



HUNTE WILLIAMS

INDUSTRIAL RELATIONS NEWSLETTER

The Evolution of Work Safety Guidelines



Due to the challenges we have all faced for this year, we cannot help but take a look at the newest methods of safety for workers worldwide. Suddenly, employers all over the world have had to resort to more modern work policies – policies that some have been avoiding or ignoring for years for fear of the effects of change.



One global pandemic has caused us to change our outlook on what safety means for us all. But what can it mean for all of us moving forward? What are some of the things we should be considering and looking out for as we attempt to move into our new normal and as restrictions are slowly lifted?

There are many new risks and pressures that can arise following this pandemic. As the United Nations outlined on its website concerning World Safety at Work Day for 2020, as a result of COVID 19's effects on businesses, we need to look out for risks that can be caused by technical innovations, as well as social and organizational changes that emerged as a solution to problems within many industries. [1]

These new risks include issues like ergonomic insufficiencies that can lead to musculoskeletal disorders, as many individuals are now required to work from home. Other risks come in the form of higher levels of work-related stress due to the downsizing and restructuring of operations, as remaining employees may have to endure increased workloads. Another possible factor may be the psychological effects of returning to the working world after the long break. [2]

Businesses are also now required to factor into their office space social distancing and its requisite guidelines, as this has now become the norm. The logistics in terms of spacing between cubicles, or the positioning of glass separators should now be top priority for maintaining safety. Apart from this, providing sufficient hand sanitizer, more frequent office sanitization and making masks mandatory office wear have become new concerns.

Whatever the effects on your Company, we all have new factors to consider in keeping safe. We have all realised that the world can be turned upside down in a matter of days, and human contact, and so many of the things we took for granted, can now pose major risk in ways we may not have imagined before. We must also acknowledge as individuals that each and every one of us needs to take measures to protect ourselves daily. Governments, employers and workers all have a role to play in each other's safety during and after this pandemic is over. We all have to work together to make adjustments for the progress of all.

References:

[1] "World Day for Safety and Health at Work" - <https://www.un.org/en/observances/work-safety-day>

[2] "World Day for Safety and Health at Work" - <https://www.un.org/en/observances/work-safety-day>

Please note that the information contained herein is not exhaustive on this topic. For further information and guidance, please contact us at kbobb@huntewill.com (1-868-360-6278).

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