

## **A review of the role of Behaviour-Based Procedures in work safety analysis in the Medical Sector of Zimbabwe**

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### **Abstract**

Work safety analysis is a process which is done to incorporate recognised occupational health and safety principles in the steps of a particular task operation. In work safety analysis, there is identification of risks in each step of the task being carried and the recommended measures are applied to manage those risks. Through the use of work safety analysis, safety awareness is raised and safety communication and feedback is improved as well as the use of safety equipment when job tasks are performed. This promotes safe work practices within the workplace. Indeed, work safety analysis is important in promoting occupational safety in both private and public sectors and the medical sector is not spared. This is because the medical sector institutions are affected by different work-related risks as a result of poor management, dearth of equipment, poor safety policies and shortage of incentives which demotivate workers hence poor safety behaviour is exacerbated. Therefore, the aim of this review is to examine the role of Behaviour-Based Procedures in work safety analysis using existing literature. To serve the aim of this review, a Behaviour-Based Procedures framework for sustainable and effective work safety analysis was proposed based on Social Exchange Theory (Blau in Exchange and power in social life. Wiley, New York, 1964).

**Keywords:** Safety behaviour, Occupational safety, Medical sector, Work safety analysis