

DECLARATION

I Jessie Nkhowani do hereby declare that this work is my own, and that I have honestly acknowledged the work of other persons I have used in this report. I also declare that this document has not been previously presented in this or any other University for similar purposes.

Name:

Signature:

Date:

CERTIFICATE OF APPROVAL

This report has been approved in partial fulfillment for the award of Master of Public Administration by the Department of Political and Administrative Studies, University of Zambia, Lusaka, Zambia.

Supervisor.....

Signature.....

Date

HOD.....

Signature.....

Date

This report has been examined and certified as having met the university requirement for the award of a Masters in public Administration

Examiner 1.....

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Date

Examiner 2

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Examiner 3.....

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ABSTRACT

This study was based on a research conducted at the University Teaching Hospital (UTH) in Lusaka. The research was as an assessment of the occupational health and safety situation in hospitals, taking UTH as a case study because of its large size and representativeness, since it has almost all sectors in the health delivery system. In this study both primary and secondary data were used. The instruments used in data collection were questionnaires, interviews, observation and documentation.

The research findings indicate that the UTH has put in place an Occupational Health and Safety (OHS) Programme for its employees and little has been done for clients. The study found that many measures have been put in place such as protective clothing, housekeeping, sinks for hand washing, and procedures for disposal of health care waste, among others.

However, the findings also indicate that despite the measures put in place:

- i. Management was not so involved in ensuring that the OHS provisions of the programme were enforced.
- ii. Very little had been done to educate workers, especially those that are not medical professionals on issues relating to OHS.
- iii. Clients were rarely given any awareness about the hazards associated with the institution and how they can prevent any infection, while seeking attention or treatment at the institution. The greatest weakness in the implementation of the programme is lack of knowledge and stress.

The researcher recommends measures (such as training on OHS, development of a good record and reporting system, risk and hazard assessment, putting up warning signs, recruitment of OHS officers, improving labour supply, and most importantly management involvement) that management can take to make more effective improvement of the health and safety situation at the hospital. The researcher also recommends that the institution puts in place programmes such as work place counseling and redesigning some of the jobs to reduce the workload and help in dealing with stress, as well as involving employees in decision making concerning OHS at the institution. Above all there should be genuine commitment to the implementation of the OHS programme.

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TABLE OF CONTENTS

CONTENTS	PAGE
Declaration	<i>ii</i>
Certificate of approval	<i>iii</i>
Abstract	<i>iv</i>
Dedication	<i>v</i>
Acknowledgement	<i>vi</i>
Table of Contents	<i>vii</i>
List of figures	<i>ix</i>
List of Tables	<i>x</i>
Acronym	<i>xii</i>
CHAPTER ONE: INTRODUCTION	1
Introduction	1
Background	5
Statement of the Research Problem	7
Research questions	7
Objectives of the Study	8
Conceptual Framework	8
Literature Review	11
Research Rationale	23
Methodology	23
<i>Sources of Data</i>	23
<i>Sampling</i>	24
<i>Data Collection</i>	25
<i>Data Analysis</i>	25
Limitations of the Study	26
Organisation of the Dissertation	26
CHAPTER TWO: CONTEXT OF THE STUDY AREA	27
	<i>vii</i>

Introduction	27
History of UTH	27
Geographic Profile	28
Economic Position	31
CHAPTER THREE: OCCUPATIONAL HEALTH	35
Introduction	35
Risks Faced on Duty	35
Sources of risks	37
Awareness of Health Hazard	39
Measures against air borne diseases	40
Measures against skin diseases	41
Healthcare Waste Management	41
Challenges of Healthcare Waste Management	43
Training	44
Compliance	46
Effectiveness of measures	47
Conclusion	48
CHAPTER FOUR: OCCUPATIONAL SAFETY AT UTH	50
Introduction	50
Safety Hazards	50
Causes of accidents	50
Stress	51
Equipment malfunction	52

Incident Rates	53
Measures against accidents	52
Nature of accidents	54
Pricks and cuts	55
Slips or trips	55
Consequences of accidents	56
Training on safety	56
Housekeeping	57
Violence at the workplace	59
Causes of violence	61
Safe Access and exist	62
Compliance to safety measure	63
Participation in OHS	64
Client sensitization	65
Conclusion	65
CHAPTER FIVE: CONCLUSION AND RECCOMENDATIONS	67
Introduction	67
Summary of Conclusions	67
Recommendations	68
BIBLIOGRAPHY	74
APPENDICES	78
Appendix 1: Questionnaire 1	78
Appendix 2: Questionnaire 2	85
Appendix 3: Interview Guide	88

LIST OF FIGURES	Page
Figure 3.1: Distribution of respondents by the risk faced in their line of duty	36
Figure 3.2: Distribution of Responses on the sources or risks	37
Figure 3.3: Distribution of Responses on How Infections Were Contracted (Employees' Perspective)	38
Figure 3.4 Measures taken against air borne disease	40
Figure 3.5: Measures taken against skin diseases	41
Figure 3.6: Distribution on the challenges of Health care waste management	43
Figure 3.7: Distribution on the Responses on the Effectiveness of Measures put in Place	47
Figure 4.1: What Measures if any have been put in place to prevent accidents	51
Figure 4.2: Distribution of Responses on Worker Participation in OHS Reviews	63
Figure 4.3: Distribution of responses on client sensitization of OHS at UTH	64

LIST OF TABLES	Page
Table 2.1 Summary of the UTH departments and services offered	32
Table 3.1: Distribution of Respondents by Profession/Category of Employment	35
Table 3.2: Distribution of respondents by whether they had suffered from work related diseases at the institution (employee perspective)	38
Table 3.3: Distribution of Respondents by awareness of health hazards	39
Table 3.5: Distribution of responses by the kind of waste generated at UTH	42
Table 3.6: Distribution of responses by method of waste disposal of at UTH	43
Table 3.7: Distribution of Responses by Attendance of Training in Health and Safety According to Worker's Profession/Category of Employment	44
Table 3.8: Distribution of Responses on the Existence of Refresher Courses on OHS Provided by the Institution	45
Table 3.9: Distribution of Respondents by Compliance to Health and Safety Measures	46
Table 3.10: Distribution of Responses by Whether there is Punishment for Non-Compliance	46
Table 4.1: Distribution of Responses on the Causes of Accidents at UTH	49
Table 4.2: Distribution of Responses on Whether Respondents were Comfortable With Their Workload	50
Table 4.3: Distributions of Responses by whether employees/their colleague had experienced any Accident at the Workplace	52

Table 4.4: Distribution on the nature of accidents	53
Table 4.5: Distribution of Respondents by the Consequences of the Accident	54
Table 4.6: Cross tabulation of Responses on Whether Respondent had attended any Training in Safety at the Institution*accident experience at UTH	55
Table 4.7: Distribution of Respondents on the Frequency of Cleaning of their Work Stations	56
Table 4.8: Distribution on Responses on how frequent the workplace is Painted	57
Table 4.9: Distribution of Responses on When the Walls Were Last Painted	58
Table 4.10: Distribution of Respondents on Whether They Had Suffered Verbal Violence from Your Clients or the Public	59
Table 4.11: Distribution of Respondents on Whether They Had Suffered Physical Violence from Your Superiors	59
Table 4.12: Distribution of Respondents on whether they had Suffered Physical Violence from Your Colleagues	60
Table 4.13: Distribution of Respondents on whether they had Suffered Physical Violence from the Public	60
Table 4.14: Distribution of Responses on the Causes Of Violence at the Institution	61
Table 4.15: Distribution on Responses about the Safety of the Worker's Access To or Exit from Their Work Stations.	61
Table 4.16: Distribution of respondents by Compliance to safety measures	62

LIST OF ABBREVIATIONS

CboH	Central Board of Health
CEO	Chief Executive Officer
CHESSORE	Centre for Health Science and Social Research
ECZ	Environmental Council of Zambia
ERB	Energy Regulation Board
HCW	Health Care Waste
HIV/AIDS	Human Immune Virus/ Acquired Immune Deficiency Syndrome
HPCZ	Health Professionals Council of Zambia
HR	Human Resource
ILO	International Labour Organisation
LFS	Labour Force Survey
MoH	Ministry of Health
NIOSH	National Institute of Occupational Safety and Health
OHS	Occupational Health and Safety
OHSA	Occupational Health and Safety Administration
PAS	Political and Administrative Studies Department
SPSS	Statistical Package for Social Scientists
TB	Tuberculosis
US	United States
USA	United States of America
UTH	University Teaching Hospital
UNZA	University of Zambia
WHO	World Health Organization
ZCTU	Zambia Congress of Trade Unions
ZNU	Zambia Nurses Union