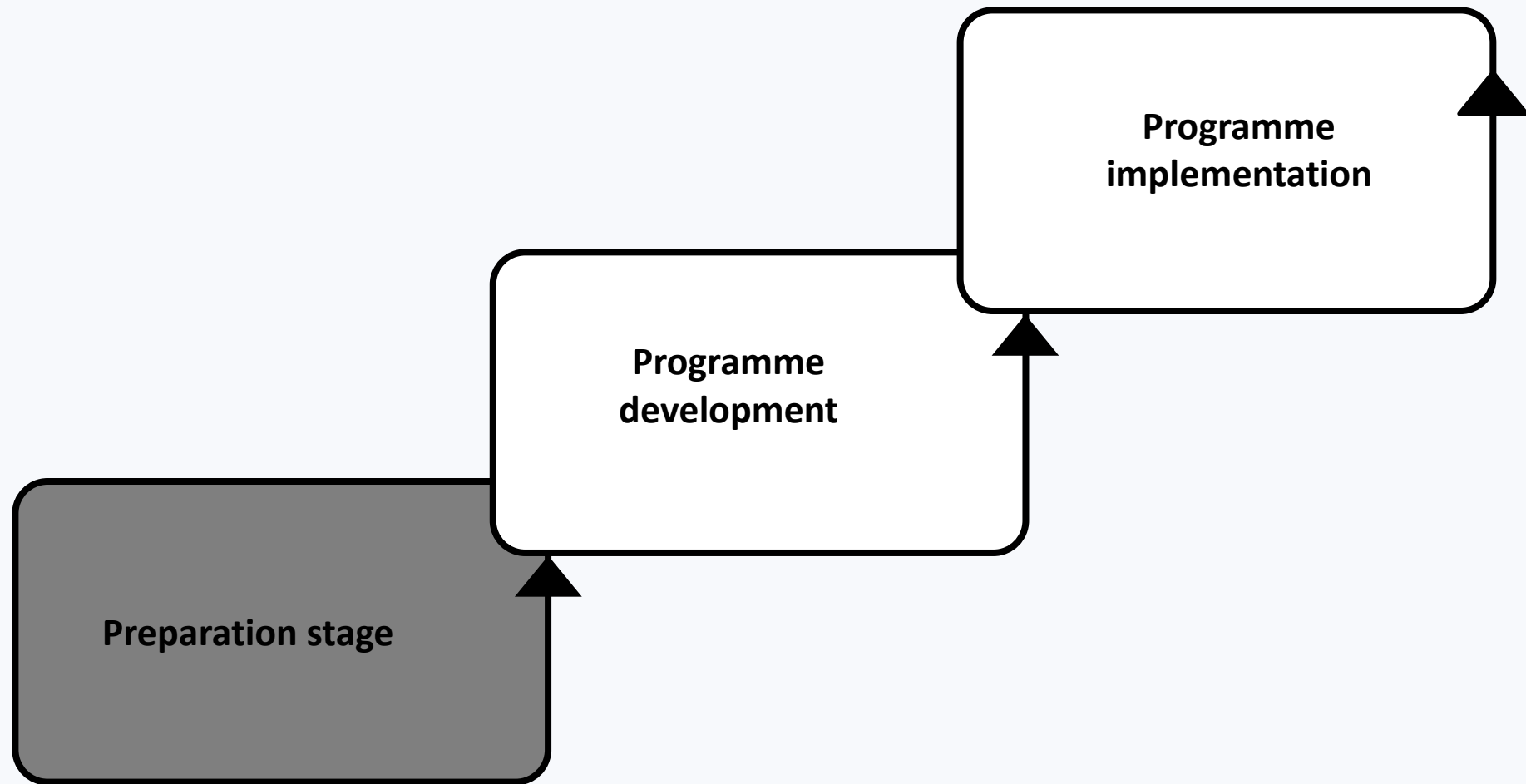


Purpose of this presentation

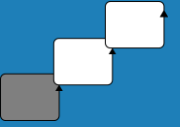
- To inform about occupational health and safety programmes for health workers
- To provide guidance on the development of the programmes
- To provide practical implementation advice based on country experiences and lessons learned



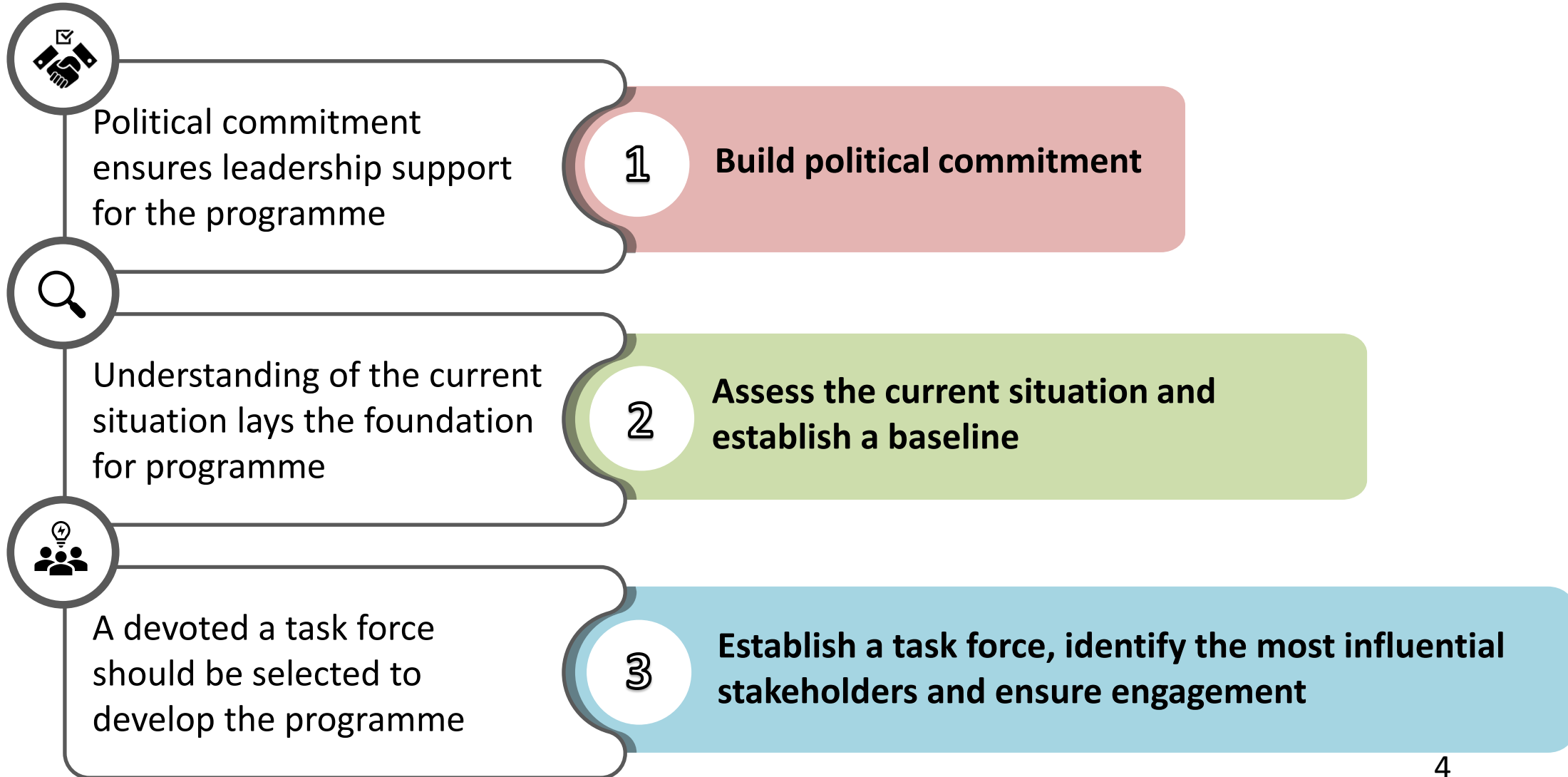
Outline of the presentation

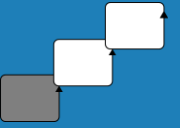


Building political commitment, assessing the current situation, and establishing a task force are vital steps in the preparation stage



Preparation stage



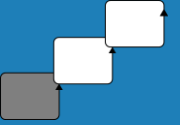


Political commitment can be reflected through

- A **policy** statement from the highest state of authority.
- **Devoting financial resources** to occupational health and safety for health workers within the budget of the health sector, the local facility network or individual facilities.
- **Commitment to ratify** and apply relevant international labour standards



Sustained political commitment is crucial for the sustainable and effective implementation of health and safety programs for workers.



How to build political commitment:



Create awareness, build **business case** and demonstrate the added **value** and clear **benefits** of the programme



Seek close **collaboration** with key stakeholders



Make use of **existing policies** and **legislations** to show how the programme fits with the national agenda.



Build critical **human resource capacity** for occupational health and safety in the health sector.



Encourage **adherence** to international commitments.

A situational analysis identifies current strategies and provides a reference point for programme development and implementation

- Assess the current situation of occupational health and safety in the health system against the 13 elements of the [WHO/ILO global framework for occupational health programmes for health workers](#)
- Prepare situational analysis report which will be foundational for programme development using existing **evidence, data, government reports**, and scientific **publications**
- Individual health facilities can assess their situation using simple **checklists** before developing an occupational health and safety programme



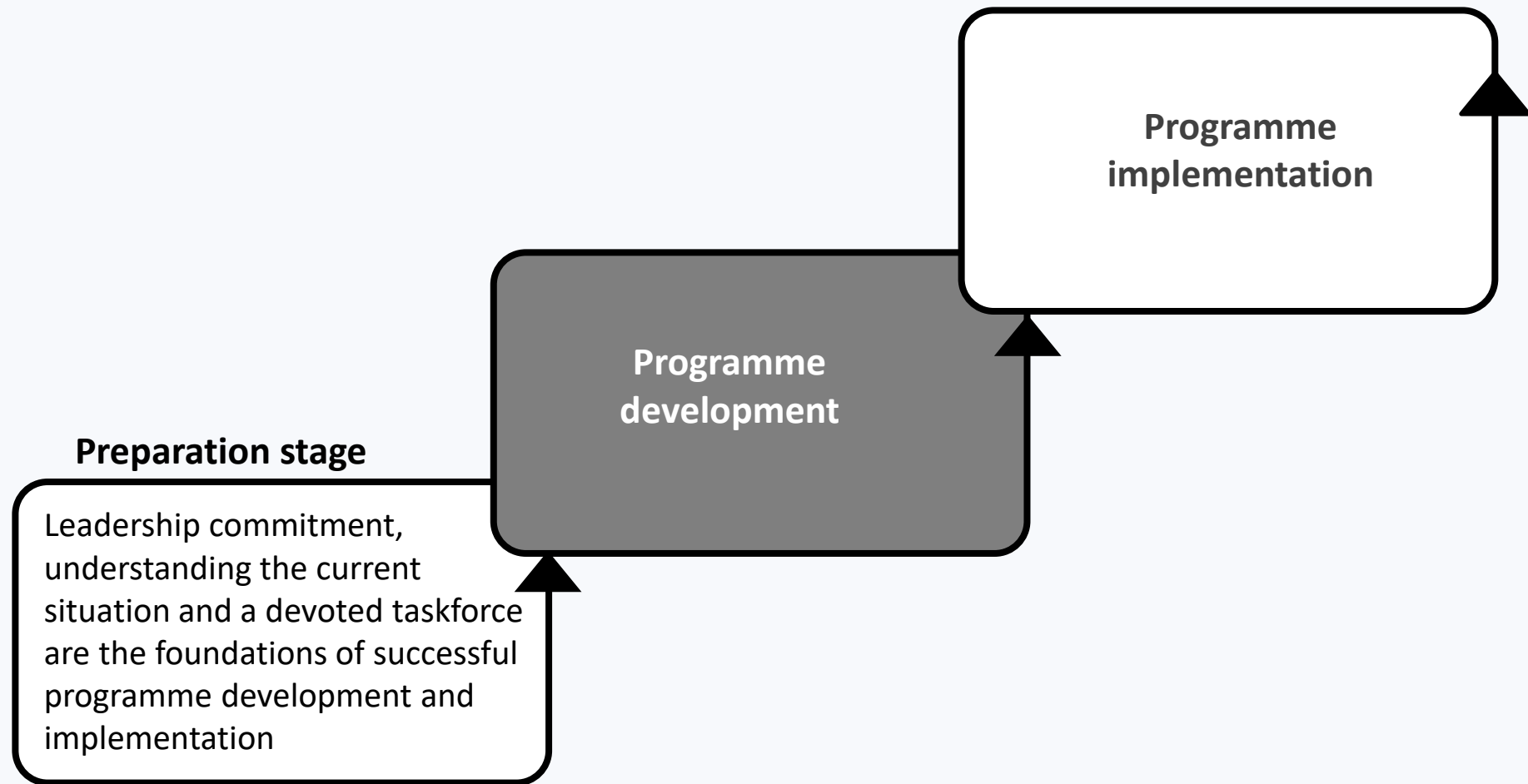
A devoted task force should be established to draft the programme and ensure coordination with key stakeholders during programme development



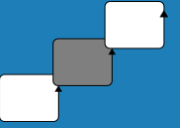
- Establish a task force, **ensuring gender balance**, including workers, employers, and key stakeholders.
- A **stakeholders analysis** helps to identify actors with interest in occupational health and safety for health workers and determine how best to involve them.
- **Regular communication** and feedback from stakeholders are essential throughout programme development.



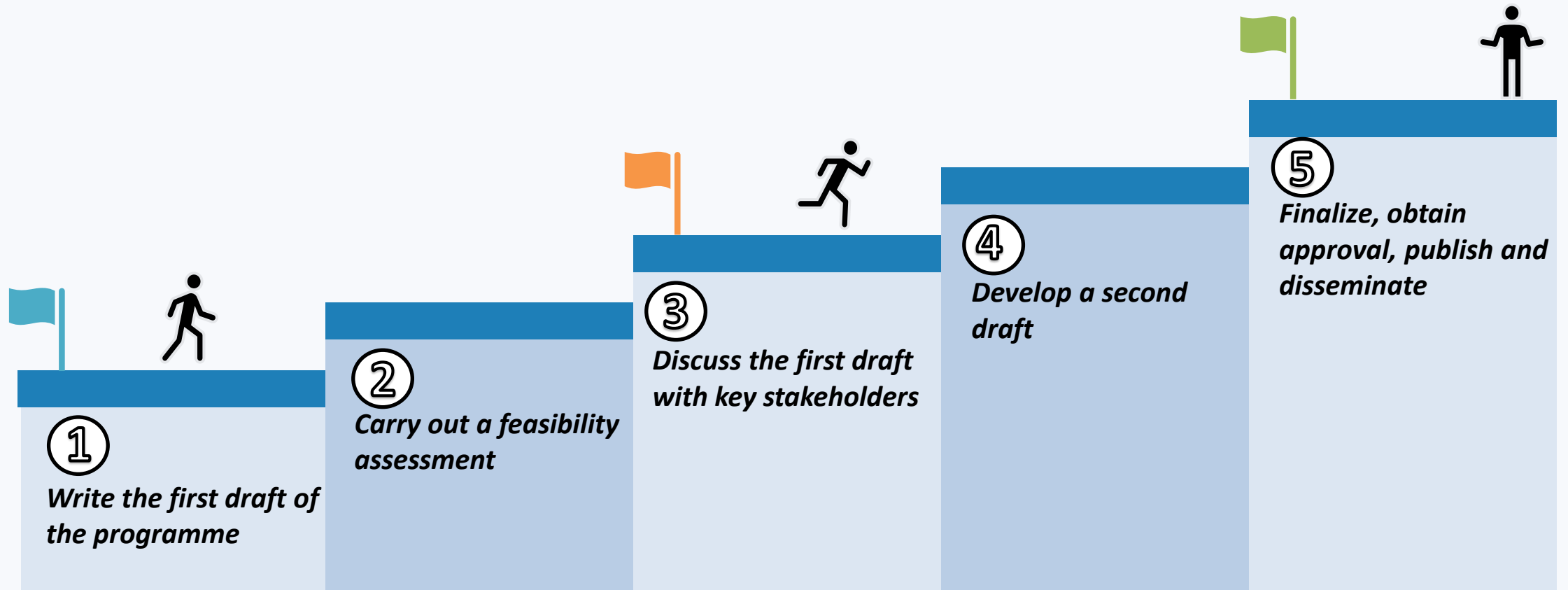
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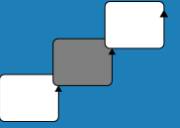
Programme development should be through participatory multi-stakeholder engagements



Programme development

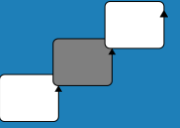


Develop the initial draft collaboratively, involving a multidisciplinary team for valuable feedback and collaboration



- Develop the first draft of the programme document with different members of the team assigned to draft specific sections depending on their expertise.
- These drafts can be shared with other team members, or an editor, for reviewing, editing and revision.
- A model for national programmes for occupational health and safety of health workers is provided in Annex 2 of the WHO/ILO [guide for the development and implementation of occupational health and safety programmes for health workers](#).

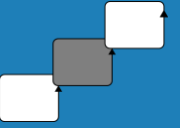
Conduct feasibility assessment to identify barriers and resources for implementation



- **Pilot** the program in few health facilities to gather feedback on **feasibility** and anticipate implementation **barriers**.
- Piloting informs program **costing**, including resource requirements, service delivery models, and the necessary service components needed.
- To ensure **sustainability**, aim for **internal funding** sources, minimizing dependency on external donors



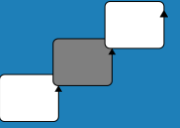
A stakeholder meeting post-programme drafting ensures buy-in and address information gaps for programme development



After drafting the programme, a stakeholder meeting may be held to:

- Interact and receive input from different stakeholders and **ensure their buy-in** by engaging them from the beginning of the development of the programme
- **Validate** the findings from the situation analysis and lessons learned from the feasibility assessment;
- **Fill information gaps** identified in the situation analysis and the first draft of the programme

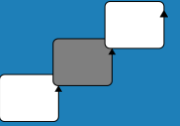
The second draft should be developed considering key stakeholders' comments



- Develop the **second draft** of the programme document considering **stakeholders comments**.
- When writing the second draft, ensure that the text is **simple, concise, clear, consistent** and understandable.
- Since writers have different styles, one person may be assigned to review the final draft to ensure **consistency**.



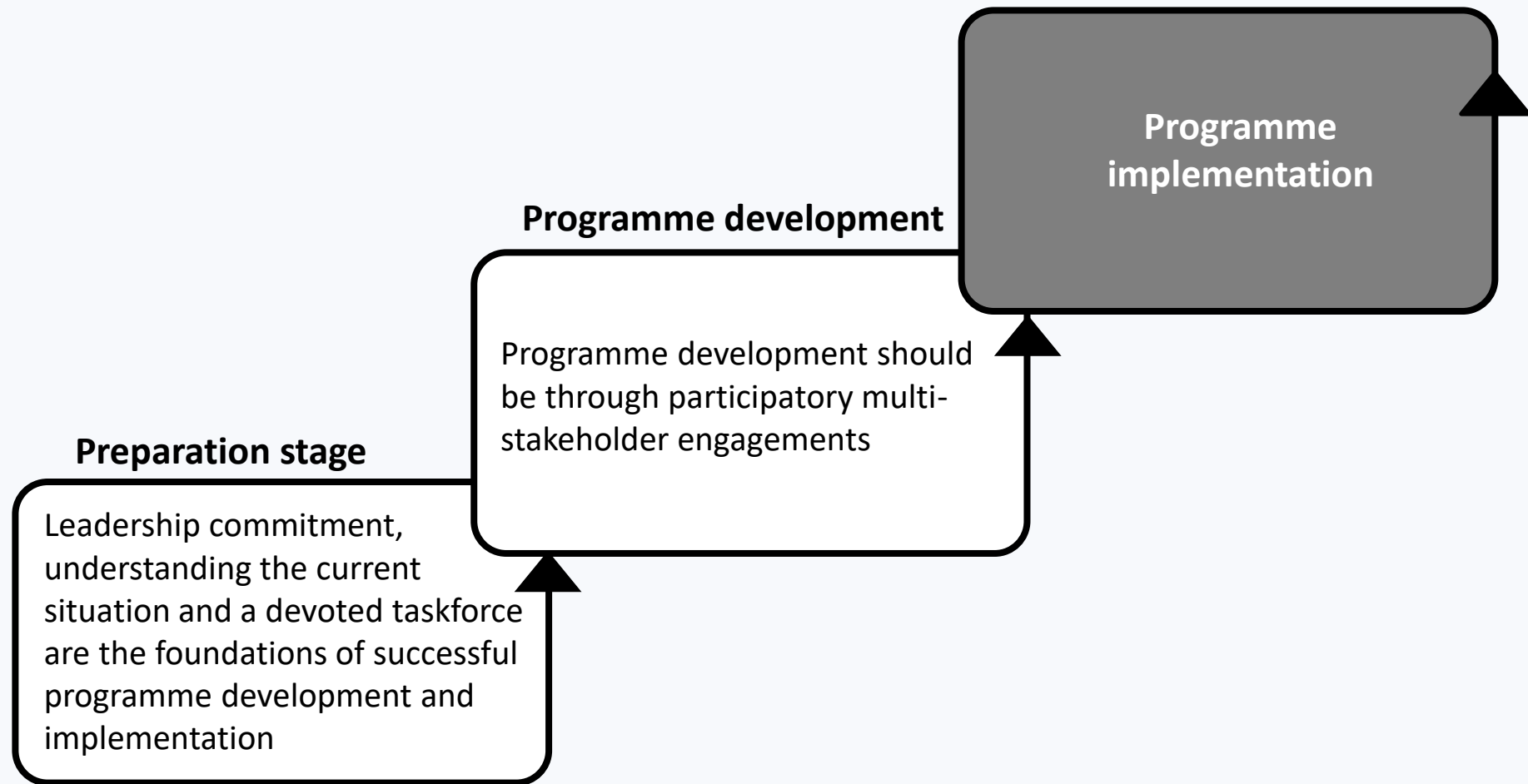
Publication and dissemination will increase visibility and strengthen political commitment



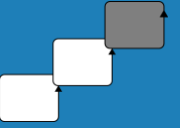
- Once the program document is approved, it should be **published** and widely **disseminated** among target groups.
- This will enhance its **visibility**, share **best practices**, **build relationships** with stakeholders, **strengthen political commitment**, and attract more **funding**.
- The facility occupational health and safety policy and implementation details should be **accessible** to all workers and can be **launched** during staff meetings.



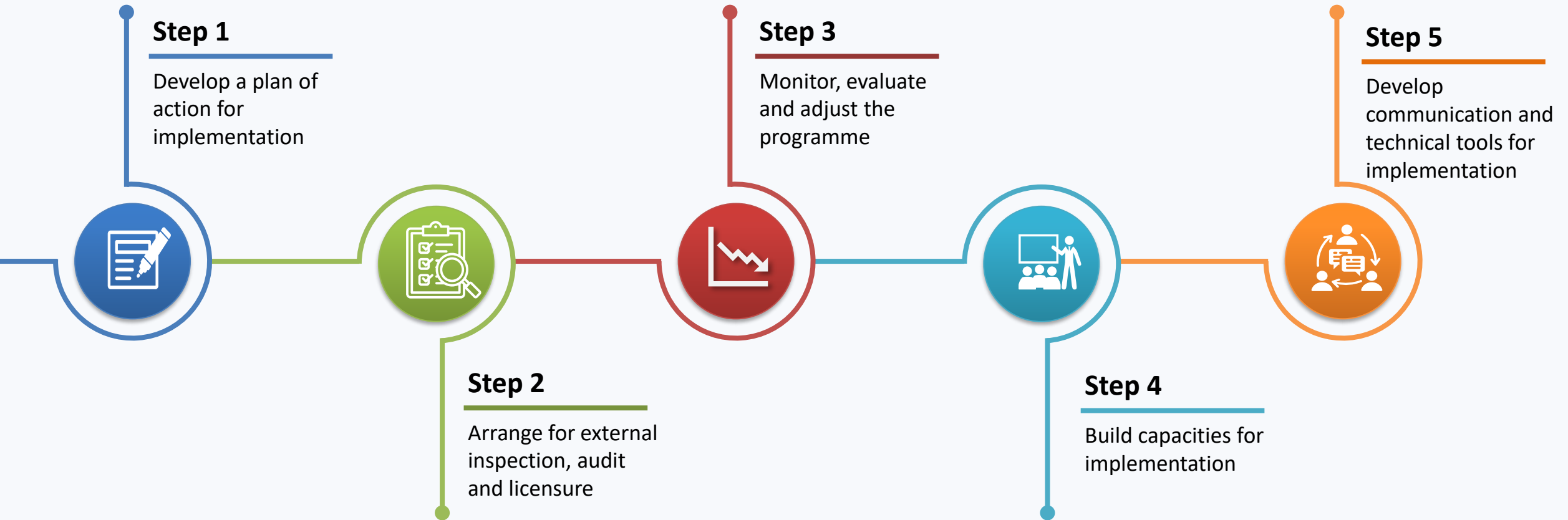
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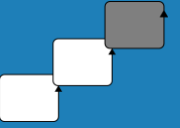
Successful implementation requires a clear action plan, adequate resources and a system for monitoring and evaluation



Programme implementation



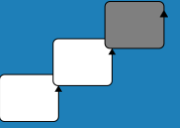
Develop a plan of action defining steps for successful implementation



- The **plan of action** outlines activities that must be performed over defined period of time, for the successful programme implementation.
- **Stepwise** implementation approach at different levels of the health system and in different parts of health facilities should be used.
- **Key stakeholders** and the health and safety committee should be involved in the development of the action plan for successful implementation.



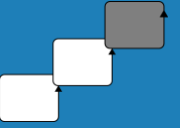
Occupational health and safety should be included in accreditation, external inspection, audit and licensure



- Institutional licensure, inspection, and external inspection can be used to ensure **compliance** with OHS of health workers requirements.
- Making OHS programmes a prerequisite for health facility accreditation can enhance **integration**, maintain **service quality**, and positively impact health worker outcomes.
- Including OHS in **quality and safety of care audits** can further stimulate implementation.



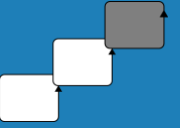
Monitoring and evaluation ensures continual improvement by assessing programme outcomes, effectiveness of interventions, and the need for adjustments



- Regular performance measurement is crucial for **continual improvement**.
- Monitoring and evaluation assess whether programme **outcomes** align with long-term goals, activities operate effectively, mid-term goals are likely to be met, and if strategies need **adjustment**.
- Both **leading** and **lagging** indicators can be used to measure performance.



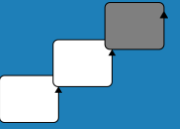
Capacity building will strengthen the programme's ability to attain the intended goals and objectives



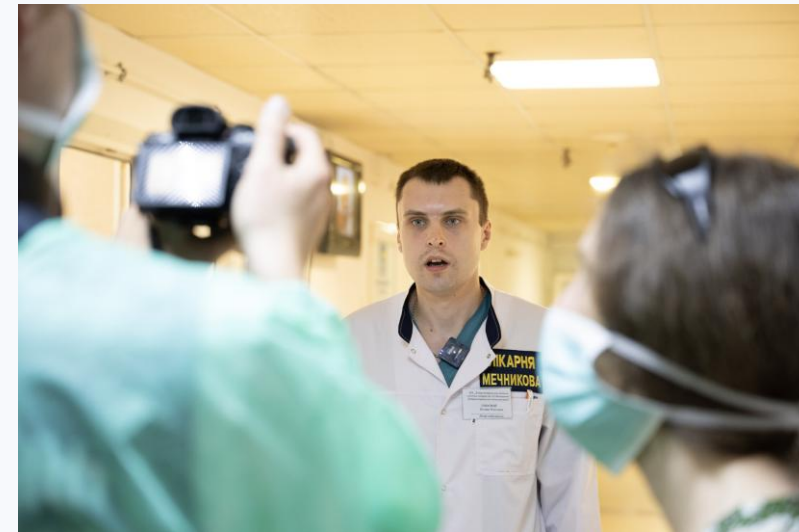
- Incorporate a **capacity-building** strategy into the overall implementation plan.
- Capacity needs may be addressed before implementation; the team may **build its capacity first** or start the implementation while accessing external expertise.
- **Prioritize strategic areas** for capacity-building based on existing needs and gaps.



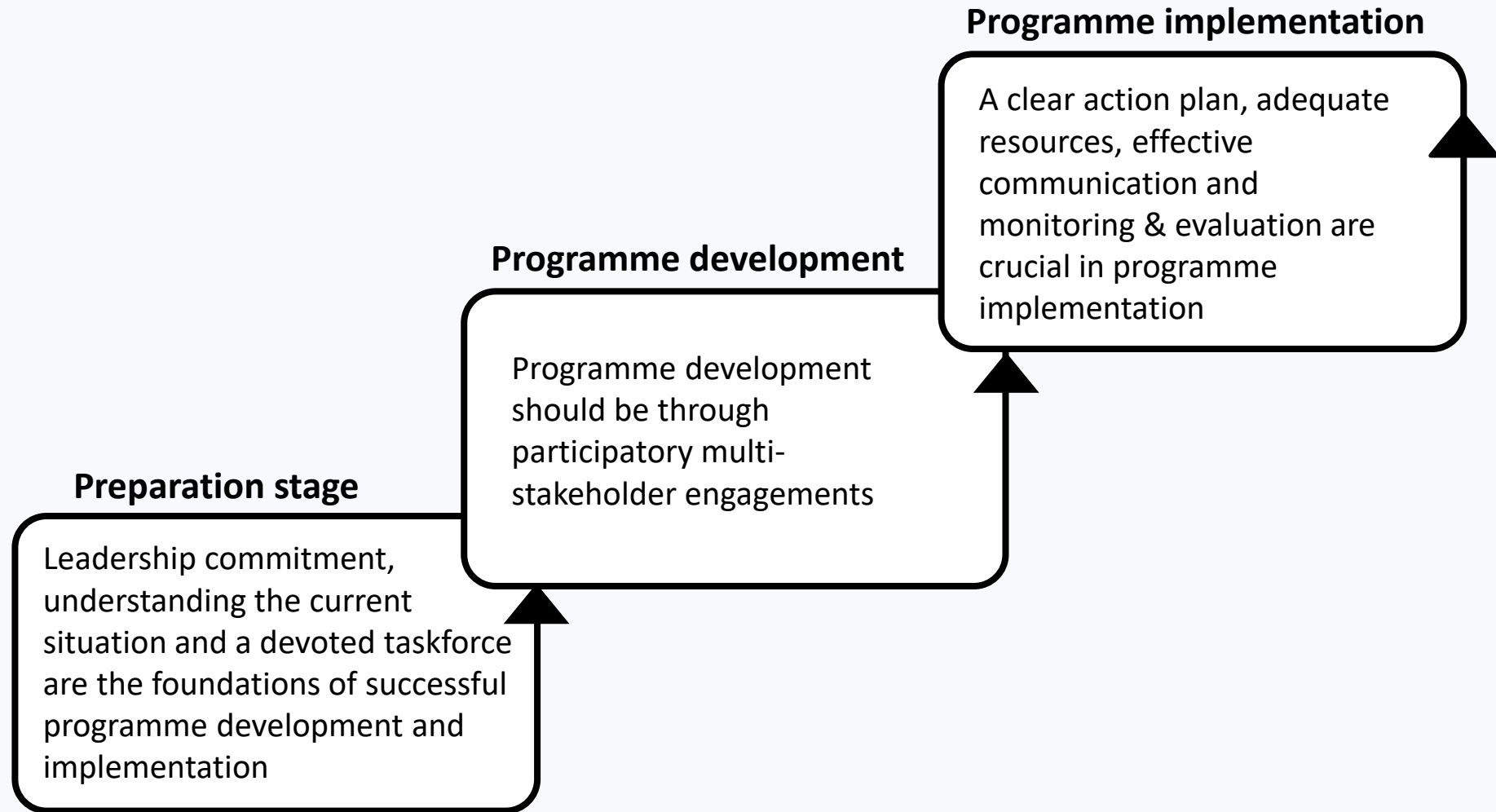
Communication tools should be developed to disseminate the programme and ensure buy-in from health workers and other stakeholders



- Successful programme implementation relies on how it is **understood** and **embraced** by health workers and other stakeholders.
- The programme's full value will be realized through widespread **dissemination** to ensure buy-in.
- **Communication tools** for effective dissemination may include video conferences, webinars, posting on websites and blogs, posters, podcasts, webcasts, intranet bulletin boards, dashboards and a dedicated programme newsletter.



In summary



Resources

Caring for those who care: national programmes for occupational health for health workers. World Health Organization/International Labour Organization policy brief; 2020 (<https://apps.who.int/iris/handle/10665/336479>).

Caring for those who care: guide for developing and implementing occupational health and safety programmes for health workers. World Health Organization/International Labour Organization; 2022 (<https://apps.who.int/iris/handle/10665/351436>).

Occupational hazards in the health sector. World Health Organization e-tool (<http://www.who.int/tools/occupational-hazards-in-health-sector>).

Protection of health and safety of health workers: checklist for health care facilities. World Health Organization; 2020 (<https://apps.who.int/iris/handle/10665/334371>).

HealthWISE - Work Improvement in Health Services. Action manual and trainers' guide. International Labour Organization/World Health Organization, 2014 (https://www.ilo.org/sector/Resources/training-materials/WCMS_250540/lang--en/index.htm).