

## Investigating the Health and Safety Measures in the Kitchen: A Study of Some Selected Second Cycle Institutions in Bolgatanga Municipality of Ghana

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### Abstract

This research work assesses kitchen health and safety measures of second cycle institutions in the Bolgatanga Municipality of Ghana. The study employed the exploratory research design. The researcher adopted the purposive sampling method to choose sixty-five (65) respondents from all the four senior high schools in Bolgatanga municipality (Bolgatanga Girls Senior High School, Bolgatanga Technical Institute, Zamse Senior High Technical School and Zuarungu Senior High School). Questionnaires were used in gathering the needed data for the research. The data from this study was analyzed, using Statistical Package for Social Scientist (SPSS). The study revealed that most of the respondents strongly agreed that the schools provide safe place of work for all employees and also ensures that employees are not subjected to any unreasonable risks in the workplace. However, some of the respondents strongly agreed that lack of management commitment, workers' refusal to report minor injuries were major problems. It was recommended that management of the schools should not only provide adequate protective clothing, but should put in place a monitoring team tasked to go round to check whether the staff really do put on their protective clothing and materials given. Also, management of schools should regularly organize education, training, workshops, seminars on health and safety issues, publish materials on health and safety and many other steps to include safety consciousness in the minds of workers.

**Keywords:** kitchen, safety measures, second cycle schools, health and safety

### 1. Introduction

One major industry that contributes immensely to the nation development is the tourism and hospitality industry. Anaman and Osei (2007) asserted that, hospitality industry plays a dynamic role in any economy by providing shelter, food, entertainment and employment to the demands of the people. However, restaurants, hotels, guest houses and other hospitality establishment should help in uplifting the image of the nation by increasing their gross domestic products. The industry is considered to be one of the industries that are prone to accident. The actions of most kitchen staff have direct effect on their health and safety in the industry. This behavioural effect include leaving equipment on while not in use, leaving equipment doors open, not fully loading equipment before using, and leaving lights on (Efficiency Partnership, 2006). Timings (1995) specified that the Health and Safety at Work Act of 1974 places responsibility for safe working environment directly upon the employer, employee, manufacturers and suppliers of goods and equipment. Typically, employers are not so much alarm with the health and safety of their employees at work and any one that gets hurt at work is regarded as a reckless worker. An injured employee in countries like United States of America, therefore, had to sue to get compensated, and which are not usually successful. Safety risks are the areas of work environment that have the potential of immediate injury to an employee such as loss of hearing, eyesight or body parts, art, sprains, bruises, broken bones, burns and electric shock and so on.

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In organizations, occupational accidents may arise from the task to be done, lack of protective equipment and fatigue as a result of excessive working hours. The Labour Act 2003, Act 651 of the Republic of Ghana, section 118 (1) spells out that it is the duty of an employer to ensure that every worker employed works under satisfactory, safe and healthy conditions.

One of the important and adaptable resources of an organisation is its human resource. The importance of quality human resource towards the growth of an organisation is overwhelming. Employers should make sure to maintain and place priority on the human resource component of the organization. The effective and efficient use of the human resource will result into the overall effectiveness of an organization. Health is a state of complete physical, mental and social well-being (World Health Organization, 2001). It is therefore necessary to promote human resources development in an organization to the utmost benefit of the organization.

The cost associated with accidents because of unhealthy and unsafe measures in an organisation extends beyond the affected worker to include the growth of the organization. Therefore, every stakeholder in an organization should collaborate to avoid such organisational hazards from occurring. In restaurants and most kitchens, workers are prone to different forms of risks. Therefore, failure to establish adequate health and safety procedures by employers to protect employees from these risks result to untimely deaths of staff. Again, inadequate trainings on acceptance and compliance to safety and health measures also hinder the organization effectiveness. In fact, safety and health in the organization have to be everybody's concern. On the contrary, this is not the case in most tourism and hospitality establishment, especially, the traditional eating places. There is no burden on stakeholders in making health and safety issues effective.

Armstrong (2006) also found out that thousands of people are killed at work every year and several hundred thousand more are injured or suffer ill health. Apart from the pain and suffering caused to those directly and indirectly concerned, the total cost of work related injury and illness to employers exceeded four billion pounds a year. Health is the overall state of mind of an individual at a point in time. It usually means being free from illness, injury or pain. The World Health Organization (WHO) defined health in its broader sense in 1946 as "a state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity". Safety is the freedom from danger, risk, or threat of harm, injury, or loss of personnel and/or property, whether caused deliberately or by accident (Phoya, 2012). Workplace is a physical location in which work related activities are performed under the control of the organizational procedures (Lucas, 2007). According to Hughes (2008), health and safety considers the working environment in a company and consists of all conditions that affect the safety, health, and well-being of employees.

### **1.1 Health and Safety Measures in the Kitchen**

Safety constitutes one of the essential human needs, as proposed by Abraham Maslow in his theory of needs hierarchy. Kreitner (2007) indicated that the most vital issue in an organization which an employee will satisfy is being safe at work. In achieving this objective, Kreitner stated that, certain organisations incorporate workers' safety into their policy framework. According to Khan (2013), the hospitality industry is governed by a number of regulations that must be followed in order to ensure that the food provided is safe for consumers to eat. These regulations cover all steps in food-related activities, including delivery, storage, preparation, cooking and serving.

### **1.2 Responsibilities of Employers in Health and Safety Issues**

#### **1.2.1 Taking every reasonable precaution to ensure health and safety:**

Because employers have the ultimate control of workplaces, they have the duty to ensure that the workplace remains a safe place for all employees, contractors, sub-contractors and clients who are working within and for the company. It is the employer's responsibility, to develop, implement, enforce and review the proper safety regulations with everyone working in or at that company. Ingalls (2002) studied measures on safety performance and it revealed that providing health and safety materials at work places is expensive which sometimes deters management from fully implementing health and safety standards in companies thereby leaving employees to unsafe work environment.

DeJoy (2000) indicated that unqualified safety officers are employed to oversee the health and safety issues in many companies and this has been the bane of industrial mishaps. This is as a result of irregular provision of training courses on safety management for workers to appreciate the need for occupational health and safety precautions. Also, the inadequate governmental control and monitoring programmes on business organizations about safety compliance is also a barrier to the implementation of safety measures in organizations.

## 2.0 Design and Methodology

### 2.1 Study Area

The Bolgatanga Municipality was established in 2004 by Legislative Instrument (LI) 1797 (2004). Located in the centre of the Upper East Region, approximately, between latitudes 10°30' and 10°50' North and longitudes 0°30' and 1°00' West, it is also the regional capital. Bolgatanga Municipality is bordered to the north by the Bongo District, south and east by the Talensi and Nabdam Districts, and to the west by the Kassena-Nankana Municipality. It covers a total land area of 729 square kilometers. It was the first of three municipalities to be established in the Upper East Region (the others are Bawku and Kasena-Nankana Municipalities), which together with ten other districts constitute the Upper East Region of Ghana (Ghana Statistical Service, 2014). There are four (4) public second cycle institutions in the municipality, namely; Bolgatanga Girls Senior High School, Bolgatanga Technical Institute, Zamse Senior High Technical School and Zuruiagu Senior High School (Composite Budget of Bolgatanga Municipal Assembly, 2014).

### 2.2 Research Design

According to Rowley (2002), a research designed is the logic that links the data to be collected and the conclusions to be drawn to the initial questions of a study; it ensures coherence. In other words, it serves as an action plan for getting from the research questions to the conclusions. Malhotra (2007) also suggests that the research design is a framework for conducting business research. Thus, the research design is the basic plan for conducting the data collection and analysis phase. This generally falls into the following three categories: descriptive, explanatory and exploratory (Saunders, Lewis, & Thornhill, 2009). This study employed the exploratory research design.

### 2.3 Target population and sample size

The target population of this study involved all staff connected with the schools' kitchen (matrons, cooks, pantry men, store keepers, dining hall masters and prefects). In all, sixty-five (65) respondents were sampled and used for this study. Table 1 details the number of people that were sampled from each category of the respondents.

**Table 1: Number of respondents sampled from the selected second cycle institution**

Respondents	Number of Respondents to be sampled from each school				Total Sample size
	Bolgatanga Girls SHS	Bolgatanga Technical Inst.	Zamse SHTS	Zuarungu SHS	
Matrons	2	2	2	1	7
Cooks	10	11	6	5	32
Store keepers	1	1	1	1	4
Pantries	2	1	1	2	6
Dining hall masters	1	3	1	1	6
Dining hall prefects	1	3	3	3	10
<b>Total</b>	<b>19</b>	<b>23</b>	<b>15</b>	<b>13</b>	<b>65</b>

Source: Field Survey, 2017

### 2.4 Sampling Technique and Data Collection Tools

To ensure that all the respondents have an equal chance of being selected purposive sampling technique was used. The numbers of kitchen staff from the various schools were not equal and in order to ensure fairness in the selection, the numbers of respondents were sampled in proportion to the number of staff. This means that schools that have high number of kitchen staff had more respondents as compared to those with low number of staff. Before arriving at the number to sample from each school, a survey was conducted in the four (4) institutions and the total number of staff in the various categories was taken. This provided the basis for the selection of the respondents as seen in Table 1.

Questionnaires were used in gathering the needed data for the research. A questionnaire is a written list of questions that are answered by a number of people so that information can be collected from the answers provided (Saunders et al, 2009). The questionnaires contained a series of structured questions related to the research work and directed to respondents with the aim of gaining first-hand information.

The questionnaire consisted both open and closed-ended questions. This afforded the researcher the opportunity to solicit both qualitative and quantitative data for the study. Thus, in some cases, respondents chose the option that best reflected their opinions. The questionnaires were pre-tested on a random sample of kitchen staff after which it were amended accordingly and used for the main work. Data for the analyzing on the impact of health and safety compliances in the schools' kitchen was collected using the perceptual measure on a five-point interval scales, where 5 indicates strongly agree and 1 indicates strongly disagree. All the data was collected from kitchen staff through personal contact approach. The questionnaires designed for the data collection were pre-tested on a random sample of ten employees from the selected kitchen. This was done to remove ambiguities and to clarify certain questions that were difficult for the respondents. The questions were examined to ensure that the responses from the questions are what were intended. The questionnaires were then amended and reproduced for the actual field work.

## 2.5 Data Collection Procedure and Data Analysis

Questionnaires were personally administered by the researcher. A letter from the researcher was sent to the management of the selected schools seeking their approval for the use of their institution as the study area. The purpose of the study was explained to management and when the permission was granted, the respondents were given the questionnaire to answer and this took the respondents two days to complete.

The data from this study was analyzed, using Statistical Package for Social Scientist (SPSS). The analysis involved descriptive statistics which included graphical and tabular forms such as tables and charts. The challenges facing employers and employees in maintaining good health and safety practices were identified and ranked using pair wise ranking method.

## 3.0 Results and Discussions

### 3.1 Demographic and Socioeconomic Characteristics of Respondents

Figure 1 shows the gender of respondents who answered the questionnaire administered. The data revealed that 38% of the respondents were male while 62% were female. This shows that majority of the respondents (62%) who work at the various second cycle schools are females. It can be deduced that, females are engaged with the tourism and hospitality industry work than their male counterparts in the Bolgatanga municipality of Ghana.

**Table 2: Age of Respondents**

Age	Number of Respondents	Percent
18-25 years	10	15.4
26-30 years	1	1.5
31-35 years	18	27.7
36-40years	14	21.5
41-45 years	5	7.7
46-50 years	5	7.7
51 years and above	12	18.5
<b>Total</b>	<b>65</b>	<b>100.0</b>

Source: Field Survey, 2017

Table 2, depicts the age group of respondents; which portrays that 10 respondents representing 15.4% were between the ages of 18-25 years, one respondent representing 1.5% was between the age of 26-30 years, 18 respondents representing 27.7% were between the ages of 31-35 years, 14 respondents representing 21.5% were between the ages of 36-40 years, five respondents representing 7.7% were between the ages of 41-45 years while five respondents representing 7.7% were between the ages of 46-50 years and 12 respondents representing 18.5% were at the ages of 51 years and above.

**Table 3: Educational level of Respondents**

<b>Educational level</b>	<b>Number of Respondents</b>	<b>Percent</b>
No education	13	20.0
Primary	7	10.8
JHS	10	15.4
SHS	10	15.4
Tertiary	25	38.5
<b>Total</b>	<b>65</b>	<b>100.0</b>

**Source: Field Survey, 2017**

The data in Table 3 reveals that 13 respondents representing 20% were of no formal education, seven (7) respondents representing 10.8% had primary education as their highest educational level, 10 respondents representing 15.4% had also completed JHS while 10 respondents representing 15.4% had completed SHS and 25 respondents representing 38.5% were having the tertiary education. This means that an appreciable number of the respondents (38.5%) were tertiary school graduates.

**Table 4: School of Respondents**

<b>School</b>	<b>Number of Respondents</b>	<b>Percent</b>
Bolgatanga Girls Senior High School	28	43.1
Bolgatanga Technical Institute	13	20.0
Zamse Senior High Technical School	12	18.5
Zuarungu Senior High School	12	18.5
<b>Total</b>	<b>65</b>	<b>100.0</b>

**Source: Field Survey, 2017**

Table 4, indicate that 28 respondents representing 43.1% of respondents were at Bolgatanga Girls Senior High School, 13 respondents representing 20% of respondents were at Bolgatanga Technical Institute, while 12 respondents representing 18.5% of respondents were at Zamse Senior High Technical School and 12 respondents representing 18.5% were also at Zuarungu Senior High School. From the findings, the researcher tries to find an equitable response from the various study areas.

Figure 2, revealed that 17 respondents representing 26.2% were matrons in their various institutions, 12 respondents representing 18.5% of respondents were cooks in their schools, 16 respondents representing 24.6% were also pantries in their schools, 11 respondents representing 16.9% were store keepers in their various schools while 5 respondents representing 7.7% were dining hall masters in their schools and 4 respondents representing 6.2% were prefects in their various schools. This research portrays why the matrons, cooks and pantries have the majority because they are directly involved in the kitchen work.

### 3.2 Health and Safety Measures in Second Cycle Schools Kitchen

**Table 5: Health And Safety Measures**

<b>Response</b>	<b>Number of Respondents</b>	<b>Percent</b>
Yes	59	90.8
No	6	9.2
<b>Total</b>	<b>65</b>	<b>100.0</b>

**Source: Field Survey, 2017**

Table 5, shows that 59 respondents representing 90.8% accepted that they are aware of the health and safety measures in the kitchens of the second cycle schools while 6 respondents representing 9.2% were of the view that they are not aware of the health and safety measures within the kitchens of the second cycle schools. This means that though, majority (90.8%) of the respondents is aware of the health and safety issues but a lot of accidents occur in those institutions.

**Table 6: Understanding Of Health And Safety Measures**

Health And Safety Measures	Number of Respondents	Percent
Employees' welfare	20	30.8
Employers' welfare	6	9.2
Both employers and employees welfare	35	53.8
Employers, employees and third party welfare	4	6.2
<b>Total</b>	<b>65</b>	<b>100.0</b>

Source: Field Survey, 2017

Table 6, revealed that 20 respondents representing 30.8% have understood the health and safety measures to be the employees' welfare, 6 respondents representing 9.2% of the respondents were of the view that health and safety measures are Employers' welfare, while 35 respondents representing 53.8% of the respondents indicated that health and safety measures are for both Employers and Employees welfare. Again, 4 respondents representing 6.2% understood the health and safety measures Employers, Employees and third party welfare.

**Table 7; Health And Safety Measures Put In Place In Schools**

Responses	Number of Respondents	Percent
Safety training as part of orientation on first employment	32	49.2
Proper disposal of waste	5	7.7
Regular monitoring on safety and health standards compliance	10	15.4
Using protective clothing	1	1.5
Re-training on safety and health practices	2	3.1
All of the above	14	21.5
Others	1	1.5
<b>Total</b>	<b>65</b>	<b>100.0</b>

Source: Field Survey, 2017

Table 7 shows that 32 respondents representing 49.2% agreed that there were safety training as part of orientation on first employment, 5 respondents representing 7.7% also agreed that there was proper disposal of waste the health and safety measures in their schools, 10 respondents representing 15.4% also agreed that regular monitoring on the safety and health standards compliance were up to date, 1 respondent representing 1.5% also agreed that safety protective clothing was used at all times, 2 respondents representing 3.1% also answered that there is re-training on safety and health practices as measures to protect life and properties at all times, while 14 respondents representing 21.5 % agreed to all the above mentioned health and safety measures whilst, 1 respondent representing 1.5% indicated that his school has health and safety measures in place.

### 3.3 Rights and Responsibilities of Employees on Health and Safety Measures

The respondents (employees) required to indicate whether they know their rights and responsibilities with regards to health and safety programmes. They used a liked scale such as *I know*; *I don't Know*; and *No comment* to indicate their views. The result is showed in Table 9.

**Table 8: Rights and Responsibilities of Employees on Health and Safety Programmes**

Rights	I know	Undecided	I don't Know
To know health and safety measures	5 (7.7%)	10 (15.4%)	50 (76.9%)
To participate in health and safety initiatives	15 (23.1%)	5 (7.7%)	45 (69.2%)
To refuse dangerous work	6 (9.2%)	4 (6.2%)	55 (84.6%)
Responsibilities			
Comply with the health and safety regulations	45 (69.2%)	15 (23.1%)	5 (7.7%)
Report hazards detected in the school kitchen	50 (76.9%)	15 (23.1%)	0 (0.0%)
Wearing the proper PPE	45 (69.2%)	5 (7.7%)	15 (23.1%)

Source: Field Survey, 2017

Table 8, detailed an interview conducted to respondents to ascertain whether employees know their health and safety measure rights in the institutions. The results show that 5 (7.7%) of the respondents knew that various schools put in place safety measures while 10 (15.4%) of respondents were undecided meaning they did not say anything, and 50 (76.9%) of respondents does not also know.

With regard to participating in health and safety initiatives by employees 15 (23.1%) of the respondents agreed they know, while 5 (7.7%) of respondents were also undecided and 45 (69.2%) did not know it was their right when it comes to refusing dangerous task, 6 (9.2%) of respondents agreed that it was there within them, and 4 (6.2%) of respondents also were undecided while 55 (84.6%) of respondents also do not know at all.

From the findings, it can be deduced that most employees in the public sector especially among SHS kitchen employees do not know their rights with regard to; knowing the health and safety measures put in place by the organization, participating in health and safety initiatives and also refusing dangerous work.

On the issue of employees' responsibilities; compliance with the health and safety regulations 45 (69.2%) indicated they know, 15 (23.1%) of respondents were undecided and 5 (7.7%) of respondents do not know at all. Reporting hazards detected in the school kitchen; 50 (76.9%) of respondents were aware of all that, while 15 (23.1%) of respondents were undecided and 0 (0.0%) of respondent that do not know. Wearing the proper personal protective equipment 45 (69.2%) of respondents said yes they were aware it is their responsibility, while 5 (7.7%) of respondents were also undecided to the assertion and 15 (23.1%) of respondents also do not know at all.

### 3.4 Responsibilities of Employers about Health and Safety Programmes

The respondents (employees) were required to indicate whether they also know the responsibilities of employers with regard to health and safety programmes. They used a Likert scale such as *I know*; *I don't Know*; and *No comment* to indicate their views. The result is showed in Table 9.

**Table 9: Responsibilities of Employers about Health and Safety Programmes**

<b>Responsibilities</b>	<b>I know</b>	<b>Undecided</b>	<b>I don't Know</b>
Take every reasonable precaution to ensure health and safety	5 (7.7%)	4 (6.2%)	56 (86.2%)
Maintain equipment in good condition	45 (69.2%)	10 (15.4%)	10 (15.4%)
Provide training and supervision	50 (76.9%)	15 (23.1%)	0 (0.0%)
Provide personal protective equipment	45 (69.2%)	5 (7.7%)	15 (23.1%)
Develop a process and conduct workplace inspections	5 (7.7%)	6 (9.2%)	54 (83.1%)

**Source: Field Survey, 2017**

Table 9, shows that in terms of management taking every reasonable precaution to ensure health and safety; 5 (7.7%) of respondents were aware that it is employers responsibility, 4(6.2%) of respondents were undecided and 56(86.2%) of respondents did not know at all.

Views on maintaining equipment in good condition, 45(69.2%) of respondents were aware that it is employers' duty to ensure that, while 10(15.4%) of respondents were undecided meaning they did not say anything to that respect, and 10 (15.4%) of respondents do not know at all. Also, with regard to providing training and supervision 50(76.9%) of respondents accepted that they were aware that it is employers' duty while 15 (23.1%) of respondents were undecided and 0 (0.0%) of respondent meaning, there was no respondent to that respect.

Providing personal protective equipment was another issue that was considered. From the research, 45 (69.2%) respondents were aware that it was employers' responsibility while 5 (7.7%) respondents were undecided to that respect and 15 (23.1%) of respondents also do not know anything at all.

Developing a process and conducting workplace inspections saw 5 (7.7%) of the respondents confirmed that processes and conducting workplace inspections were developed in the various schools, 6 (9.2%) of respondents were undecided to that respect and 54 (83.1%) of respondents also do not know at all. It can be deduced that maintaining equipment in good condition, training and supervision, and providing personal protective equipment were considered to be the main responsibilities that employees under the various SHS know about.

Responses	Number of Respondents	Percent
Very satisfied	16	24.6
Satisfied	36	55.4
Dissatisfied	8	12.3
Very Dissatisfied	5	7.7
<b>Total</b>	<b>65</b>	<b>100.0</b>

**Source: Field Survey, 2017**

Table 10, shows that 16 respondents (24.6%) were very satisfied with the health and safety measures in the schools, 36 respondents (55.4%) were also satisfied with regard to health and safety compliance while 8 respondents (12.3%) were dissatisfied with the health and safety compliance in the schools and 5 respondents (7.7%) were also very dissatisfied with the health and safety compliance. This can be confirmed that though there are various health and safety compliance in the schools studied but majority of the respondents (about 74.5%) were dissatisfied about these measures.

### 3.5 Challenges of Health and Safety Practices in Schools Kitchen

Responses	Number of Respondents	Percent
Strongly Agree	31	47.7
Agree	23	35.4
Neutral	2	3.1
Disagree	7	10.8
Strongly Disagree	2	3.1
<b>Total</b>	<b>65</b>	<b>100.0</b>

**Source: Field Survey, 2017**

From Table 11, the data shows that 31 respondents representing 47.7% strongly agreed that health, safety materials and training for employees were very costly, 23 respondents representing 35.4% also agreed that health, safety materials and training for employees are also costly, while 2 respondents representing 3.1% were also neutral. However, 7 respondents representing 10.8% disagreed that the health, safety materials and training employees were costly while 2 respondents representing 3.1% strongly disagreed that they are costly.

Responses	Number of Respondents	Percent
Strongly Agree	27	41.5
Agree	18	27.7
Neutral	4	6.2
Disagree	14	21.5
Strongly Disagree	2	3.1
<b>Total</b>	<b>65</b>	<b>100.0</b>

**Source: Field Survey, 2017**

Table 12 shows the picture of respondents which portrays that 27 respondents representing 41.5% strongly agreed that there were low literacy rate and abysmal awareness of health and safety measures in their schools, 18 respondents representing 27.7% who also agreed to that effect, but 4 respondents representing 6.2% were also neutral while 14 respondents (21.5%) also disagreed that there were low literacy rate and abysmal awareness of health and safety measures in their respective schools and two respondents (3.1%) also disagreed to that effect.

Responses	Number of Respondents	Percent
Strongly Agree	27	41.5
Agree	9	13.8
Neutral	6	9.2
Disagree	22	33.8
Strongly Disagree	1	1.5
<b>Total</b>	<b>65</b>	<b>100.0</b>

**Source: Field Survey, 2017**

In table 13, 27 respondents representing 41.5% strongly agreed that they lack clarity about the issues surrounding health and safety in their various schools and 9 respondents (13.8%) also agreed to that effect while 6 respondents (9.2%) were also neutral to that effect, 22 respondents representing 33.8% disagreed to lacking clarity about issues surrounding health and safety in their schools and 1 respondent (1.5%) who also strongly disagreed to that effect.

**Table 14; Getting the Right Personnel to Promote Health and Safety Practices in Schools**

Responses	Number of Respondents	Percent
Strongly Agree	22	33.8
Agree	16	24.6
Neutral	2	3.1
Disagree	25	38.5
<b>Total</b>	<b>65</b>	<b>100.0</b>

Source: Field Survey, 2017

Table 14 revealed that 22 respondents representing 33.8% strongly agreed that getting the right personnel to promote health and safety practice in schools were there, while 16 respondents representing 24.6% also agreed to that effect, while 2 respondents (3.1%) were also neutral and 25 respondents representing 38.5% also disagreed to the assertion that getting the right personnel to promote health and safety practice in the schools were not there.

**Table 15; Getting Management To Be Committed To Health And Safety Measures**

Responses	Number of Respondents	Percent
Strongly Agree	25	38.5
Agree	16	24.6
Neutral	9	13.8
Disagree	13	20.0
Strongly Disagree	2	3.1
<b>Total</b>	<b>65</b>	<b>100.0</b>

Source: Field Survey, 2017

In table 15, 25 respondents representing 38.5% strongly agreed that getting management to be committed to health and safety measures are up to date, and 16 respondents representing 24.5% also agreed to that effect while 9 respondents were neutral to that effect, 13 respondents representing 20% of respondents disagreed to the fact that getting management to be committed to health and safety measures are up to date, while 2 respondents representing 3.1% also strongly disagreed to that declaration.

**Table 16; Workers Refusal To Report Minor Injuries**

Responses	Number of Respondents	Percent
Strongly Agree	23	35.4
Agree	11	16.9
Neutral	6	9.2
Disagree	23	35.4
Strongly Disagree	2	3.1
<b>Total</b>	<b>65</b>	<b>100.0</b>

Source: Field Survey, 2017

In view of table 16, the data revealed that 23 respondents representing 35% of the respondents strongly agreed to the fact that workers refuse to report minor injuries exists, while 11 respondents representing 16.9% only agreed to that assertion, and 6 respondents representing 9.2% were neutral to that respect, while 23 respondents representing 35.4% also disagreed to the fact that workers refusal to report minor injuries exists, while 2 respondents representing 3.1% strongly disagreed to that statement.

**Table 17: Workers Refusal to Wear Personal Protective Equipment in Schools**

<b>Responses</b>	<b>Number of Respondents</b>	<b>Percent</b>
Strongly Agree	25	38.5
Agree	17	26.2
Neutral	7	10.8
Disagree	9	13.8
Strongly Disagree	7	10.8
<b>Total</b>	<b>65</b>	<b>100.0</b>

**Source: Field Survey, 2017**

Table 17 shows that 25 respondents representing 38.5% strongly agreed to the assertion that sometimes workers refuse to wear personal protective equipment while 17 respondents representing 26.2% also agreed to that same assertion, and 7 respondents which represents 10.8% were also neutral, 9 respondents representing 13.8% disagreed that workers sometimes refuse to wear personal protective equipment in the schools, while 7 respondents representing 10.8% strongly disagreed to that assertion.

#### **4.0 Summary of Key Findings**

##### **4.1 Existence of Health and Safety Measures in Second Cycle Schools' Kitchens**

Information retrieved from the respondents indicated virtually that all of them do understand the concept of health and safety practices in schools' kitchen as majority 53.8% expressed their view as the practices involved a process to protect and promote the health, safety and well-being of both employee and employers and the sustainability of the workplace. Respondents' indication confirms the views expressed by World Health Organisation (WHO) in 1995 where health and safety involves the various measures put in place to ensure the general wellbeing of workers and the sustainability of the workplace.

##### **4.2 Awareness of Health and Safety Responsibilities and Rights of Employees**

The study reveals that most employees in the public sector especially among SHS kitchen employees do not know their rights with regard to knowing the health and safety measures in the organization, participating in health and safety initiatives and also refusing dangerous work. Contrary to their rights, it was found out that most employees were aware of their respective responsibilities as 69.2% indicated they know their duty to comply with health and safety measures in the schools, 76.9% of respondents were also aware because it is their responsibility to report hazards detected in the school kitchen.

##### **4.3 Satisfaction Level of Compliance of Health and Safety Practices**

The study found out that 80% (about 24.6% and 55.4%) of the workers were very satisfied and satisfied with the health and safety compliance in their schools. However, 12.3% and 7.7% of the respondents were dissatisfied and very dissatisfied respectively with the health and safety compliance in the schools.

##### **4.4 Challenges Associated with Health and Safety Practices**

It is clear that the information gathered from respondents revealed that as much as 47.7% of the them strongly agreed that the provision of health and safety materials had been a cost and burden on the schools and 41.5% of the respondents agreed that the huge working population with low literacy rate and abysmal awareness of health and safety is a challenge in the company. 41.5% of the respondents also strongly agreed that lack of clarity about the issues surrounding health and safety in the organization is a problem and about 38.5% of the respondents disagreed that getting the right personnel to help in promoting health and safety practices in the school is a challenge.

Again, 38.5% of the respondents strongly agreed that management commitment to health and safety had been a challenge, 35.4% strongly agreed that the kitchen staff unwillingly to report minor injuries or near misses is a challenge in the schools and 38.5% of the respondents strongly agreed that workers' refusing to wear personal protective equipment (PPES) in the schools is a challenge in Senior High Schools kitchen.

#### 4.5 Conclusion

In assessing the health and safety practices in Senior High Schools kitchen, it can be concluded that most of the schools provide safe place of work for all employees and ensures that employees are not subjected to any unreasonable risks in the workplace. However, some of the respondents do not know their rights with regard to knowing their health and safety measures in the institutions in which they work. As a result, fails to report minor injuries to the authorities because of low literacy rate and abysmal awareness of health and safety measures in their workplace.

#### 4.6 Recommendations

This section makes recommendations based on the findings of the study to stakeholders involved in the management of health and safety practices in the Second Cycle Schools Kitchen in Upper East region. The recommendations are hammered on the following area:

- The study recommends that management of schools should not only provide adequate protective clothing, they should put in place a monitoring team tasked to go round to check whether the staff really do put on their protective clothing and materials given.
- Management of schools should regularly organize education, training, workshops, seminars on health and safety issues, publish materials on health and safety and many others steps to include safety consciousness in the minds of workers.
- Management of schools should make employers to understand that safety and health practices are the obligation of both management and employees and this will go a long way to help make the work place safer.
- Finally, the government and other regulatory institutions should also established monitoring teams that will periodically go round to check whether schools are complying with health and safety practices as stipulated in the Labour Act 651.

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