### Problem tree

**Effects**
- Higher cost in long term
- Decreased effectiveness
- Accidents, injuries and incidents
- Increase in TB and other airborne diseases
- Increase in HIV, Hep B and C and other blood borne diseases
- Poor mental health of HWs
- Stigma and discrimination
- Poor health outcomes
- Sick HWs
- Patients at risk
- Sick HWs
- HWs’ migration
- High turnover
- Difficult to recruit & retain HWs
- Bad workplace organization
- HWs shortage
- Burnout
- Poor working conditions

**Problems**
- Burnout
- Poor work management and planning
- Too much admin job
- Poor customer services (HWs attitudes)
- Crowded health facilities
- Patient come first! (self sacrifice for patients)
- Not valuing HWs
- High + heavy patient load
- Poor working station design
- Lack of pre-placement check-ups for HWs
- Absence of Safety committee
- Lack of prioritization OHS
- Lack of Awareness
- Lack of OH personnel
- Lack of OH personnel
- Too little advocacy/ involvement of TU
- Lack of recognition of TUs
- No Trade Union facility
- Lack of training on OH
- Lack of prioritization OHS
- General lack of financial resources
- Lack of awareness about OHS rights

**Causes**
- Patient come first! (self sacrifice for patients)
- Not valuing HWs
- High + heavy patient load
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Unsafe work environment
Causes

Poor working conditions and planning: high patient load, task-shifting to not adequately qualified HWs, too much admin work.

Weak role of Trade Unions: No TU facility, too little advocacy/involvement for TUs

Lack of awareness about OHS: lack of prioritization, poor enforcement of OHS legislation, lack of training on OHS, lack of OH personnel, lack of access to OH services, lack of OH rights, absence of safety committee

Inadequate workplaces: poor working station design, poor access to water, light

Poor hazard control: Lack of sustainable control and prevention, poor infection control, perception that hazard cannot be controlled

Limited use of protective strategies: limited resources for protective equipment, lack of prevention through design, lack of tools and equipment for environment monitoring

Problems

Poor working conditions

Unsafe work environment

Effects

Poor working conditions’ influence on effectiveness of work

Higher long term costs

Health workers’ shortage: migration, high turnover, difficulties in recruitment

Poor health of HWs: increase in HIV, TB, Hep B and C, accidents, injuries, burnout, musculoskeletal disorders

Poor health outcomes in patients
Objective tree

Developmental objectives

- HWs aware of safety and occupational health and of their rights
- Managers prioritize:
  Healthy work environment, recognize health and safety as priority, roll in prevention, improved working conditions through staff empowerment
- Policies:
  National OSH programme for HWs, National Infection control programs and guidelines
- Green jobs, green hospitals
- “I care for my caregiver”
  Healthy workplace, wellness in the workplace, Immunization free of cost to HWs, prevention of exposure and accidents, access to prevention and treatment of occupational diseases and injuries

Project outcomes

- Decent working conditions
- Hazardous risk footprint – developing Safety work culture
- Safe and Green working environment
Activities

**Awareness and Advocacy**
- Highlight that a well and safe workforce produces better patient care and outcomes
- Communicate and promote best practices for improving working conditions and workplace safety in the Health sector
- Piggyback or align OH & OSH campaigns with “this year’s big initiative”
- Promote partnership between employers and TU means better solutions to the workplace

**Policy**
- Accept policies on OHS at Governmental level, sector level and wealth facilities, disseminate knowledge of the policy and what it means for HWs
- Develop and enforce the regulation for Health safety
- Leadership at highest level: Talk and Work the talk
- Advocate for allocation of financial resources: human and material to provide occupational health services and the vaccines, staffing, tools, supplies, safety devices and PPE needed to be effective

**Informational Systems & Research**
- Identify and control of occupational hazards
- Establish or improve surveillance system
- Identify of gaps in research, support research initiatives with funding
- Develop M&E and information systems; schemes for follow-up and feedback from workplaces
- Conduct cost-effectiveness analysis for activities on improving workplace safety

**Workplace Programs**
- Launch training programs at workplaces
- Improve workplace safety and working conditions through low-cost solutions at the workplace
- Develop mechanisms for engaging the target audience for engagement, empowerment and effective participation