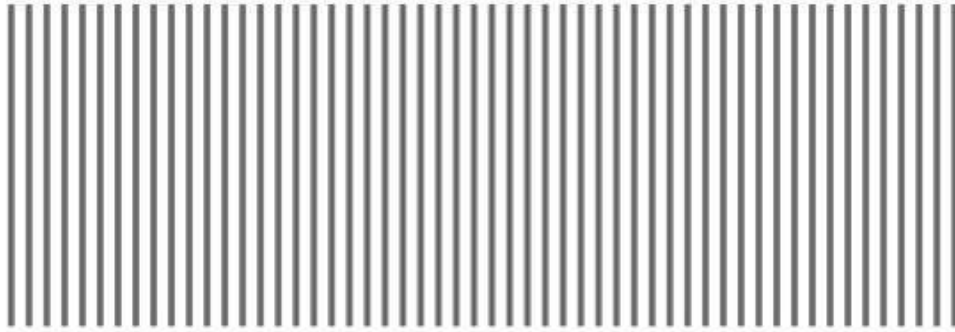


# **Occupational Health and Safety for Healthcare Workers: study guide (IV a. I.)**

## Про книгу

The book was written from an occupational health perspective and covers the basic concepts and definitions of life safety as a discipline, the system of interactions of man and his environment, ways of ensuring the safety of human life, health and safety laws and the basics of occupational safety for medical and pharmaceutical workers. This guide reflects typical curriculum requirements in Occupational Health and Safety for Healthcare Workers and conforms to the Bologna Declaration. The publication is recommended for medical, stomatological and pharmaceutical students. Recommended for 1st and 2nd year students in higher education establishments of Ukraine — medical universities, institutes and academies.



# **OCCUPATIONAL HEALTH AND SAFETY FOR HEALTHCARE WORKERS**

**STUDY GUIDE**

**Third edition**

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**RECOMMENDED**

by the Ministry of Education and Science of Ukraine as a study guide for students of higher education establishments — medical universities, institutes and academies

**RECOMMENDED**

by the Academic Board of O.O. Bogomolets National Medical University as a study guide for students of higher education establishments — medical universities, institutes and academies

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*Recommended by the Ministry of Education and Science of Ukraine  
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universities, institutes and academies  
(letter No. 1/11-12051 of 29 July 2014)*

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medical universities, institutes and academies  
(protocol No. 6 of 11 March 2014)*

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# PART 1 INTRODUCTION TO LABOR LAW AND HEALTH AND SAFETY MANAGEMENT

## INTRODUCTION

**Occupational health and safety (OHS)** is a cross-disciplinary area concerned with protecting the safety, health, and welfare of people engaged in work or employment. The goals of occupational safety and health programs are meant to foster a safe and healthy work environment. OHS regulations and various legal requirements are implemented in order to ensure occupational safety. Their purpose is to regulate the relationship between the employer and employees.

Nevertheless, having such regulations in place does not guarantee fulfillment of all requirements for medical and pharmaceutical workers. There are organizational issues that have to be addressed, which is only possible by implementing a smart management system in the field of occupational health.

## OBJECTIVES

1. Define and explain the norms and regulations concerning health and safety of medical and pharmaceutical workers.
2. Describe the management structure of health and safety for medical and pharmaceutical workers.
3. Become familiar with the basic means of ensuring occupational safety for medical and pharmaceutical workers.
4. The Ukrainian National Occupational Health and Safety Service controlled by the Ministry of Public Health.
5. The National Service of Occupational Health of Medical and Pharmaceutical Workers.
6. Training of medical and pharmaceutical workers in workplace safety.

## BASIC SKILLS

<i>Subject</i>	<i>Skills</i>
Human Anatomy	Use the knowledge of the human body structure
Medical Chemistry	Use the knowledge of physicochemical laws that are the basis of vital activity of the human organism

Medical and Physical Biology	Understand the patterns of vital functions of the human organism at the molecular, biological, and cellular levels
Human Physiology	Analyze the level of health and productivity of an individual based on various physiological criteria. Evaluate physiological functions of the human organism, its systems and organs

## SELF-STUDY ASSIGNMENTS

### Basic Terms and Definitions

Life Safety (LS)	Theoretical and practical discipline, which studies general origination patterns of hazards, their qualities, consequences of their influence on man, the basics of protection of human health and the environment from dangers, as well as development and implementation of certain means and tools used to create and maintain safe living and working conditions for people both at home and at work
Occupational Safety Regulations	The requirements for establishing and maintaining a safe and healthy working environment, which facilitates optimal physical and mental health in relation to work
Legal Act	An official document, which establishes common regulations (norms)
Health and Safety Legal Acts (HSLA)	Rules, norms, regulations, statements, standards, instructions, and other mandatory occupational safety documents
Legal and Technical Documentation	Standards, technical regulations, and other documents regarding work methodology and technological processes (to include requirements as to occupational life safety and agreed to by the corresponding government agency)
Occupational Safety Departmental Documents	Documents which are developed on the basis of Occupational Health and Safety Legal Acts in order to clarify their particular requirements in a certain field

### Theoretical Questions

1. Occupational Safety Regulations of Ukraine.
2. Basic laws on occupational safety.
3. Basic regulations of the law of Ukraine *On Occupational Safety*.

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4. State Subdivision of Occupational Safety and Health and Occupational Safety and Healthcare Organization in the Ministry of Public Health of Ukraine.

5. State inspection and public control of occupational safety in the medical and pharmaceutical fields.

6. Employee training in occupational safety.

### **Practical Class Work**

Look through notes and references and record in the workbook:

a) Provide definitions of occupational safety laws of Ukraine.

b) Basic laws, which reflect occupational safety regulations and Ukrainian Constitution clauses that are the basis for the occupational safety laws.

c) International occupational safety and health documents.

d) Basic provisions in the Law on Occupational Safety and Health of Ukraine.

e) Basic political principles in the field of occupational safety and health.

f) State Inspection and Public Control of Occupational Safety Decree No. 151 (June 08, 2004), which confirms the HSLA Registry. Numerical values assigned to different HSLA and those not included in the Registry.

g) The structure of the State Subdivision of Occupational Safety and its main functions and objectives.

h) All types of occupational safety and health control.

i) Training in occupational safety and health.

## PRACTICAL LESSON CONTENT

### **State Policy in the OHS Field**

State policy in the field of occupational safety and health is regulated by the Verkhovna Rada of Ukraine according to Article 43 of the Constitution of Ukraine, and its purpose is to create appropriate, safe, and healthy environment which would prevent workplace accidents.

### **Jurisdiction of OHS Requirements**

Compliance with the OSH requirements is mandatory in all factories, companies, and organizations regardless of their ownership and business



status, as well as to all working citizens. Both employer and employee are equally responsible and liable for incompliance with the OSH requirements.

**Occupational safety laws of Ukraine** are a system of interdependent laws and regulations in the field of occupational safety and health. It is a set of laws of Ukraine and specific regulations based on these laws.

Basic laws, which reflect OSH regulations, are:

- The Constitution of Ukraine
- The Labor Code of Ukraine
- Laws of Ukraine
- Employment Laws
- Mandatory state and social insurance against the disability due to an on-the-job accident
- Labor unions and their rights and guarantees
- The principles of OSH laws
- On Sanitary and Epidemiological Wellbeing of Population
- On Protection of Population and Territories from Emergency Situations of Technogenic and Natural Origin
- On Fire Safety, etc.

**International and European OHS documents:**

- United Nations (UN): Universal Declaration of Human Rights, Agreements, Conventions, Declarations.
- International Labor Organization (ILO): conventions and recommendations.
- World Health Organization (WHO): conventions.
- Council of Europe (CE): conventions, charters.
- European Union (EU): charters, constitution.

**The principles underlying public policy in the field of labor protection:**

- Priority of employee's life and health, employer's responsibility to create appropriate safe and healthy working conditions.
- To improve industrial safety by providing continuous technical control of production, technologies and products, as well as to assist enterprises in creating safe and harmless working conditions.
- To find complex solutions to the main tasks of labor protection based on national and regional programs on this issue and consider

- other areas of economic and social policy, advances in science and technology, and environmental protection.
- To provide social protection of employees at work, full compensation for people who have suffered from accidents and occupational diseases.
  - To establish common requirements for labor protection for all enterprises and entrepreneurs regardless of the type of ownership and activities.
  - To ensure adaptation of work processes to employee's capabilities considering his/her health and mental condition.
  - To use economic methods of labor protection management, government involvement in the financing of measures to ensure safety, attract voluntary contributions and other legal solutions for these purposes.
  - To raise public awareness, provide training within organizations, professional safety training of employees.
  - To coordinate public authorities, institutions, organizations, and associations that solve problems of healthcare, hygiene and safety, as well as cooperate with and consult employers and employees (or their representatives), and all social groups concerning changes in labor laws and regulations at local and national levels.
  - To use world experience to organize workplace and improve working conditions and ensure occupational safety through international cooperation.

### **National Register of Labor Laws and Regulations**

According to the Resolution of the Cabinet of Ministers of Ukraine No. 64 as of 27.01.93, the first register of intersectoral and sectoral state normative legal regulations on labor protection was established. The register contained 2631 normative acts, including 234 intersectoral and 2014 sectoral ones, 344 state labor protection standards (SLPS) and 39 state standards of Ukraine (SSU). The registry was also introduced as 697 rules, 94 norms, 200 regulations and statutes, 327 instructions, 162 guidelines, requirements, 75 technical specifications (TS), 49 lists and other normative documents.

In 2004 this register was revised and became known as the State Register of Legal Acts on Labor Protection (Order of the State Superintending Committee of Labor Protection of Ukraine No. 151 as of 08.06.2004).

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