

Human Resources

Dr Barry Kistnasamy

HR Planning Framework

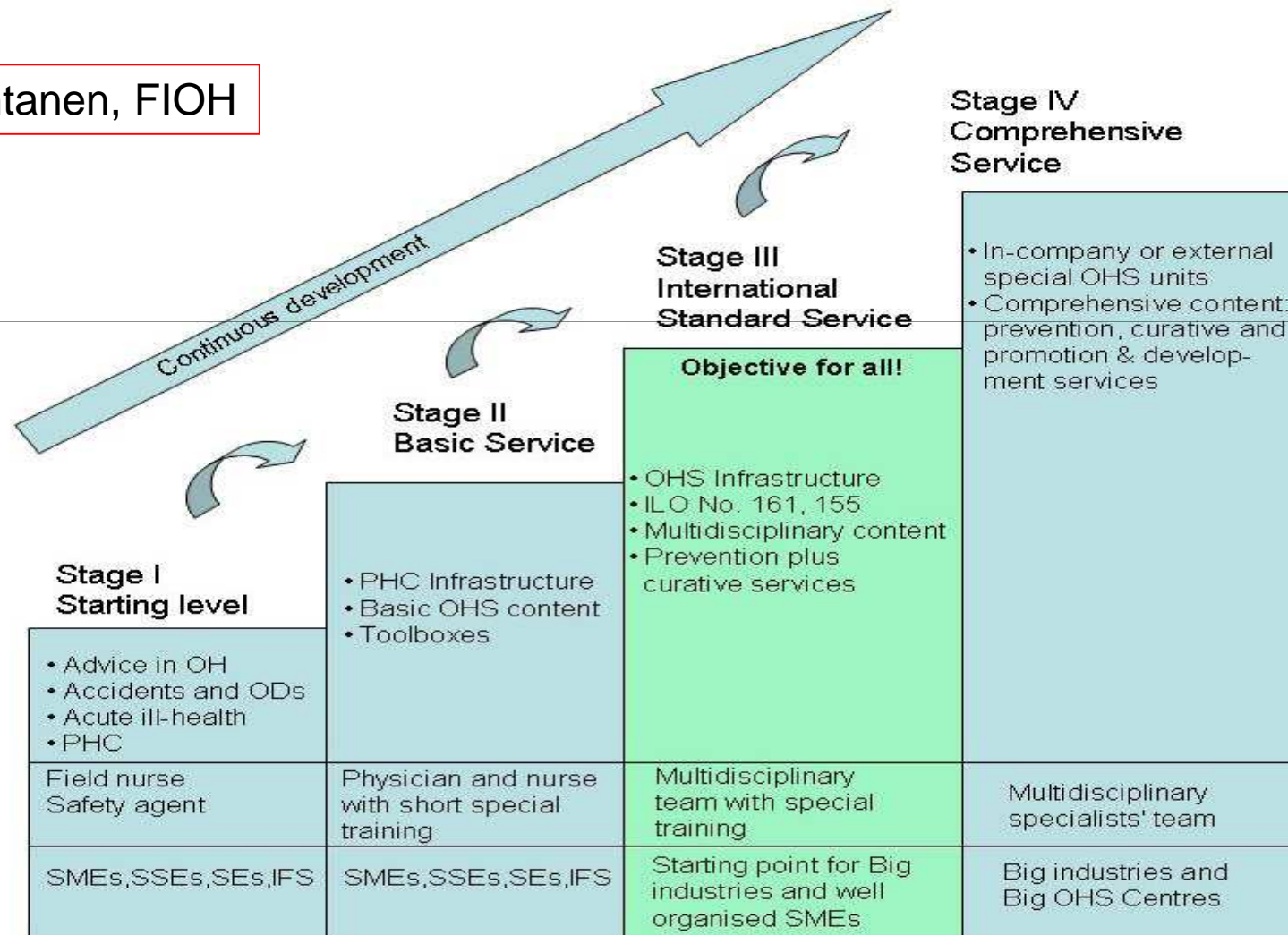
- Planning
- Production
- Management

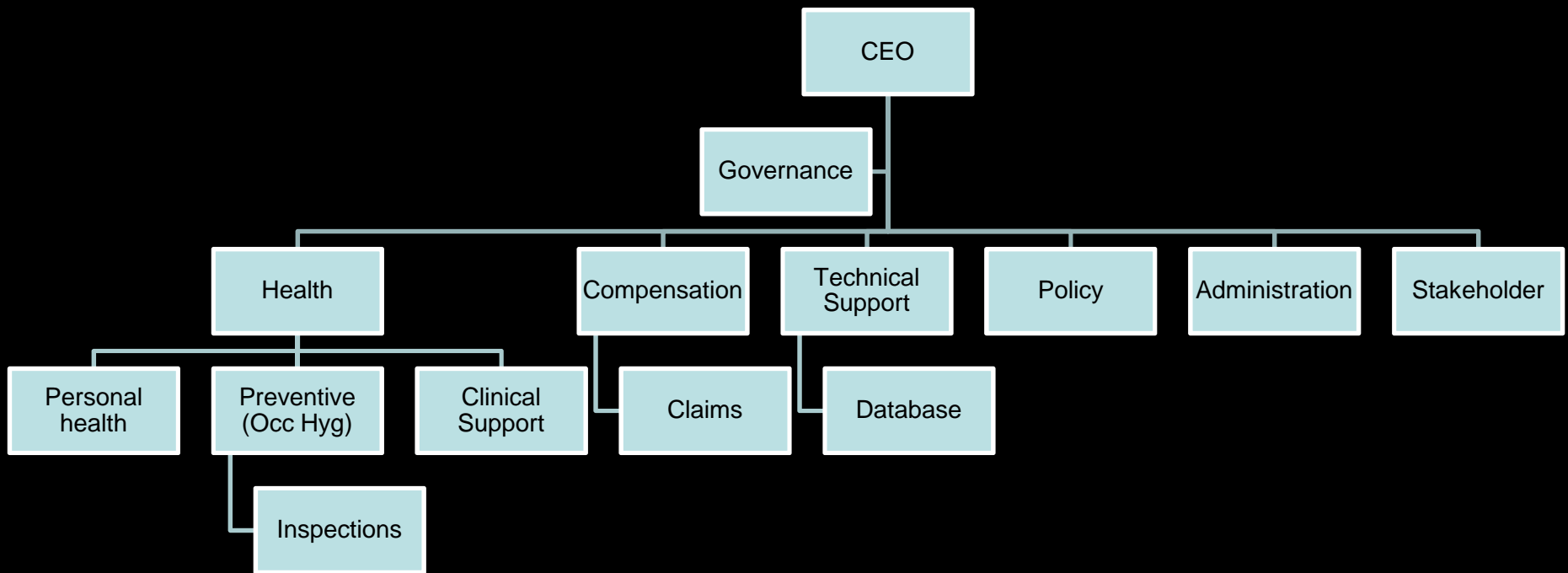
HR Planning Framework

- Determine the need (ideal)
- Document existing
- Gap analysis (quality, quantity, distribution, skills sharing)
- Education and training needs (in-service and out of service)
- Education and training institutions
- Plan for number & type, knowledge & competencies, career path
- Gender, age mix
- Multidisciplinary
- Technology and infrastructure
- Budget

BOHS system & infrastructures: Stepwise development of the OHS system

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Occupational Health System

- Macro-environment – economists; public policy
- Policy & legislation – lawyers, policy analyst
- Organisation & management – administrative, technical
- Occupational Health Services – administrative, health, hygiene
- Technology & infrastructure – technologists, architects, drivers etc
- Surveillance – epidemiologist, database clerks
- Monitoring & evaluation – M&E
- Social protection – administrative, financial, actuarial

Occupational Health Service

- Manager (OHS)
- Occupational Health Nurse
- Occupational Hygienist
- Occupational Medical Practitioner
- Mental Health
- Ergonomics
- Health & Safety Officer / Committee ; fire , emergency / first aiders
- Epidemiologist
- Administration

Clinical Support

- Radiology (X-ray)
- Spirometry (lung function)
- Audiometry (Hearing)
- Vision
- Pathology (blood tests; other lab tests)
- Toxicology
- Health Technology
- Waste management (hazardous)
- Medical Specialist support
 - Orthopaedics / Surgery
 - Neurology, Kidney etc
 - Dermatology (skin)
 - Obstetrics / Gynae – pregnant woman / woman

Preventive / Promotive

- Safety
- Engineers
- Architects
- Occupational Hygiene
 - Laboratory support

Inspectorate

- According to hazards
 - Physical, chemical, biological, mechanical, psychosocial
 - Ergonomic
- Administrative
- Enforcement

Rehabilitation

- Acute
- Aftercare
- Return to work
- Impairment
- Occupational therapists, physiotherapists, social worker

Compensation

- Medical assessors
- Certification panel
- Database
- Administrative
- Financial / banking
- Actuarial
- Claims management

Compensation Support

- Call centre
- Track and trace
- Stakeholder management

Research / Special Surveys

- Technical groups
- Institutes
- Academic units

Professional Regulation

- Professional Councils
- Professional societies / associations
 - National
 - International