

# **Work safety analysis for rural hospitals in Chirumanzu District of Midlands Province, Zimbabwe**

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## **Abstract**

This paper focuses on the work safety analysis for rural hospitals in Chirumanzu District of Midlands Province, Zimbabwe. The aim of this study is to identify and analyze the various work safety challenges faced by healthcare workers in rural hospitals and propose an effective model to mitigate these risks. The study employed a descriptive cross-sectional design to gather data from a total of 109 healthcare workers at Muvonde Hospital and 68 healthcare workers at Driefontein Sanatorium Hospital. Various methods were utilized to collect the data, including questionnaires, interviews, observations, and secondary data sources. The study delves into a comprehensive analysis of the work safety risks faced by healthcare workers in rural hospitals. These risks include chemical, biological, physical, psychosocial and ergonomic risks. Findings of the study shows work safety challenges faced by healthcare workers such lack of training, poor commitment of the management, poor equipment and poor safety behavior. Each challenge is examined in detail, supported by relevant data and statistics. Furthermore, the paper explores the potential consequences of these work safety challenges on healthcare workers and patients. It also discusses some of the measures used to manage risks such as provision of PPE/C and safety inspection and identify gaps or challenges in those current safety approaches. To address these challenges or gaps the study proposes a process-based model for effective work safety analysis in rural hospitals. The proposed model enhance risk identification, risk assessment, implementation of control measures and monitoring and evaluation of implemented control measures. The model was proposed based on the Swiss Cheese Model. The paper emphasizes the need for tailored solutions within the model to consider the unique context of rural hospitals in Zimbabwe.

**Keywords:** Work Safety Analysis, Rural Hospitals, Healthcare Workers, Work-related Risks, Risk Identification, Risk Assessment