

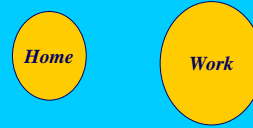
The Work-Home Interface: Implications for Workplace Health and Safety

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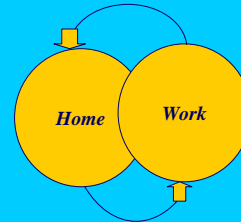


Centre for Social Responsibility in Mining
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“Old”



“New”



What the research shows

Very little work has focused specifically on the possible link between the home environment and workplace safety.

However, there is research showing that:

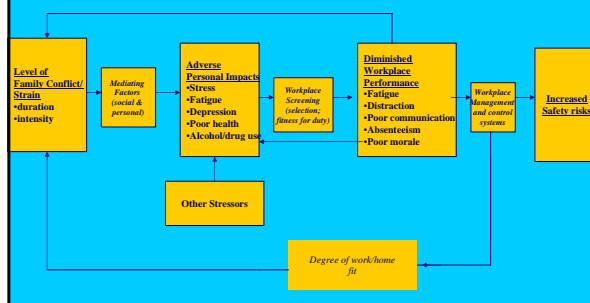
1. Conflict and stress in the home environment can adversely affect psychological and physical well-being.
2. Personal problems have the potential to spill-over into the workplace
3. Psychological impairment/distraction at work= increased safety risk.

Mediating Factors

The impact of the home environment on safety performance in the workplace will depend on:

- the duration and intensity of the home-related conflict
- personal qualities and the level of social support
- coping strategies individuals use to separate home from work
- effectiveness of workplace screening mechanisms
- quality of workplace control and management systems

The link between family environment and workplace safety



Conflict in the home: What should management do about it?

- Assess the risk
- Manage spill-overs to the workplace
 - refine fitness for duty assessment processes
 - expand the scope and coverage of employee assistance programs
- Minimise the adverse impacts of work on the home environment
 - Work schedules
 - Policies on employee-family communication
 - Workplace management practices

Some Research Questions

- How big a problem is it and what are its dimensions?
- Are there significant variations across sites and, if so, what are the reasons?
- What are sites currently doing to address this issue?
- What interventions are most effective?