

THE IMPACT OF OCCUPATIONAL HEALTH AND SAFETY PRACTICES OF EMPLOYEES IN THE SRI LANKAN NAVY

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Management

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Declaration

I declare that this is my own work and this dissertation does not incorporate without acknowledgement any material previously submitted for a Degree or Diploma in any other University or institute of higher learning and to the best of my knowledge and belief it does not contain any material previously published or written by another person except where the acknowledgement is made in the text.

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Abstract

The Sri Lanka Navy (SLN), as the nation's primary maritime defense force, relies on its engineering and technical personnel to maintain the operational readiness of ships and crafts. These high-risk roles make effective Occupational Safety and Health (OSH) practices vital for protecting personnel, ensuring job satisfaction, and sustaining organizational performance. Despite established safety protocols and workplace standards, accident rates particularly in engineering units remain high, reflecting gaps in practical implementation.

This study assessed OSH practices within the Western Naval Command dockyard using a quantitative design with stratified random sampling, complemented by interviews with key personnel. Objectives included evaluating current safety measures, identifying implementation gaps, examining their impact on performance, and recommending improvements.

Findings show that while guidelines and facilities exist, persistent issues such as non-compliance with safety protocols, inadequate provision and use of personal protective equipment (PPE), limited refresher training, weak supervision, and an informal work culture contribute to ongoing accidents. Loss of skilled personnel due to injuries disrupts workflow and reduces efficiency.

The study concludes that bridging the gap between policy and practice is critical. Strengthening training and audits, improving managerial accountability, ensuring consistent PPE availability, and fostering a safety-compliant culture can reduce accidents and enhance the SLN's operational effectiveness through better workforce well-being and productivity.

Keywords: Training, Memorandum, Use of safety gears, Safety audit, Navy, Performance

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List of Abbreviations

AA	-	Area Authority
AFR	-	Accident Frequency Rate
BR	-	Book of Reference
CO	-	Commanding Officer
CMO	-	Command Medical Officer
CSH	-	Commodore Superintendent Health
DG	-	Director General
DGHS	-	Director General Health & Services
CSD	-	Commodore Superintendent Dockyard
DFIE	-	District Factory Inspecting Engineer
DSD	-	Deputy Superintendent Dockyard
FAST	-	First Aid Support and Training
HOD	-	Head of Department
HIRA	-	Hazard Identification and Risk Assessment
HSEO	-	Health, Safety and Environmental Officer
HSEM	-	Health, safety and Environmental Manager
ICTAD	-	Institute of Construction Training and Development
ILO	-	International Labor Organization
JSA	-	Job Safety Analysis
NAHA	-	Navika Hamudawa
MCQ	-	Multiple Choice Questions
MD	-	Medical Document
MED	-	Manager Engineering Department
MSDS	-	Material Safety Data Sheets
NIOSH	-	National Institute of Occupational Safety and Health
NVQ	-	National Vocational Qualification
SAHR	-	Safety and Health Rules
SLN	-	Sri Lanka Navy
SPRM	-	Safety Procedures and Risk Management
SOP	-	Standard Operational Procedures

OHP	-	Occupational Hazard Prevention
OSH	-	Occupational Safety and Health
OSHA	-	Occupational Safety and Health Administration
OSS	-	Organizational Safety Support
PPE	-	Personal protective Equipment
PPT	-	Parts per Trillion/ Power Point File format
WHO	-	World Health Organization
SDS	-	Safety Data Sheets

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