

Occupational Health and Safety among Healthcare a Review of Literature

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ABSTRACT: Health care professionals are constantly exposed to harmful physical, chemical, psychological, and biological factors. Regular information is important for prioritizing improvements to providers' health, safety, and security. Healthcare facilities, like other high-danger industries, are characterized by a high level of exposure to hazardous agents that pose a substantial threat to employees' health. Occupational health and safety (OHS) is a concept created to eliminate risks associated with the workplace. The freedom to practice OHS widely among healthcare professionals highlights the importance of evaluating it on a profession-specific basis, especially in circumstances with little staff. The current analysis looks at all of the available literature and analyses the contributions made by different researchers on employee retention between 2010 and 2022. According to the review and data, the study's conclusions show that Knowledge, Perception, Attitude, and Practice are crucial elements in retaining individuals in the workplace. It has become well recognized over the past ten years that one of the most critical factors in enhancing occupational health and safety is how people are managed and developed at work.

KEYWORDS: Knowledge, Perception, Attitude, Practice and Occupational Health and Safety.

INTRODUCTION: Occupational safety and health (OSH) is a crucial problem that needs to be taken into account in any workplace. OSH laws and regulations should be applied to prevent accidents. Occupational health and safety (OHS) is a universal standard that many workers, especially those in the health industry, have adopted as a measure of self-preservation. The health sector in developing nations has a variety of difficulties, such as prioritization, heavy workloads brought on by a lack of human resources, and organizational problems with resource distribution. The high rates of related morbidity and mortality among exposed workers make occupational health and safety a crucial problem. Risk is the likelihood that harm to "life, health, and or the environment" may result from a hazard, whereas hazards are intrinsic properties of a material, agent, source of energy, or circumstance that have the potential to cause negative results. Healthcare employees experience some of the highest rates of occupational injuries of any industry.

OBJECTIVES:

- a. To know about the numerous workplace health and safety studies that have been conducted.
- b. To focus on the numerous aspects that influence health and safety efforts within healthcare.
- c. To study knowledge, attitude, practice and perception of occupational health and safety.

METHODOLOGY: The goal of the current study was to review and distinguish separate phenomena by evaluating past studies on staff retention. The initial stage was choosing and looking for relevant literature using this study as a guide. The process overview that follows details (a) where articles were found, (b) when the study took place, (c) who handled the search, (d) how the literature was extracted, (e) how many articles were ultimately chosen, and (f) why those papers were chosen. The 25 research papers used in this study to gather pertinent data for the study

included those from Google Scholar, Emerald, Springer, Elsevier, and Scopus. The keywords factors and employee retention were used in a thorough search of the Elsevier and Springer databases. This study made an effort to compile as many pertinent papers as it could. In the present study, the existing body of literature on a particular issue is defined and synthesized using the review of the literature approach.

ANALYSIS OF LITERATURE: In total 30 research papers were analyzed. A summary of the literature appears in Table 1 showing the literature summary in chronological order. The summary concludes authors name, purpose/objectives, sample data information, and key findings/ conclusion from the articles.

Table 1. Analysis of Research Articles

S.No	Authors	Year	Objective Purpose	Sample Size	Constructs/Variables Studied	Key Findings
1	Akshaya Srikanth Bhagavathula, Mohammad javad Ashrafi Mahabadi, Wubshet Tesfaye,	2022	This study set out to learn much more about the new SARS-CoV-2 Omicron type and also how healthcare workers (HCWs) evaluated it.	Of a 1054 HCWs that took part, 940 answered the survey questionnaire	HCWs who have been keen to explore awareness (2 items), knowledge (10 items), source of information (1 item), and perceptions were sent the survey instrument via social media (10 items).	As the SARS-CoV-2 Omicron variant spreads quickly over the world, continuing educational interventions are necessary to enhance HCWs' knowledge and perceptions.
2	Getachew Dagnew Gebreeyessus	2022	To assess the occupational dangers faced by cleaning staff in hospitals like Tikur Anbassa Specialized Referral Hospital in Addis Abeba, Ethiopia.	To sample the entire population of the 70 active cleaners in TASRH, a total population samp(Dhahir et al., 2021)ling technique was used.	knowledge, attitude and practices	The comprehensive issues of occupational safety and health may be limited as a result of the lack of extensive discussion of the workplace dangers related to physical, chemical, and psychosocial variables in this work.
3	Huynh Giao, Nguyen Thi Ngoc Han, Tran Van Khanh,	2022	To determine how well-informed and how they feel about the 2019 coronavirus	375 people were chosen, but only 327 HCWs responded	Knowledge, Attitude.	The majority of healthcare professionals were knowledgeable about COVID-19 and had a favorable attitude

			disease (COVID-19) among the medical staff at District 2 Hospital in Ho Chi Minh City (HCMC).	to the survey.		toward it.
4	Duaa Malik Dhahir, Naji Yasser Al Mayahi	2021	Knowledge of healthcare professionals regarding occupational safety and health programmers and their ties with those programmers	There are 150 nurses who have evaluated the occupational and safety programmer.	Knowledge hazards	The majority of participants, they discovered, were men. Said that the majority of the sample was married.
5	Ajediran Idowu Bello, Jemima B. Adu1, Peter O.	2021	We examined the understanding, attitudes, practices, and knowledge of OHS among physiotherapists working in a few hospitals in Ghana's southern region.	Out of the 280 registered GPA members in the southern area at the time this research was conducted, 128 properly registered physiotherapists qualified.	Knowledge and perception. Practice, Attitude	According to our research, physiotherapists have adequate knowledge, perception, attitudes, and practices in OHS.
6	Joyce Nambela Shampile, Godfrey Lingenda, Mowa Zambwe, Peter J. Chipimo	2021	To evaluate the knowledge, attitude, and practices of the medical staff regarding the covid-19 preventative measures at the Women and Newborn Hospital of the University Teaching	264 frontline healthcare workers from a convenient sample provided feedback on a self-administered questionnaire.	Knowledge, Attitude and Practices	A favorable attitude toward COVID-19 measures was also connected with having sufficient information, and knowledge and attitude were both strongly related to the application of COVID-19 measures.

			Hospitals in Lusaka			
7	Bedru Jemal Zemedu Aweke, Simeneh Mola,	2021	To determine the health professionals' understanding of the 2019 coronavirus disease and methods of prevention in Ethiopia.	The assessment of knowledge, attitude, and practice for coronavirus illness 2019 involved 422 Ethiopian healthcare professionals. A well-structured questionnaire was used to gather the data.	Knowledge, Attitude and Practices	Despite having relatively poor prevention policies during the outbreak, the majority of Ethiopian healthcare professionals appeared to have strong understanding of COVID-19 and a positive attitude about it.
8	Golden Owhonda ^{1, 2} , Ifeoma Nwadiuto ^{1, 2} , Omosivie Maduka ^{2,3} *,	2021	In this study, healthcare professionals in Rivers State, Nigeria, have gaps in their knowledge, attitudes, perceptions, and practices on Covid-19 prevention.	555 healthcare professionals were selected for the survey using multistage sampling by State Disease Surveillance and Notification Officers.	Knowledge, Attitude, Perception, and Practice	In order to create interventions to close the knowledge, attitude, and practice gaps for Covid-19, the study's findings are pertinent to all pandemic response teams in Nigeria and Sub-Saharan Africa.
9	Mohammad Ali Hossain Md Utba Bin Rashid Md Abdullah Saeed Khan	2021	To evaluate healthcare professionals' knowledge, attitudes, and practices (KAP) regarding personal protective equipment (PPE), as well	393 healthcare professionals from five different districts of Bangladesh were the subject of a cross-sectional	Knowledge, Attitude and Practices	The results showed that while the healthcare staff generally had strong knowledge and a positive attitude, they did not practise good PPE.

			as conduct a survey of potential determinants.	study as well as online and offline surveys.		
10	Wafaa Yousif Abdel Wahed Enas Mamdouh Hefzy Mona Ibrahim Ahmed Nashwa Sayed Hamed	2020	Determining the Egyptian HCWs' attitudes, perceptions, and knowledge about the COVID-19 disease.	In Egypt, 407 HCWs participated in a descriptive cross-sectional study utilizing a self-administered questionnaire	Knowledge, Attitudes Perception	Particularly among doctors, HCWs generally possessed high levels of knowledge. More than physicians, allied health professionals showed a positive outlook.
11	Ankit Goyal, Himanshu Narula, Puneet Kumar Gupta,	2020	To assess the level of knowledge, attitude, and compliance with hand hygiene practises among different healthcare professionals working at a tertiary care facility in Uttarakhand.	Out of the 220 participants that received a questionnaire, 172 took part in the study.	Knowledge, Attitude, Perception.	The majority of HCW acknowledged the fact that direct monitoring of this activity improved their performance, which showed the need for ongoing monitoring and additional center-wide promotional initiatives.
12	Francis Enenche Ejeh, Adamu Saleh Saidu, Samuel Owoicho,	2020	This study assessed the knowledge, attitudes, and practices of HCWs in Nigeria on COVID-19.	Using an online (Google form) self-administered questionnaire and a convenience sampling methodology, the study evaluated the knowledge, attitude, and	Knowledge, Attitude and Practice	The majority of respondents believed that SARS-CoV-2 was not a biological weapon. The vast majority of HCWs were taking preventative steps, including avoiding crowded areas, washing their hands, and using personal protective equipment to protect themselves from SARS-CoV-2 infection.

				practice of 346 HCWs.		
13	Pensiri Akkajit, Husna Romin, and Mongkolchai Assawadithalerd	2020	In this study, healthcare professionals working in clinics were evaluated for their knowledge, attitudes, and behaviors surrounding the management of medical waste.	Face-to-face interviews were utilised to collect data for a cross-sectional study that was constructed with stratified random sampling to choose the sample of 344 respondents from 172 clinics.	Knowledge, Attitude and Practice	Healthcare workers' positive attitudes and good MWM practices were related to their high knowledge, which was consistent with their high knowledge, positive attitude, and good practice KAP rating ratings.
14	Chioma Ngozichukwu Pauline Mbachu, Chimaobi Marie-Claire Azubuike, Ikechukwu Innocent Mbachu,	2020	In this study, the knowledge, attitudes, practices, and effects of COVID-19 infection on healthcare workers (HCWs) working in a state in southeast Nigeria were assessed.	403 healthcare professionals in all took part in the survey.	Knowledge, Attitude and Practice	Healthcare professionals were found to have good knowledge that affected their practice, a high utilization of preventive measures, and a poor attitude that went along with it.
15	Amenze O. Onowhakpor, Gabriel O. Abusu, Bunmi Adebayo,	2019	In this study, sawmill workers in Edo State's Egor Local Government Area were evaluated on their knowledge,	178 sawmill employees were selected using a stratified selection strategy for a descriptive	Knowledge, Attitude and Practices	Most of the sawmill workers had a reasonable understanding of occupational dangers and favorable attitudes toward them.

			attitudes, and safety procedures regarding occupational health concerns.	cross-sectional study.		
16	Salisu Abubakar, Ruqayya Hamza Usman, Abdulrashid Idris1,	2019	Especially in environments where the prevalence of blood-borne viruses is high, injection safety is crucial in today's healthcare delivery. A safe injection guards against avoidable infections for the patient, the healthcare provider, and the general public.	80 out of 88 surveys were returned and examined in total.	knowledge and practices	The study's conclusions were based on the self-reported knowledge and practice of injection safety among healthcare practitioners.
17	Habtemu J. Hebo, Desta H. Gameda, and Kedir A. Abdusemed	2019	In this study, healthcare personnel at Jimma University Medical Center were tested for the seropositivity of HBV and HCV (JUMC).	240 healthcare professionals were chosen via random.	Prevalence, Knowledge, Attitude, Practice	Researchers looked into the frequency of HBV and HCV infections among healthcare professionals and discovered that HBV infection is moderately endemic while HCV infection is negligibly prevalent.
18	Tanmay K Mehta, Parul D Shah, Kanupriya D Tiwari	2018	Examine how medical staff members in a tertiary care hospital in Western India perceive, practice, and manage biomedical waste and biosafety.	A total of 210 healthcare professionals had taken part, including 73 resident doctors, 68 laboratory technicians, and 69	Knowledge, Attitude and Practice	With a particular focus on nurses and first-year resident doctors, intensive training programmers at regular intervals are crucial.

				nurses.		
19	Yasemin Durduran, Mehmet Ay, Lütfi Saltuk Demir,	2018	The purpose of the study is to ascertain the level of knowledge held by non-physician health professionals, to get their feedback on the jobs they hold and the environments in which they operate, and to assess occupational health and safety education in relation to "Occupational Health and Safety."	This survey involved 506 healthcare professionals.	Knowledge and Practices	Occupational health and safety knowledge among employees as a whole is not as poor as it might be due to prior trainings they have taken.
20	Matteo Riccò, Silvia Cattani, Franca Casagranda, Giovanni Gualerzi, And Carlo Signorelli	2017	The purpose of this study is to describe the individual perspectives and expertise of a sample of Italian occupational physicians (OPhs) about the immunization of healthcare workers (HCWs).	A structured questionnaire was created by 90 OPhs in total through a telephone interview.	Knowledge Attitude Perception	OPhs' attitudes on vaccinations and immunization practices should be confirmed as usually positive.

21	Olufemi Oludare Aluko, Ayobami Emmanuel Adebayo, Titilayo Florence Adebisi,	2016	Knowledge of respondents on occupational hazards and safety practices. Attitude of respondents towards occupational hazards and safety practices. Perceived risk of occupational hazards.	All medical doctors (410), nurses (547), and nursing assistants (53) made up the sampling frame taken from hospital records; the study population was made up of those randomly chosen (313) using a proportional to size sampling technique.	Knowledge, Perception.	Their sense of risk was statistically significantly influenced by their educational background and career specialization. In line with earlier research, occupational hazards were linked to psychological discomfort, burnout, absenteeism, employee intent to quit, decreased patient satisfaction, and incorrect diagnosis and treatment. Respondents were aware that their line of work exposed them to occupational risks.
22	Sharleen DaBreo and Evangeline Inmiss	2016	Support project evaluation and monitoring of target audience awareness. Improve the project's messaging and public information strategy. Determine knowledge gaps about climate-smart medical facilities in the target nations.	Data were gathered from 2,355 respondents as part of the study's qualitative descriptive design utilizing a combination of a paper-and-pencil survey instrument and an online Survey Monkey questionnaire.	Knowledge, Attitudes and Practices.	The KAP baseline study results should be given to key stakeholders from the ministries of health, national disaster offices, non-governmental organizations active in disaster risk reduction and climate change, energy units, and climate change focal points at the national level.

23	Caitlin Eicher Caspi, ScD1, Jack T. Dennerlein, Christopher Kenwood,	2014	To evaluate the viability of a multi-pronged pilot project to enhance worker safety and wellbeing at two Boston hospitals.	On seven hospital units, a three-month intervention was carried out. Survey results from the pre (374 workers) and post (303 workers) periods evaluated changes in safety/ergonomic practices and behaviors as well as social support. Self-reported somatic and bodily aches and pains were wellness outcomes.	Unit safety and social support measures. Patient handling measures. Worker wellness measures.	Measures for handling patients. Measurements of employee wellness. Longer intervention periods may lower the risk of MSDs. Safe patient handling, ergonomics, and safety procedures are good targets for worker safety and wellness interventions.
24	Audu Onyemoch, Joshua Istifanus Anekoson, Enokela Onum Pius	2013	The level of knowledge and practice of injection safety among health care workers of Nigerian prison service health facilities in Kaduna State, Command.	138 prison health personnel participated in a cross-sectional descriptive study that used a multistage sampling technique and a structured interviewer-administered questionnaire	Illnesses brought on by improper injection procedures, those who may be unsafe, final syringe technique, and overall score for knowledge.	There is a substantial disparity in the prison health staff's unsafe injection practices, despite the fact that their understanding of injection safety was above average. Our belief is that the key predictors of knowledge and practice of injection safety are a worker's cadre, years of experience, and training in safe injection protocols.

				e.		
25	Lugah V, Ganesh B, Darus A, Retneswari M, Rosnawati M R, Sujatha D	201 0	The researchers assessed the level of occupational health and safety (ohs) knowledge and awareness among Malaysian healthcare professionals.	The seminars had a total of 311 attendees, and 284 of them completed the survey.	Occupational dangers in the healthcare industry, general OSH concerns, OSH laws, and personal protective equipment (PPE)	The OSH committee at work is typically made up of administrative officers who represent the employers. In order to ensure that the OSH committee is strong and successful, which is crucial for communicating worker concerns, identifying possible risks, educating members, and enhancing work practices, the organization's administration must fully commit and support it.

CONCLUSION: The healthcare in this study showed adequate knowledge, perception, attitude and practice of OHS. The demonstrated knowledge and perception have no bearing on their sex, level of education and years of clinical practice. The perception of the occupational hazards by the physiotherapists should therefore be taken seriously at the professional association and government levels to ensure adequate support for practice. However, knowledge, perception, attitude and practice of OHS. This research article tried its best to highlight the numerous studies conducted and the contributions made by various researchers in the area of occupational health and safety.

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