

# The Perception, Level of Safety Satisfaction and Safety Feedback on Occupational Safety and Health Management among Hospital Staff Nurses in Sabah State Health Department

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## Abstract

**Background:** This study aimed to determine the perception and level of safety satisfaction of staff nurses with regards to Occupational Safety and Health (OSH) management practice in the Sabah Health Department, and to associate the OSH management dimensions, to Safety Satisfaction and Safety Feedback.

**Methods:** A cross-sectional study using a validated self-administered questionnaire was conducted among randomly respondents.

**Results:** 135 nurses responded the survey. Mean (SD) score for each dimension ranged from  $1.70 \pm 0.68$ – $4.04 \pm 0.65$ , with Training and Competence dimension (mean [SD],  $4.04 \pm 0.65$ ) had the highest while Safety Incidence was the least score (mean [SD],  $1.70 \pm 0.68$ ). Both mean (SD) scores for Safety Satisfaction and Safety Feedback was high,  $3.28 \pm 0.51$  and  $3.57 \pm 0.73$ , respectively. Pearson's correlation analysis indicated that all OSH dimensions had significant correlation with Safety Satisfaction and Safety Feedback (*r* coefficient ranged from 0.176–0.512) except for Safety Incidence.

**Conclusion:** The overall perception of OSH management was rather low. Significant correlation between Safety Satisfaction and Safety Feedback and several dimensions, suggest that each organization to put in place the leaders who have appropriate leadership and supervisory skills and committed in providing staff training to improve staff's competency in OSH practice. In addition, clear goals, rules, and reporting system will help the organization to implement proper OSH management practice.

**Keywords:** hospital administration, nurses, occupational health, safety management, workplace

## Introduction

Based on World Health Organization (1), over 59 millions health workers are exposed to various type of health and safety hazards every day including biological, chemical, and physical hazards. Prevention of occupational injuries among the healthcare workforce is vital to provide high quality patient service, improve morale, and enhance productivity by reducing time-loss and other absenteeism (2). Nurses, the largest group of health care providers, deliver care to patients in a variety of health care facilities. In recent years

attention has been paid to the occupational risks and injuries of nurses. Injuries and resultant compensation to workers are expensive. In long-term care facilities in the United States, nurses' back injuries are estimated to cost US\$6 million in indemnity and medical payment (3).

One of the main contributing factors which influences the Safety Satisfaction of health care providers is job satisfaction. Job satisfaction affects nurses' retention and turnover, their morale level, productivity, commitment, and performance,