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## Examining the Importance of Health and Health Care Workers Safety Respect

By Ali Gul

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## I. EMERGENCE OF OCCUPATIONAL HEALTH AND SAFETY TOPICS

While the rights of workers with the Industrial Revolution and put forth ideas and approaches for the protection of health it has been no concrete progress with implementation. However, the level of rights as a result of understanding the importance of working for the company since the 1980s and the protection of security has become more important. Due to safety issues pioneer in modern Germany was an example of all of Europe putting the legal regulations regarding occupational health and safety practices in 1972 (Yiğit, 2011: 101). Germany's job security with print these arrangements the local and international level in the labor and trade unions that have been implemented, it has become an essential item to have to spend in investment by all sectors in a sense (Özdemir, 2013: 61).

The most important step in dealing with job security after the 1980s, the industry is in the business of investment they perform on the job safety and working within investment activities not subject to control by the state and private organizations. These audits are conducted periodically along with being unaware of the way. The main reason is to try to ensure uninterrupted operation of applications related to safety (Altinel, 2011: 79).

The high efficiency of the employees in the past requesting, businesses have changed the conditions related to the problem of legal terms proved fruitless

condition that occurs due to refraining from taking responsibility and employees of companies that do not fulfill their duties, compensation payments have been made mandatory (Kurt, 2013: 133). Occupational health and return to being a deterrent to the rules relating to security. The right attitude of certain rules and legal institutions on compensation has been made clearer and more efficient over the last ten years, so have begun to devote more resources to the health of businesses do not want to live to pay compensation issues and security.

As a result, it is observed that workers and businesses in the creation of occupational health and safety culture in the light of the developments mentioned above. People's attitudes and behaviors in the development of safety culture, the business of occupational health and security practices, political engagement, advocacy and awareness raising, national and sectoral level social dialogue, sanctions are involved in things like education.

## II. OCCUPATIONAL HEALTH AND SAFETY CONCEPT

After the industrial revolution, businesses are once more faced the concept of occupational health and safety has been concepts. ILO occupational health, diseases related to work and not just the absence of weakness, but also with the hygiene and security are defined as directly related to spiritual elements affecting health (Wiley, 2000: 319).

According to the definition in the literature of other occupational health occupational health; from an employee's workplace, the use of the tools in the workplace and work equipment, describes the operating environment free from potential hazards in the workplace (Centel, 2000: 5). Occupational health, the diseases of the employee and his profession with the potential emergence due to occupational diseases to provide the necessary working environment to protect and employees are made to work in proper conditions of work are activities covering all regulations (Yılmaz, 2009: 7). As a result, employees by "health" protection of the health of workers objective of the concept of targeted health and may be a security is to remove the highest level and make it sustainable (Erkan, 1972: 3).

Safety, every physical loss that can occur because of their jobs and labor / or consist of measures

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to protect against any accidents that may occur in the business environment in which they work (Özdemir, 2004: 21).

Looking at the literature to describe located about job security seems to be a concept intertwined with the notion of health that notion. Occupational health and Safety; and the conditions that will cause harm to health during the performance of a job security to protect themselves from situations that endanger, conducted with the aim of ensuring the continuity of production and productivity is a set of activities with an individual system (Yücel, 2007: 48). Occupational health and safety, occupational segregation without all employees, physical, ensuring the continuity of the cases have enough mental and social care, protection from risks arising from the current working conditions of workers and employees to operate in their right jobs all the efforts (Gerek, 2000: 3).

#### a) *Safety Related Basic Concepts*

Fundamental concepts related to job security is divided into three. First of all work-related accidents, the second danger, the risk is considered to be the third.

Work Accident: Accidents at work may seem to have been a lack of personal or carelessness may also be caused by problems in the vehicle at the workplace. Work-related accidents are not regional or sectoral universal; This universality is why we tried to evaluate objectively solutions on a common platform with the subject (Erdoğan, 2000: 22). Accidents at work, "lived in a working environment and employees are adversely affecting the physical and spiritual aspects of the individual, as an individual or technical problem that may arise is defined as". (Özkılıç, 2007: 132). Recognized throughout the world as they comply with the rules on labor safety and working environment of employees without the problems experienced by his lack of control of the company are expressed in a work accident (Altinel, 2011: 114).

Danger: "In a work environment, the company's and employees' work lives and health of the possible situations with negative or no effect" refer to (Kılıç, 2010: 42). Business hazard to safety, it is constantly a situation where there is a default or possible and for this reason, all the rules are already in the name of preventing or eliminating the danger. Enterprises and in cases where inadequate training given by the training institutions about job security but warned that failure at the most important step is working with environmental applications to be taken to eliminate rules is to conditioning as the dangers from within sanction (Ertok - Yuksel, 2009: 66).

Risk " that caused losses of danger, injury or other harmful effects likely to occur 'is defined as (Occupational Health and Safety Risk Assessment Regulations, 2012). Besides the measures and training for employees, which will be continuous and determined

that the employees rather than business equipment are found on the lower level of the risk factors (Özdemir, 2013: 74).

#### b) *Main Elements of Safety*

Job security is a subject that requires only expressing invested and attention for a particular period; Beyond its safety, an enduring way, and one that should be followed to the importance attributed to the issue technological and scientific developments. Located in the literature and it is possible to say that the health of some aspects of job security.

The first elements of occupational health and safety is a universal right. In other words, health and safety of workers are a fundamental right to work in a workplace (Demircioğlu-Centel, 2009: 154-155). Another element of occupational health and security are essential. Business sees the physical, social and mental integrity of the protection of the working environment and all kinds of accidents and diseases resulting from work carried out are mandatory (Sümer, 2008: 7). Another element of occupational health and safety to relief. The health of those who work the concept of the precautionary elements (physical and mental) and pass in front of risk that may arise regarding the origin of the work environment for the protection of safety (Ali, 2005: 2). Namely, the emergence of occupational health and safety prevention of an accident or illness that means taking the necessary measures related to this adverse situation. Occupational health and security are the last elements of not compensating elements. Occupational accident or occupational disease as a negative outcome of the case and the disruption of production in the organization, efficiency, decrease the damage to the organization image, administrative sanctions, it leads to legal sanctions that are additional costs for all these cases groups (Sabuncuoğlu, 2005: 253).

### III. EMPLOYEES AND BUSINESS BENEFITS OF SAFETY FOR APPLICATION

Job security applications to their country's economy seem to be facing different benefits to organizations and employees. The working party should be given the utmost importance to occupational safety are, are located by the security policy. Their creation of a secure environment to enable them to carry out their work directly would also increase the efficiency of their work (Balkır, 2012: 56-57). Therefore, the interests of employees in occupational safety and observance of physical and mental health as a priority ultimately will serve the interests of the company in a positive direction.

Çakır and Kızılkum (2013: 124), employees heading into the benefits of job security in terms stated as follows:

- Increased loyalty efforts against businesses about security,

- Work on increasing the level of satisfaction in different sectors and helping to end the search for work in the company,
- When it comes to the pace of work outside office hours, not the income to be generated primarily in financial terms, in observance of individual and collective workplace safety,
- On behalf of the elimination of job security etc. Trouble strikes. Without the need for action to meet the job and wage loss and stress,
- in a safe environment, knowing that danger sense of physical and mental health, providing services with high efficiency,
- Working environment to stay away from the challenges of the security in question without its health to recognize an opportunity to avoid the extra costs that may arise from having insurance,
- No matter how much a given task or job has a heavy burden, not a cause for concern as a result of the workload to be concerned about the security,
- On the job application process, stop looking for jobs with the presence of different safety factors, be able to be satisfied with the terms of the existing business,
- firm in job security and the rights protected by both state before taking legal means to secure guaranteed with himself,
- Instead of working within the framework of stress-oriented job security issues, with the ability to guarantee the safety eliminates problems associated with current work.

These factors are creating opportunities to benefit from two angles of each employee. First, by efficiency they provide to companies, businesses, institutions, and is the subject of commitment to the business environment of employees regarding efficiency, if the safety issue is a very important, if of paramount importance in matters betting business. Thus, an employee who ensure that provision of job security, as long as she receives the equivalent of labor to be able to demonstrate a performance-than-expected company (Emiroğlu, 2012: 1).

The second opportunity, meaning the individual is the individual himself feel better psychologically. Psychologically companies are working with positive communication, together with ensuring that the safety is recovering, employees from seeking another job, to announce their voices with the strike method and are away from not being able to contribute to unemployment remaining workforce (Çeven - Özer, 2013: 61-63).

The trigger with them feel good about the job security of employees due to having a direct impact on business performance is seen as a factor. Especially in that sector of great importance to the issue of job security importance, being in direct proportion to the

prestige of companies and workers has a positive impact on their firm's preferred candidate (Akpınar, 2013: 114).

Although seen as an extra financial burden for firms increasingly necessary safety is becoming an unavoidable and indispensable application. In the past, non-safety assessment in the form of sanctions, which must be no longer an issue regarding control of the state government especially for firms. Companies are reluctant about the safety of these sanctions must also encourage more willing to act. Year for both the employees and the safety issues in the result also supported by numerical data of increasing the efficiency of business firms in the name of job security has become a management policy to be an item of expenditure (Kurt, 2013: 141).

Regarding job security firms already seen the benefits of the prominence of this issue (Özdemir, 2013: 122-123):

- Scheduled work carried out as a result of job security for the realization of the spending pattern of the program,
- Potential for a private or public scrutiny can be prepared in advance and can avoid possible penalties,
- creating an environment that they have confidence in the work process for employees and reducing anxiety in helping to increase mental focus level work,
- employees while they expressed their expectations from companies such as job security to assist in holding the trump a sensitive matter,
- Experienced potential safety issues that may arise will be eliminated as a result of the measures to be taken to a compensation charge,
- In the business world, especially in sectors that have great importance of job security, and making a difference with the image of the measures taken to achieve the opportunity to stand out as a positive company
- State and will be conducted talks with the trade unions, which is one of the most important issues to be considered as an advantage the strengthening of safety issues in the hands of the employer,
- Insurance about job security as a result of mental and financial support of the company can relax in the expenditure of the company,
- The employees who work at a desk with active work in the field of education on occupational safety training at the same time, thus sharing the responsibility of informing employees about collective safety,
- Rather than conduct a general study on occupational safety, depending on the workload by carrying out studies, assisting in the execution proportional cost targeted safety studies.

When the firm regarding safety assessment The most remarkable point is the cost regarding a major load, such as the expenditures for the visible job security is the fact that compensation or on behalf of the payment of any penalty is an extremely powerful measures that may be incurred in the future. In other words, a potential money to be paid in the future, as a result of the company is admitted to safely rescued from a large financial burden (Baloğlu, 2013: 71). But that distinction for many enterprises has not yet been made clear, therefore, continued cuts in safety spending.

The other benefit of firms in Job security can be considered as important is the organizational commitment to uncover the issues considered in the context of business management. Accordingly, from working for a firm that represents the interests of its employees on security, it is likely to see a high work efficiency and loyalty. This issue represents an extremely sensitive situation; safety issues promising a high work efficiency and job security of the employees' work efficiency lowers avoid spending associated with it quickly. Employees, especially in sectors that must be kept at the forefront of job security has a direct impact on relationships and communication with profitability and business success, job security with companies (Kuloğlu, 2012: 88).

In recent years, the increasing intensification of inspections on safety and the level of punishment, inevitably forcing companies to spend it and do the inspection. This situation has reached an advanced level of training required both regarding safety practices in conjunction with the company and as a result, there has been a noticeable reduction in work accidents in question. However, apparently they need a serious breakthrough in the current job security of many countries and many companies worldwide (Yılmaz, 2009: 4).

#### IV. IMPORTANCE OF OCCUPATIONAL HEALTH AND SAFETY

Occupational health and the fundamental reasons for the prevalence of a high level of importance to job security, health and life are accepted as a fundamental right of individuals regarding job security (TMMOB, 2011: 30). From this perspective, the prevention of occupational accidents and occupational diseases occupational health and safety said that reveal the importance of (İşler - Gerim, 2010: 18-20).

Work-related accidents and occupational diseases, the mental and physical health of those who retain their jobs and regarding sustainability, prevention, are concepts that should be avoided. Negative results caused by accidents at work and occupational diseases, should individuals, employers should have unintended consequences regarding both societies. Will create negative consequences of occupational

accidents and occupational diseases it has been expressed in the article below (Oflluğlu - Uysal, 2000: 77);

- Work accidents and exposed to occupational diseases who work from home care, caregiver, treatment, prosthesis, dressing expenses,
- Work accidents and professional jobs who have been exposed to the disease will experience the loss of wages during her time at the work,
- Exposure to workplace accidents and occupational disease because of the nature of future wage loss and loss of normal operation and promotion opportunities,
- Occupational diseases and a job because of work accidents as a cause of physical power-limb loss who encountered difficulties and changes in social life,
- Experienced industrial accident or occupational disease cause permanent organ of the losses brought about by the physical and psychological challenges, will bring the financial losses to waive work to care for family members,
- The occupational disease or work-related accidents resulting in death will face all kinds of crashes resulting from spiritual families and future social and economic losses,

When the agents as mentioned above how important it is observed that the occupational health and safety. Occupational disease and to prevent work accidents and occupational health continued with the aim to create a risky work environment a minimum to those who work and security work effectively and in a sustainable occupational diseases and accidents at work causes can be prevented all this material and spiritual losses occurring.

Occupational health and safety requirements that work, both employer, is an extremely important concept both socially and economically. Occupational health and Safety:

- allows you to work in a work environment free from threats of all kinds of professional work and who should contribute to the physical need to be spiritually healthy and peaceful (Demircioğlu-Centel, 2009: 153)
- Employers by accidents at work and occupational diseases caused by emerging direct costs (compensation paid for performing work, work accidents paid to the Social Security Institution occupational diseases and premiums paid for lawsuits filed by business who are either relatives attorney and court costs, etc. ) contribute to a reduction (Wolff, 2008: 130)
- Ensuring that the social aspects of working for peace, social justice and the protection of the formation of human resources (Wolff2008: 130) (Yılmaz2009b: 21); economically sustainable in the country helps to build the social security system.

As we have seen employees of the health and security is also of great importance for employers and society. With such an important concept in the community and care by all segments of the organization and implementation of occupational health and safety must be given the necessary importance to the application. Occupational health and giving importance to the security of the application of the national wealth, health, factors of production, human resources, efficiency is important for the protection of economic sustainability and social welfare ( Altan., 2001: 190).

## V. REGARDING RESPONSIBILITY FOR SAFETY

Employees of job security practices are of interest to companies and government responsibilities. To the formation of occupational safety culture needs to fulfill the responsibilities of these three elements.

### a) *Business Security in State Responsibility*

To protect the rights of particular individuals working together with the general acceptance of the concept of the welfare state has increased the level of the duties and responsibilities of the state on the issue. Past initiatives on the rights of employees to employers, leaving only the state has taken on the role of their own in time and tried to issue an evaluation of the rule of law (Balkir, 2012: 76).

When examining the role of state government will undertake the work safety are some of the salient points (Kılıç, 2010: 57); "Workers in a broad framework of employees' rights by supporting and unionism union and allow the defense to wide channels. The state administration on issues concerning the rights of workers in the constitution which has a major impact on the issues, give the place a wide frame, including job security, especially occupational safety issue in regard to all matters concerning the rights of workers legal platform precision show, laws to designed to serve in fairness to the side of the problem in this regard. In particular, job security on developing private sector policy statistics by self-examining to take record is permanently kept, firms on job security attitudes, behaviors and practices so as to continuity, to check firmly, not just the private sector, with the exception of the usual methods in the public sector to benefit from technological and scientific methods, occupational safety subject to evaluation under one title; and that is important in active safety in the country to adopt different security policies for all business sectors".

State harsh sanctions and during the time that there is opposition to sanction force to these sanctions, it is likely the emergence of a lack of authority and issues about job security over time (Yıldız - Bilir, 2011: 62). It, therefore, has a stabilizing effect on the name of the establishment and maintenance of state factor order.

### b) *Responsibility of employers in Safety*

Job security is the subject of safeguarding and making the necessary investments on behalf of the party should take absolute priority steps as employers, so are companies. Mostly utmost attention on the safety of employees waiting to firms, in fact, they are not aware of the heavy burden on their part. This charge will be experienced in every sense of the future, and the company is emerging because of the investments to be carried out on behalf of the event to avoid any damage (Gerek, 2006: 74).

When safety considerations prominent role to play in matters of employers analyzed as follows (Kuloğlu, 2012: 109); "To offer employees all investment and infrastructure needs in occupational safety, the team will be provided on the subject, equipment and separate budget for each phase required for the process of education, institutional sense, the company does business in the field to perform all research and findings regarding the safety, where necessary business stakeholders act as partners in occupational safety, to exchange ideas, on behalf of the damage to the corporate image, especially job security of those working in sectors that require attention in the maximum size of physical and mental health, to keep behind financial interests, encourage tenderness showing employees about job security, through these employees within the institution to spread awareness of workplace safety, job safety that take place in practice in showing that transferred to the employee's responsibility on behalf so that the continuity of the business area, job safety sensitive about proper employee employment experience and evaluate the candidates running to give importance to information."

Workers and firms about job security mutually counterparts in the past, today the state to supervise the employer in a process that also included within the trade union is to punish the direct and necessary. This punishment, only employees not in the form of compensation to be paid to the individual, all the activities that beyond the remaining missing the company's safety issues are penalized in the financial sense high volume (First -Çapaklı - Düryaz, 2012: 48). This punishment does not cause the company's only financial means to live in hardship; also suffers regarding corporate image and business value, as well as their relationship with employees and business partners are candidates for job applicants negatively affect their preferences for the period. It is eliminating the reliability reputation by lowering the prestige of the company.

## VI. ROLE OF HUMAN RESOURCES IN SAFETY

Corporate restructuring in the past years has prevented firms with few employees in a small number of departments and with the quality of work and try to do

more work promptness and efficiency. However, employees, control, and direction are also challenging has become the employee becomes an extremely important factor for business firms of the importance of communication with them more famous (Altinel, 2011: 82).

If too many years before it comes to a variety of applications in human resources it has also not allowed none of them to be effective and useful in today's sense of the human resources (Bingöl, 2003: 49). Today, it has more emphasis on human resources and tasks from being just a company department. Application on the job security is almost full control of their supervision and training of human resources.

Judging the overall safety of the human resources function on them (Bingöl, 2003: 54); "Employees and create job security schemes, according to information in the hands of the business profile, work to organize training programs in the field of security, control positive and negative impacts of this training, report, business progress in the work environment in the company on the security or to identify shortcomings, to try to correct the deficiencies, Business safety in case of occurrence of physical and mental problems that may arise with regard to create a support team in the company name can be removed in this case, the company's employees in order to be prevented to spend more than the limit for occupational safety and technical equipment informational needs about and organize their care, a major in the last year spend efforts prestige of safety achievement, to announce that the company's business environment and to promote the potential reward success can be achieved in the world regarding

the work safety practices and closely monitor developments; especially in the work of the companies in the same industry also apply their own company".

When we look at all these duties and responsibilities, it is seen in the fact that the competent departments of human resources a company about job security. Human resources, labor safety, can identify the needs in the employment of skilled and employees. These findings resulting report, along with human resources needs, he will act by the directives on safety are included in the employee or employees within the company. (Karacan - Erdoğan, 2011: 103-110).

### VII. OCCUPATIONAL HEALTH AND SAFETY IN HEALTH CARE WORKERS

Health workers are faced with accidents at work and occupational diseases, such as workers in all other service branches unless they serve. Health workers are one of the most exposed group who work in all other sectors be covered when work-related accidents and occupational diseases (Dizdar, 2001: 27-30).

Often experienced work-related accidents in health institutions; stab wounds, shock-drop-shaped wrench-related trauma and exposure to violence can be examined under three headings. These are most often encountered in work-related accidents over the life of the three categories of health workers. These titles are detailed before an overview prepared by the name of health worker are exposed for a year of accident creation, so it is useful to examine the graph in 1 (Öztürk - Babacan - Anahar, 2012: 262).

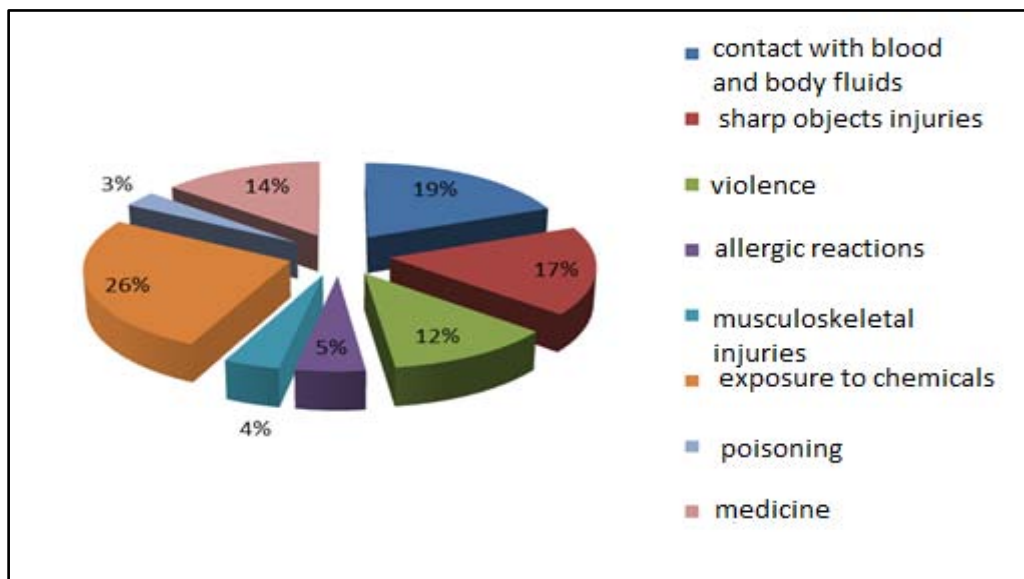


Figure 1: Health Care Workers Exposed to their Occupational Accidents a Year

Source: Tunç, 2013: 26

Cutting-drilling tools, which may cause injury to hands during contact with the skin penetrating medical

or laboratory equipment, namely; needles, intravenous access pointed tools, scalpels, lancets, broken glass

and light bulbs are of the pipette or syringe (Korkmaz, 2008: 20). Health care workers exposed to contamination as a result of sharp objects injuries. If the bounce is causing contamination of the mouth of the members of any body fluid, ears, is an area where contamination by splashing of the eyes or skin damaged integrity (Korkmaz, 2008: 21).

One of the health of their exposure to occupational accidents often cause wetness on the hospital floor or working with high steps, such as fall and cause uneven ground; there is shock or trauma-induced buckling. Another factor working in the health-fall-buckling due to shock trauma of living, health services when they are forced to use force in the delivery process (patient transport, etc.). Patient handling and lifting actions especially due to the work accidents constitute one-third of occupational accidents encountered in hospitals (Akkaya, 2007: 49).

In particular, exposure to violence in recent years, an increasing proportion of employees with health status is a situation commonly faced by health workers. Most dissatisfied with themselves or their relatives have

received that health care and dissatisfied health consumers show their dissatisfaction with violent method when it is known that health care workers.

Minimizing the risk mentioned above factors, but by applying the well-established and efficient system of managing occupational health and safety procedures and will be able continuously.

a) *Occupational Diseases in Health Care Workers*

Some are emerging occupational diseases in health care workers operating in the sector and the services they offer their property for reasons of employee health as a result of some of the risks they are exposed. Work as a result of their exposure to risk factors faced by health professionals in this title shall be detailed occupational diseases (Güleç, etc., 2001: 98).

Health workers in the service process; through blood is exposed to inhalation, or transmitted directly by contact and resulting in some disease infection. Health possibility of exposure to infection due to occupational diseases and work table located on the route of transmission of this disease is as table 1.

Table 1: Infections Linked Occupational Diseases in Health Care Workers

infection	Mode of transmission
Hemorrhagic fever	Hemo-
Hepatitis B-C	Hemo-
HIV	Hemo-
Tuberculosis (Lung)	respiratory
Varicella, Measles, Rubella	Respiratory and/or contact
Meningococcal Meningitis	Respiratory and/or contact
Diphtheria	Contact and/or droplet
Impetigo, shingles, herpes simplex, viral conjunctivitis	Contact
Hepatitis, poliomyelitis, viral diarrhea, dysentery, salmonella, cholera	Fecal-oral

Source: İnceslesli 2005, 19

Some of the health workers are exposed to occupational diseases also occur due to physical factors. In the most general sense, noise physical causes of occupational diseases, cold working conditions, high-pressure, hot working conditions, exceptional climatic conditions and work under other health risks, work with display screen equipment (visual display unit workplaces), use, control and monitor follow-up work and which is classified as a danger of falling works (Ministry of Labour and Social Security, 2011: 6). Due to these factors of emerging diseases.

Health care workers are exposed to noise comes at the beginning of the physical factors. Noise-induced occupational diseases, as well as physical pressure environment, is the cause of many occupational diseases. Both the high pressure, low pressure, as well as leads to some occupational disease (Kılıçarslan, 2012: 3). Examples of such disease score, hypoxia was shown.

Temperature, another physical factors of occupational diseases is effective both on the health of workers, including extreme heat to extreme cold. The temperature should be not lower than the temperature chills, chills, weakens the causes and reflexes to shrink. Similarly, in the case of the working environment temperature should be no higher than the temperature fatigue, drowsiness and loss of power occur and unnecessary, cramps and fatigue may occur (Hayta, 2007: 23).

Due to the nature of the services they provide health workers compared to workers in other sectors with operations in some chemicals are becoming more interaction. The scope of chemicals, benzene (benzol), carbon, sulfur, methanol, hydrogen sulfide, carbon monoxide, phosphorus, arsenic, isocyanates, nitro and amino compounds, fluorine and inorganic compounds, vinyl chloride, styrene is considered (Labour and Social Security Ministry, 2011: 5-6) Given the scope nd Health



institutions; asbestos, isopropyl alcohol, sodium hypochlorite, glutaraldehyde, ethylene oxide, are among the chemicals often used mercury. The remaining health care workers exposed to these agents; The plant damage in the peripheral or autonomic nervous system, weakened the distal muscle reflexes, brain, heart and kidney blood flow to affect vascular damage in the form of vascular sclerosis, psychoses, mood changes in depressive type, emotional instability, permanent weight loss, permanent loss of appetite, early eye distortions, neuritis is considered occupational diseases such as Parkinson's.

When examining the health workers in private non-ergonomic working conditions, occupational diseases related to the muscular and skeletal structure is located at the beginning of the health workers often are exposed to occupational diseases. Health care workers, especially lower back pain as a result of intensive and long working hours in the country, leg pain, is complaining about the disease for many musculoskeletal structures such as varicose veins.

#### b) Risk Factors Faced by Health Staff

Not qualified to offer medical services to the community is very significant about the working conditions in which health workers (Hıdıroğlu, 2006: 19). Improving the quality of working conditions of health workers in community health services offered in a sense also means increased. Health care organizations to improve the health conditions of health workers working knowledge of risk factors faced by health workers and effective measures must be taken to minimize these risk factors. Such risk factors can be grouped under three main headings.

**Biological Factors;** Biological factors, health workers during working hours is one of the risk factors they are exposed to frequent. Biological risk blood, contacting the body fluid, are all factors that deteriorate the health of the health care workers can pass through several different means, such as respiratory health care workers. One of the most important in the biological risk of infectious diseases. While an important risk factor for this type of disease and health care workers, also comes in becomes a major risk factor for patients when they referred the patient back to health workers (Cürçani - Tan, 2009: 339-344).

**Physical factors;** Health workers may be exposed due to physical risk factors, the physical environment of healthcare institutions; noise, cold working conditions, high-pressure, hot working conditions, lighting, can be ordered in the form of radiation. These factors, just as health workers in job stress in employees who work in other workplaces, burnout, perception, such as some cool profession has negative consequences.

**Chemical Factors;** Health workers are interacting with many chemical factors in the process of

service delivery. Health care workers who have the necessary security measures envisaged within the scope of chemical applied (to wear a mask, wear gloves, wear protective clothing, etc.) Are applied. Because workers use them in the work process, acute or chronic health effects of these chemicals (Akkaya, 2007: 46). Chemicals, concentrations of the toxic properties of substances, exposure time, exposure to violence, access to the body the way personal susceptibility, age, long-term in upon health workers to factors such as gender lead to permanent disease.

## VIII. CONCLUSION

The concept of occupational health and safety, employee, employer, production, efficiency is a concept that concerns all organizations of the working environment in short. Occupational health and safety are an important responsibility for his life work; the employer is required by law as well as a necessity because of the element of universal rights should be protected by legislators.

The performance they put forward under the intense work of employees is available on a variety of topics and issues that affect employees directly affects the performance as well as perspectives of the organization. These are the beginning of a process that drew more attention from the job security of some sectors, in general, the most important question marks in the minds of employees. One with the focus more on the need for a working environment in danger of a physical or spiritual sense of job security that workers forming the subject included the company. They show sensitivity to the safety of the company, but as a reflection of the external evaluation of corporate identity, receivables from employees is one of the determinants of firm productivity. Part of their work while concerns over the safety of the employees work efficiency have a direct effect capacity. Safety with this capacity, one of the issues they care about the name of the company and the state government does not create any problems.

That pose threats to a heavy job that requires load and health processes, particularly in sectors where there is largely safety in all business lines, working first in every respect has become an essential issue for the company as a necessity afterward. Therefore, the increasing investment firms subject to occupational safety and measures taken are becoming more technological.

As the title given in this study is one of the most dangerous sectors regarding occupational health and safety of health care workers. Health care workers with occupational accidents and occupational diseases to be covered when considered with all other sectors who work in the most exposed group. This situation, in particular in the health business, it can be said that

employers will make the importance of employee health, occupational health and safety policy and strategy development for mandatory.

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