

Abstract

Introduction: Occupational health and safety is still an under researched in the public health landscape. In Sri Lanka with the recent industrial developments, this area is becoming increasingly important. To prevent and minimize occupational health related safety issues establishment of Management of Change System is important. The aim of this study was to assess the knowledge, level of practice of Management of Change System and the personal roles and responsibilities of the workers.

Methodology: A cross-sectional study was carried out among 256 management and major staff in Horana Board of Investment. A pre-tested self administered questionnaire was used to collect data for the study. A descriptive statistical analysis was done and the results were presented according to the stipulated objectives.

Results: The response rate was 77% (n=197) out of the 197 total population 27.42% (n=54) were between the age group of 30-35 years and nearly 64.87% (n=129) were males. Majority were Sinhalese with 57.87% (n=114) from the total population. Nearly 50% (n=97) were having a degree and where 21.35% (n=42) from the sample were Safety, Health and Environmental professionals. Another 51.27% (n=101) were already established an occupational safety policy however, about 64% (n=126) were not communicated the policy to the overall organization.

Majority of the study participants (53.8%, n=105) were identified the all legal requirements in their industries but very few had complied with all the requirements. About 37.56% (n=74) had complied another 36.5% (n=73) were not complied and nearly 26% (n=50) stated that they were not aware. From the total study participants 40.6% (n=80) were conducted and documented the risk assessment (last year) and nearly 67% (n=132) had defined action plan after their risk assessment. Furthermore, majority of the participants (75%, n=148) have identified the risk assessment as a useful process in prevention occupational hazards. The practice of Lock Out, Tag Out system and the practice of Management of Change System at the site were still not adapted by many participants. However, practice of Key Performance Indicators was already established and 58.8% (n=115) responded correctly to this. The knowledge about risk assessment (95.2%, n=40) and legal requirements (76.8%, n=33) among the Safety, Health and Environmental professionals was statistically significantly higher ($p <$

0.05). Number of incidents occurrence were lower (1.8%, n=2) where participants with good knowledge of practice of Management of Change ($p < 0.05$).

Conclusion: Majority of the participants in this study were in a view that Management of Change System is a process where they have to implement to have a safer working environment. However, practical applications and practice of participants with regards to Management of Change system is still poor. Frequent trainings of Management of Change System among management and major staff workers will benefits industries further.