

## AN APPRAISAL OF ENVIRONMENTAL HEALTH & SAFETY MANAGEMENT IN THE WORKPLACE (A STUDY OF CONTINENTAL SHIPYARD LIMITED)

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### ABSTRACT

*There is need to ensure that in everything we do the safety of human life is given the utmost priority. Human life is priceless and the strongest desire of every normal person is to stay healthy and alive, that is why it is unfortunate when a life is lost due to an accident that could have been prevented. The need for persons and organizations to conduct their affairs in a manner that ensures safety of human life, property and the environment can therefore not be over emphasized. The primary aim of this study is to find out the health, safety and environmental policies, equipments and programmes that are in place in an employee work environment by Continental Shipyard Limited (CSL) Apapa. Deriving from the stated aim the study will endeavour to find out the following evaluation of the workers understanding of health safety and environmental issues and appraise the health, safety and environmental facilities and practices in Continental Shipyard Limited. The research design adopted for this study is the field survey which involves visits to the Continental Shipyard Limited located at Dockyard Road Apapa. The sample comprised of fifty-five (55) employees of Continental Shipyard Limited consisting of thirty (30) junior workers both technical and manual, ten (10) Managers, ten (10) supervisors and five (5) safety officers who were randomly selected from the entire workforce. The validity and reliability of the questionnaire was certified in terms of content by peer review and multi-stage pilot testing. Major findings from the research study showed that the challenge of maintaining health, safety and environment were tremendous. Workers in terms of their health and organizations suffered more due to loss of personnel, man-hour and destruction of properties and equipment. In conclusion, it was noted that Continental Shipyard Limited really put in place necessary health and safety equipments but most of these were not adequately managed and maintained to handle emergencies and dangers to avert deaths. It is recommended that the employees must be properly educated to understand what health, safety and environment in the work place is all about, intimated on job hazards, and that proper work procedures are followed; all pure job test especially, should be carried out to make sure that wrong personnel is not hired.*

**Keywords:** Environmental health, Safety control, workplace, Employees

### INTRODUCTION

The Health and Safety Executive reported in 1998 that almost 20 million working days or year are lost because of work related illnesses while 2 million people are said to suffer from illnesses caused by their works. Occupational Safety and Health Administration (OSHA) has stated that it is the responsibility of an employer to provide employees with a workplace that is reasonably safe and pleasant and implored employees to take action against employers who expose them to unsafe environment/condition. In the study of this problem there has been

need to look into the poor implementation or non-implementation of Environmental Policies by companies with respect to the level of risk and hazards that are inherent in today's modern work place, the evaluation of the effectiveness of the company safety programs and the checklist put in place for the execution and implementation to avoid accident, note near misses, prevent sicknesses and have a work safe environment.

It has been noted that most companies operates work in an unsafe environment and expose their workers to hazards that could have otherwise been prevented. Workers have witnessed amputation of hands from work gadgets and trapping of workers inside heavy equipments, buildings underground and water, destruction of lives and properties by fire and sickness of all kinds resulting from bio accumulation and inhaling of chemicals, pollutants and particles of various degrees by workers who most of the time are not introduced to Personal Protective Equipment (PPE). Pep talks are not given, on the job hazards procedures of a new job or a change job routine. Accident investigations are not carried out properly to prevent future occurrence or accident like safety inspection checklist, fire prevention checklist, routine and job hazard analysis which are processes used in identifying potential hazards on any given job in order to protect people, assets and the environment while the job is being executed. Because of technological changes in the workplace, inherent hazards and consequences of pollution, it has become necessary that workers are educated on the importance of protecting themselves at work and ensuring that they work in a safe environment to avoid bioaccumulation, accident and sudden death.

### **PURPOSE OF THE STUDY**

The primary aim of this study is to find out the health and safety policies, equipments and programmes that are put in place for an employee safe work environment by Continental Shipyard Limited (CSL) Apapa Lagos against the hazards arising from their operations. Deriving from the stated aim the study will endeavor to find out the following objectives:

- a) Evaluation of the workers understanding of the Health and Safety issues in Continental Shipyard Limited (CSL)
- b) Appraise Health and Safety facilities and practices in Continental Shipyard Limited (CSL).
- c) Evaluate the workers understanding of the of Health and Safety issues a right in the work place.
- d) Appraise Health Safety & Environment materials and practices of Continental Shipyard Limited (CSL).

### **RESEARCH QUESTIONS**

1. What are the HSE policies of continental shipyard Limited and how are they carried out?
2. What arc the health hazards experienced by workers in Continental Shipyard Limited.
3. Are the safety signs put in place at the Continental Shipyard Limited and the Personal Protective Equipment (PPE) being used?
4. Are there qualified supervisors in Continental Shipyard Limited?
5. What are the responsibilities of employee concerning safety?

6. What are the responsibilities of management concerning safety?
7. What are the responsibilities of supervisors concerning safety?

### **HYPOTHESIS**

1. There is no significant difference between the proper execution of Environmental health and safety programmes in Continental Shipyard Limited and the good health of the workers.
2. There is no significant relationship between the HSE programme and the productivity of the workers in Continental Shipyard Limited.
3. There is no significant relationship between the low records of accident and death, in Continental Shipyard Limited 1 and the regular health and safety training and meetings.

### **STATEMENT OF PROBLEMS**

Environmental Health and Safety have recently been clamored for all over the world. Safety must be exercised if there should be hope for continuity of life on earth. In all area of human endeavour there is needed to keep safety as a watchword. The world today have shifted from agrarian society to a complex industrial society where gadgets of different magnitude, styles and shapes are manufactured, and imported into many countries which are not conversant with it. Today office jobs have taken over the agrarian society and most now use technology, tools and machineries to work. The environment in which business organization operates is complex (Ladipo, & Omoyele, 2005 p 24.)

The office has become very sophisticated and in seeking for a better life style men spend almost all their time working in the office, office hours in an average organizations starts from 8am to 5pm a total of nine (9) man hours of day time out of 12 hours in the office environment, leaving only 3 hours out of which man still use some time out of it to get to work and to go home after work. It is then said that men spend all his daytime in the office environment, and sometime from the man-hour when there is emergencies or when duty calls.

Thus it has become very necessary to make the office environment where man spends all his time safe from all the pollutions and dangers of the sophisticated gadgets and machinery, which are being used in the office environment. Ranging from the office building, office spaces and all forms of mechanized machineries used in the office.

OSHA has set up a safety standard to make sure that life and properties of an organization/workers are safely guided. The fundamental duty of every employer is to take very reasonable precautions to ensure employee's safety (Steward et al. 2002).

Employees are required to comply with all applicable acts and regulation to report hazardous conditions or defective equipment and to follow all employer safety and health & Environment rules and regulations, including those prescribing the use of Protective. Equipment such as wearing hard hats or steel - toe boots at a construction site or protective eye wear in a laboratory. Workers have many rights that pertain to regulating and receiving information about safety and health conditions. Employers are enquired by law to provide healthy and safe working conditions for their employees. (Steward et al 2002.)

Every aspect of man's life is governed by some kind of laws, when these laws are scrupulously obeyed, man prospers. Employers are required by law to provide working conditions that do not impair the safety or health of their employees.

Occupational Health and Safety legislation is clearly designed to protect the health, as well as the safety of employees. Because of the drastic impact of workplace accidents, however, managers and employees alike may pay more attention to these kinds of immediate safety concerns than to job condition or work environments that may be dangerous to their health. It is essential therefore that health hazards be identified and controlled. Attention should also be given to non-work resulted illnesses and injuries and their impact on the organizations and its members (special health programs may also be developed to provide assistance to employees with health problems).

The process is on how to minimize job hazards and control accidents and death in work places.

### **CONTINENTAL SHIPYARD LIMITED**

Continental shipyard limited located at the old NP Pie Apapa Dockyard is the latest and the best addition to the Nigerian ship building, ship repairing and maintenance industry in line with the commercialization policy recently entered into an agreement with Nigerian Ports Plc. to put their resources together in operating, upgrading and modernizing the Apapa Dockyard as an essential support unit for the construction, repair, manufacturing and maintenance of vessels particularly oil service supply boats, coastal vessel fishing trawlers, jetties, barges, rigs, fabrication of steel structures etc. and at the same time export these services to willing and able co-operate bodies and individuals in the industry in and out of Nigeria at competitive rates. Facilities available at the companies' premises include:

- a) Ultra - modern 6000 tons floating dock measuring 122 metres long and 28 metres wide.
- b) A 420-ton shipway with transfer capacity for vessels maximum length is 33 metres.
- c) Various backup workshops for the manufacture and fabrication of spare parts and repair services for outside and sophisticated parts and equipment.
- d) The company has highly trained and skilled services and satisfactory performance.

### **LITERATURE REVIEW**

#### **Health, Safety and Environment in the Workplace**

Health, Safety & Environment concern ranges from dealing with paper cuts to managing people who have their hands on some dangerous stuff. Wriah (1995 p 35) notes the computer operators have a more critical function because they can cause the hazards when the operations run according to regulations risk is negligible. Trouble usually begins when somebody doesn't do something right fire in pipelines this can affect both people and the environment. Safety, service, low cost is the motto at Alberta Energy Company. He continued that safety comes first, I had to realize I had a bunch of people I will be responsible for and safety was the number one issue in everything we did. As manager I had to say, we have to do it legally following the regulations ensure that all solutions meet the standards that liability is never an issue and that no one gets hurt. John Becketh (2002)

describes three key areas communicating, correcting and observing that all managers must observe in order to ensure a healthy and safe work environment. Creating an environment where employees perceive that the employer cares for their safety is an ongoing, never ending process. He goes on to say that a change 'in operating procedures can mean a new safety requirement that must be communicated to all employees' managers need to correct entries that are not willing.

### **Occupational Health and Safety Accident**

Occupational health and safety accidents are both numerous and costly to employee (Steward B. E. et al 2003) for example, in 2002, Placer Dome itel in Tlnmices, Ontario was fined \$550,000 for safety violations regarding the manner in which tyres on a tractor were being inflated. The wheel exploded resulting in the death of one worker with serious injuries to a second employee to prevent accidents such as this; employers are required by law to provide working conditions that do not impair the safety or health of their employees as well as their Environment.

A work refusal investigation can result in either the employees return to work in a safer environment or the employee's continued refusal. In the latter case the appropriate ministry is notified and an investigation is dispatched to the job site to provide a written decision. If a replacement worker is used, the individual must be notified of the previous employee's refusal to work. Employee cannot be suspended, fixed or clocked pay for refusing unsafe work and can continue to refuse until the work situation is corrected.

1. In 2001, one out of every thirteen workers in Canada was injured on the job.
2. In 2001, 800 employees died in work related accidents.
3. In 2001, workers compensation boards throughout Canada paid out over \$5 billion in benefits.
4. In 2001, the cost of occupational injuries to the Canadian economy was over \$10 billion
5. Approximately 17,000 young adults between the ages of 15 and 19 are injured each year in Canada Stewart B. E. et al (2003).

It is important for managers at any level of responsibility to be aware of the legal framework that applies to the workplace. When more detailed information is required, managers may refer to publications such as Tolley's employment handbook (1995) or to specific guides to the legislation as published from time to time by the appropriate government department or statutory body e.g. ACAS, Health and safety commission. A hazard is anything that can cause harm (e.g. working on roofs, lifting heavy objects, chemicals, electricity etc) (Holt and Andrews (1993). They noted that Hazards should be ranked according to their potential severity as a basis for producing one side of the risk equation. Risk assessments are said to identify specific hazards and quantify the risk attached to them. Health and safety audits provide for a much more comprehensive review of all aspects of health and safety policies and procedures and practices programme as defined by Saunders (1992). A safety audit will examine the whole organization in order to test whether it is meeting its safety aims and objectives. It will examine hierarchies, safety, planning processes, decision-making, delegation, policy-making and implementations as well as all areas of safety programmes planning. Health and safety policies and programmes are concerned with protecting

employees and any other people affected by what the company produces or do against the hazards arising from their employment or their links with the company.

#### **A Health and Safety Audit Should Cover: (ILO Conference 2000)**

1. Do health and safety policies meet legal requirements?
2. Are senior managers committed to health safety?
3. How committed are other managers, team leaders and supervisors to health and safety?
4. Is there a health and safety committee: if not why not?
5. How effective is the committee in getting things done.

#### **Procedure - How Effectively Do the Procedures**

1. Support the implementation of health and safety policies
2. Communicate the need for good health and safety practices

### **RESEARCH METHODOLOGY**

This section focuses on the research methodology vis-a-vis research design, population, sample and sampling techniques.

#### **Research Design**

The research design adopted for this study was a field survey which involves visits to the office of the Continental Shipyard Limited located at Apapa Dockyard in Lagos State giving out questionnaire, observing and asking questions. The office workers in all area of work were critically interviewed, questionnaires were given out and the result computed with percentages and represented in graphs and tables.

#### **Population and Study Sample**

The study sample comprised of fifty-five (55) employees of continental Shipyard workers consisting of 30 junior workers both technical and manual, 10 managers, 10 supervisors and 5 safety officers who were randomly selected from the entire workforce consisting of the population different sections of the organization;

Construction section, Shipwright section, Electrical section, Machine/Fitting workshops, Floating/Slipway section, Safety, Health and Environment section

#### **Instrumentation**

Two types of instrument were used for the study:

1. Questionnaire
2. Oral interview

#### **Procedure for Data Collection**

For this study the primary and secondary source of data collection were used. The primary source comprises of 2 questionnaires. The first is to the supervisors, managers and safety officers consisting of two sections A & B. Section. A of 6 items and section B of 15 items to the workers were divided into section A and B, section A captioned personal data of 6 items while section B contained 35 questionnaire of Yes and No intended to probe the safety and health of the workers structure of the safety instrument put in place, their usage and

enforcement by the safety officers and supervisors while the secondary source of data were from books, journals and periodic. The questionnaires were given out and collected immediately on the spot.

### Method Used For Data Analysis

The researcher used both descriptive and analytical methods to analyze and present the results. There were computations of tables, averages and percentages, bar charts was used to represent the data.

## ANALYSIS OF DATA

### Analysis of Managers/Supervisors

The questionnaire was distributed to six departments, construction, shipwright, electrical, machine/fitting workshop, floating dock/subway, safety health and Environment. A total of twenty-five questionnaires were giving out to managers and supervisors, who are all male. They all posses a first degree, ten of them posses a masters degree and fifteen have other types of qualifications. They all put in a minimum often or more working hours a day from 7.30am to 5.30pm everyday.

**Table 1. Managers Questionnaire**

<i>S/N</i>	<i>Questions</i>	<i>Yes</i>	<i>%</i>	<i>No</i>	<i>%</i>
1.	Are you a trained safety supervisor?	20	80	5	20
2.	Does your job description include all safety responsibilities?	20	80	5	20
3.	Do you have a copy of your company safety handbook?	25	100	-	-
4.	Does management always consult your opinion in safety matters?	18	72	7	28
5.	Do you do drills for your subordinates once in three months?	25	100	-	-
6.	Do you make sure that work permit is gotten before commercial each job?	25	100	-	-
7.	Do you do your job hazard analysis/accident investigation tree well?	25	100	-	-
8.	Do you believe your company is a safe place to work?	25	100	-	-
9.	Have your ever suggested changes in policies, unsafe mechanism and workers for safety?	20	80	5	20
10.	Did management act on your suggestions immediately	10	40	15	60
11.	Do you inform workers on the right safe position to work for their safety and others?	25	100	-	-
12.	Do you believe managers love provided everything necessary for safes working environments?	20	80	5	20
13.	Does your company carry out all necessary health tests before employment?	24	96	1	4
14.	Are there necessary equipment and training to take care of emergencies?	24	96	1	4
15.	Does your company have a hospital retainership taking care of employees and their families?	25	100		

The result of the Questionnaires administered to the managers, supervisors and safety officers shows that 80% of them are safety supervisors and their job descriptions include safety responsibilities while 25% are not trained supervisors and their job description does not include safety responsibilities. They all agree that they have a copy of the Company's safety handbook, do drills for subordinates once in three months, get work permits before commencement of each job, do job hazards analysis and accident investigation trees, believe also that their Company is a very safe place to work, inform workers on the right safe position to work for their safety and others.

72% agree that management always consults them on safety matters while 28% said that Management does not consult them. 80% have suggested changes in polices, unsafe machineries and workers for safety while 40% agree that management has acted on their suggestions. 20% have not suggested changes to the management and 60% was of the view that management will not act on their suggestion.

80% believe that management have provided everything necessary for a safe working environment and 20% is of the opinion that management have not provided everything necessary for a safe working environment. 96% of the respondents agree that the Company carry out all necessary health test before employment and have also put in all necessary equipment and training to take care of emergencies while 4% disagree and said that management has not put in all it takes to carry out all necessary health test before employment and have not put all necessary training to take care of emergencies. All the respondents agree that the Company has a hospital retainership to take care of the health of employees and families.

### Analysis of Junior Workers

The questionnaire was giving randomly to five junior workers in the six departments namely construction, shipwright, electrical, machine/fitting workshop, and floating Dock/Slipway and safety health/Environment. The workers were all men and put in a minimum of twelve working hours a day.

**Table 2. Junior Workers Questionnaire**

S/N	Questions	Yes	%	No	%
1.	Have you heard of health and safety in this organization	28	93	7	7
2	Do you have a function health and safety department	28	93	2	7
3.	Are there safety caution signs around and within continental shipyard limited	29	97	1	3
4.	Before engaging with this company where you giving a safety manual to read and sing	15	50	15	50
5.	Did you read understand and sign the safety manual	15	50	15	50
6.	Where you introduced to the company's safety policies during induction course	30	100	-	-
7	Do you understand what safety in a workplace is and how it affect you	27	90	3	10
8.	Where you always given a pep talk on safety and hazard analysis whenever you want to star a new job.	30	100	-	-
9.	Do you know the hazards your job entails	14	47	16	53



<i>S/N</i>	<i>Questions</i>	<i>Yes</i>	<i>%</i>	<i>No</i>	<i>%</i>
10.	Are you happy doing your job	15	50	15	50
11.	Does your company practice unsafe acts	25	83	5	17
12.	Do you think that your working equipments are in best and good condition for your safety	24	80	6	20
13.	Do you know if there is a work permit for this job	18	60	12	40
14.	Do you know that it is your right to work in a safe place and do you think you are working in a safe environment	20	67	10	33
15.	Are you afraid to report unsafe act because of victimization	18	60	12	40
16.	Have you ever refused to work because of an unsafe condition	30	100		
17.	Have you ever report any unsafe act or condition	26	87	4	13
18.	Were you satisfied the way it was handled	26	87	4	13
19.	Do you think your job can be done more safely	24	80	6	20
20.	Where you trainee for this particular job routine and giving drills every three month	30	100		
21.	Do you have a muster point for emergency	30	100		
22.	Have you experience emergency before	25	83	5	17
23.	Do you think there has been injuries or death that would have prevented	28	93	2	7
24.	Do you think your health and safety supervisors are qualified	20	67	10	33
25.	Do you notice your safety supervisors around when you work	28	93	2	7
26.	Do you have a personal protective equipment	30	100		
27.	Do you know that it is a must you wear them	25	83	5	17
28.	Did you do swimming test and other safety test before engaging with this company	10	33	20	67
29.	Where you insured for this job you provided with pre and post health care test	30	100		
30.	Where you giving a pre and post health care test	30	100		
31.	Does your company pay hospital bills for you and the	30	100		
32.	Are you happy with your salary and other incentives	10	33	20	67
33.	Do you eat well and does your company make provision for a standard office canteen and refreshment	15	50	15	50
34.	Do you think management has been taking your health and safety serious	25	83	5	17
35.	Will you rate this company high on health and safety issues?	25	83	5	17

The result from the questionnaires administered to junior workers below management and supervisors levels shows that 93% of the respondents have heard of health and safety in the organization and have a functioning health and safety department, while 2% have not heard of health and safety in the organization and believe that there is no functioning health and safety department.

97% of the respondents have seen safety cautions signs around and within Continental Shipyard Limited while 1% has not seen it. 50% agreed that they were given safety manuals, which they read, understood and signed before they were employed while 50% said that they were not given safety manuals to read and therefore did not read and sign any handbook.

All the respondents agree that they were introduced to safety policies during induction course. Personnel were given pep talk on safety and hazard analysis whenever they want to start a new job, have never refused to work -because of an unsafe condition and that they are trained for the job they are doing and given drills every three months. They also agreed that they have a mustard point for emergency and have their personal protective equipment and also that they were given pre and past health care that while the Company pay hospital bills for them and their family. They also agree that they were insured for the job.

While 50% are happy with their jobs, 50% are not happy doing their job. 83% are of the opinion that their Company practice unsafe act and 80% are of the opinion that their equipments are in good working condition. 17% said the Company does not practice unsafe act and 20% said that their equipments are not in good condition.

60% of the respondents know that there is a work permit for job they are doing and are not afraid to report any unsafe act because of mechanisation while 40% does not know if there is a work permit for the job they are doing and are afraid to report any unsafe act because of mechanisation while 67% know that it is their right to work in a safe place and believe also that they are working in a safe environment 33% do not think that they are working in a safe environment 87% of the respondent have reported unsafe acts and are satisfied the way it was handled by management while 13% have not reported any unsafe act before while 80% still believe that the job can be done more safely, 20% believe that their job safety is okay.

83% of the respondents agreed that they have experience emergency before 93% think that there has been injuries that could have been prevented. 17% have not experienced emergency, 7% think that the injuries experienced could not have been prevented, while 67% of the respondents agree that their health and safety supervisors are qualified for the job 33% disagreed and said that there should go for further training. 93% of the respondents agree that they see safety officers around them while they work 7% have not seen them around while working.

83% of the respondents know that it is a must they put on their personal protective equipment 17% does not know that it is a must for them to put it on while working. 33% agree that they did swimming test and other safety test before engaging with the company and are satisfied with their job.

67% did not do swimming test or all other relevant test except medical test before engaging with the Company and they are not satisfied with their job especially the salary aspect while 50% believe that they eat well as the Company provides them with standard canteen and refreshment 50% of the opinion that they do not eat well.

83% of the respondent think that Management has been taking their health and safety serious and rate the management of the company high on safety 17% skill believe (that management still have a lot to do about their health and safety and rate them low.

## DISCUSSIONS

The questionnaire analysis indicate that the job is a male predominant are, there are different departments, Construction, Shipwright, Electrical, Machine/Fitting, Workshop, Floating, Dock/Slipway, safety health and Environment. From the result of the questionnaire, it was gathered that the 80% supervisors and supervisors are qualified trained safety offers with safety responsibilities who normally suggest to management for improvement and changes to make sure that everything is put in place for a safe working environment for workers, necessary medical examination are done while food, health care and insurance are put in place. This helps to make sure that workers are in good condition and work in a reasonable safe environment. The null hypothesis is therefore rejected and the alternate hypothesis accepted. There is therefore a significant difference between the execution of Environmental health and safety programmes in Continental Shipyard Limited and the good health of the workers.

From the junior workers questionnaires, respondents have heard of health and safety and agreed that they have a functioning health and safety department and also do health and safety meetings and drills. 50% agreed that they are not paid well and consequently do not eat well the other 50% agreed that they are paid well and they eat very well. They all agreed that they have hospital retainership to take care of them when they are sick. From literature review in Chapter two we noted that Continental Shipyard Limited has a functioning HSE programme that is well implemented, stating the functions and right of management, supervisors and employee and taking the health and safety of workers serious by providing them with good machineries and on the job training. Everything is put in place to make sure that round pegs are not found in square holes.

The null hypothesis is therefore rejected and the alternate hypothesis accepted. There is therefore a significant difference between the HSE programme and the productivity of the workers in Continental Shipyard Limited. Work permit is gotten before commencement of each job and the job hazard analysis/accident investigation tree is done well. Workers are trained and retrained and the right working position stressed in the Company to ensure that people do not cause accidents for themselves and others and the Company do not practice unsafe act. The workers know their right and have refused to work whenever there is an unsafe condition. Workers are not afraid to report and unsafe act. And they do necessary pre and post Health test before recruitment. Health and safety is taking care of Accident and emergency equipments are on ground to prevent accident while pre and post health care are used to dictate health problems and are taking care of to help workers be in good health and avoid employing unhealthy personnel. The null hypothesis is rejected and the alternate hypothesis accepted. There is therefore a significant difference between the low record of accidents and death in Continental Shipyard Limited and the regular health and safety training and meetings

## CONCLUSION

Sequel to the findings of the study, it was observed that the challenges of maintaining environmental health and safely are tremendous. Each innovation seems to exact a price in terms of destruction or threat and pollution to the environment and human. This human and environmental interaction and its effect on health of workers have been sources of concern since industrialization. Many problems have been solved but new and often more challenging and assistant once continually arise. Workers suffer in terms of their health and safety and organization suffers more due to loss of personnel, man-hour and destruction of properties

and equipment especially if equipment is rented or on lease and only the personnel capable of using it has to be off duty all times due to sickness or accidents arising from the work.

In conclusion it has been noted that Continental Shipyard Limited (CSL) really put in place necessary health and safety equipment but most of these are not adequately managed and maintained to avert the emergencies, dangers and death when they come and in most cases also hazards are not prevented due to negligence for instance most of the workers agreed that they read the safety manuals and sign it but they do not know the health hazards which their jobs entails, they either keep their personal protective equipment as toys or see it as a mere ritual. Management does not really consult the safety offices and when the safety officers make suggestions their suggestions are not implemented.

## RECOMMENDATIONS

The following recommendations were made based on the research conclusion, interviews and observations made by the researcher:

1. Company must educate their employees properly to understand the meaning of health and Safety and Environment in the workplace.
2. Employees must be intimated on the job hazards each work they are doing entails.
3. Employee must be educated on the proper work procedures of work to prevent hazards and supervisor must be sure that these procedures are rigorously followed.
4. Management should take a look at why some employees are not happy with their jobs especially on salaries and benefits.
5. All pre job tests especially swimming test to make sure that wrong or sick personnel are not hired.
6. Management must consult supervisors especially on safety matters since they are the specialists on the field of safety, their suggestions must be implemented always.
7. It is also recommended that the ministries of environment, health, labour, petroleum and industries should carry out serious enlightenment programmes to educate the general public and the professionals in such different sectors on the need to look strictly the laid down environmental health and safety management procedures outlined in the different regulations.
8. Different organizations both government and non-governmental organization are called upon to advertise issues on the safety of workers and all other aspects of life.

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