
AN EVALUATION OF POLICE EMPLOYEES' OCCUPATIONAL HEALTH AND SAFETY RISK ASSESSMENT

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ABSTRACT:

The present study has been associated with the evaluation of an Occupational Health and Safety Risk Assessment among Police Employees. This study identified Occupational Health and Safety for police employees. To analyze an Occupational Health and Safety Risk Assessment. To analyze the factorize of the evaluation of an Occupational Health and Safety Risk Assessment. Using quantitative study type with a descriptive research design that surveyed the primary data conducted by 345 police employees in Tiruchirappalli district at Tamil Nadu by using the Random Sampling Method. The methods applied in this study include descriptive analysis and factor analysis, and data was obtained from police employees using structured questionnaires with 8 constructions, including demographic variables with 50 items set on a 5-point Likert scale. A study described the process of creating an OSH Risk Assessment Self-Evaluation. An evaluation of an Occupational Health and Safety Risk Assessment among police officers showed significant progress toward establishing a safe and secure workplace. The commitment made to establishing a safety culture, together with the adoption of thorough rules and procedures, has not only protected our employees' well-being but also increased operational efficiency and effectiveness. Moving forward, continued monitoring, frequent evaluations, and ongoing training programs will be critical to maintaining these accomplishments and furthering our commitment to prioritize the health, safety, and welfare of all police officers.

KEYWORDS: Occupational Health and Safety, Risk Assessment, Police Employees, SPSS.

1. INTRODUCTION:

1.1. OCCUPATIONAL HEALTH AND SAFETY:

An Occupational Health and Safety is a company-worker program that prevents workplace accidents and infections, according to Trusyulianti (2007). Cost-cutting measures and risk considerations are found in this process. According to OHSAS 18001:2007, "Occupational Health and Safety (OHS) factors and conditions that have an impact on the health and safety of employees or other workers".

The purposes for fulfilling workplace protection and well-being under Law No. 1 of 1970 are as follows. 1. Maintain personnel and workplace safety. 2. Workplace accidents should decrease. 3. Use every manufacturing source safely and efficiently.

Tarwaka (2016) shows that an effort chance may only occur when numerous variables are present at the same time on the job site or throughout the manufacturing process. Research suggests that work accidents are often caused by a combination of circumstances, rather than just one incidence.

Since effort chances are caused by generic circumstances, they are classified as an occurrence or accident event. Work accidents are mostly caused by a company's commitment to implementing Occupational Safety and Health measures. State of the locations, amenities, and work situation. Poorly executed Occupational Safety and Health (K3) elements and standards are the leading cause of workplace mischief. The leading causes of workplace accidents are:

- a. Dangerous human acts are caused by workers, including: - Privation of information, working improperly, Invisible flaws causing body malfunction, Exhausted and water-logged, and Behaviour that is not swift.
- b. Workplaces, equipment, resources, work habits, job nature, and work systems all contribute to unsafe circumstances. The environment in issue is influenced by factors such as facility provision, human experience, work organization, worker relations, political, economic, sociocultural, resilience, and security.
- c. Accidents are caused by interactions between persons and machines, as well as incorrect methods of supporting labor. If the two do not interact harmoniously, a mistake will occur, resulting in a workplace chance. Human capacities must be considered when planning work facilities and infrastructure. Heinrich's domino hypothesis lists five interrelated accident causes:

1. Working conditions

A person's work environment can reflect their ignorance or intransigence.

2. Human error

Human error can result from physical or mental illness, insufficient skills and knowledge, work misplacement, inattention, and other factors.

3. Unsafe actions and conditions

Safety violations include negligence, not following field security or safety signs, not getting dangerous work permits before starting high-risk activity, and not using PPE.

4. Accident

Workplace accidents include slips, dangerous chemicals, burns, being squashed and squeezed by things, equipment, and risk factors.

5. Impact of losses

Effects of bias loss include:

- a. Employee: damage, infirmity, or passing away
- b. Proprietor: tool fault and lawful action User: creation availability

These five elements fall like dominoes. One card falling on top of the other will collapse all five. Figure 1 summarizes Heinrich's domino theory.

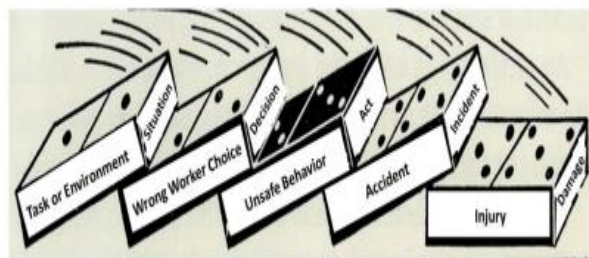


Figure 1.1. Heinrich's domino theory.

Source: The role of Beliefs in accident Prevention.

1.2. RISK MANAGEMENT:

Soputan (2017) defines K3 risk management as a systematic approach to managing risks. This method effectively prevents unexpected occurrences. Managers may identify and address present dangers to enhance outcomes. Risk management identifies workplace hazards and risks that may result in financial losses. K3 risk management, according to OHSAS 18001 (2007), manages risks that could injure, damage, or disrupt a company's operations.

Wicaksono (2011) defines Risk Management as pursuing the following purposes:

- 1. Contribute to minimizing the range of workplace accidents.

2. Efficient appliance administration courses to maximize benefits and minimize costs.
3. Create the correct program to minimize losses in the event of miscarriage.
4. Enhance managerial across all levels.
5. Practical organization is responsive.

The study aims to distinguish between tolerable small and big risks and offer data for risk assessment and control. Risk analysis takes into account risk sources, potential harm outcomes, and the likelihood of identifying them. You can find elements that affect outcomes and probability. Risk analysis considers effect and probability calculations alongside current control mechanisms. AS/NZS 4360 (1999).

Definitions of Risk:

According to AS/NZS 4360 (1999), the goal of risk analysis is to distinguish between minor and significant risks and give relevant data for risk management. Risk analysis takes into account risk sources, hazard implications, and chance of detection. Identify the variables that impact outcomes and opportunities. Risk analysis combines effect and likelihood assessments in current control mechanisms. **Ramli et al. (2010)** define K3 risk as the source of hazard in business operations including humans, equipment, materials, and the work environment. K3 is generally associated with unfavorable risks, such as:- Person and firm asset accidents, Fire and blasting, Occupational illnesses, Production damage, and Interruptions during operation.

Vaughan (2007) defines risk as follows.

a. Risk is the chance of loss:

Charity is often used to characterize situations with a risk of loss.

b. Risk is the possibility of loss:

These hazards could lead to losses if not addressed immediately.

c. Risk is uncertainty:

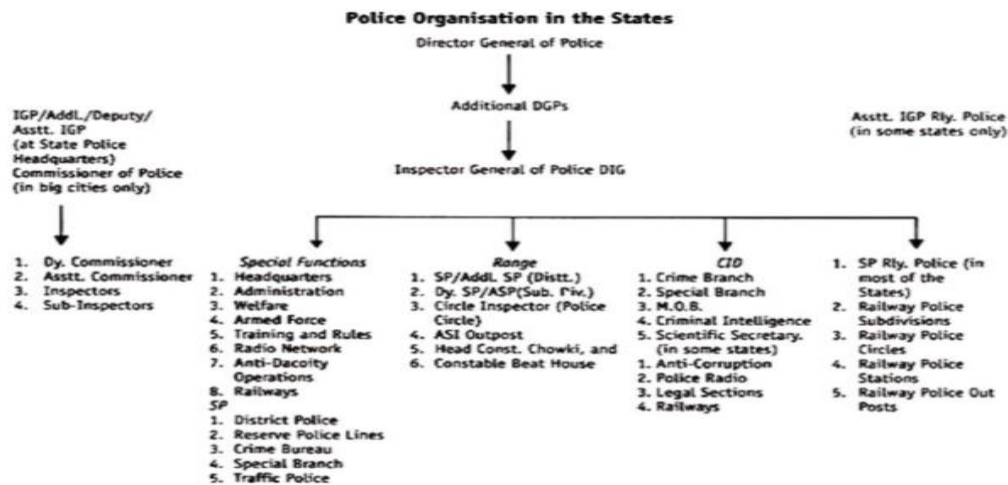
The danger in this scenario is that it is tied to uncertainty and the presence of risk as a result of that uncertainty. Risk may be defined as the impact or consequence of a prospective unfavorable occurrence that can cause failure to attain the intended aim owing to uncertainty.

POLICE POWER:

"The police force is the dark continent of our law. It is the handy storage of everything for which our legal categories have no better location."

What do the Police Professionals think?

Police personnel often wear "image armor" and consider expressing emotions a weakness. **Kureczka (2002)** suggests that those who are distrustful of themselves may struggle to trust and confide in others, leading to feelings of isolation.



Source: Police Science and Law Enforcement

2. LITERATURE REVIEW:

Miloš Gejdos (2024) As stated the knowledge-based economy places more emphasis on producing high-quality products, and workplace safety and health are gradually significant. Future research should focus on developing models to better understand the genesis and growth of risk variables. **Minna Rantala (2024)** states Previous research indicates that poor risk duty skills or constraints in procedures and apparatuses might hinder risk proof of identity and control. Workplaces need accurate OSH risk assessment tools. The new technique for evaluating OSH risk assessments has been verified and validated, indicating its ability to identify organizational development requirements. **McDonald Baluti (2024)** states the COVID-19 epidemic smothered the functioning of organizations worldwide. Employees' daily performance was influenced individually. Occupational health and safety, work environment, organizational culture, transformational leadership, and motivation affect government official performance in Malawi during the COVID-19 pandemic. **Ishrat Jahan (2023)** states that Traffic officers frequently face occupational health risks and injuries. Occupational injuries affect police officers' physical, social, and emotional well-being, affecting public health. The scoping review will assess occupational exposure prevalence, types, knowledge, risk factors, and prevention. **Elin Granholm Valmari (2022)** states that Stress and risk can harm police officers' physical, emotional, and social well-being. Not

before examined, this comprehensive research identifies and describes essential areas for a healthy and sustainable lifestyle among European patrolling police personnel. **Fanda Bahari (2022)** Workplace culture and OHS affected the Civil Service Police Unit and Damkar Bengkulu Selatan employee performance in this study. The Civil Service Police Unit's employee performance was largely influenced by K3 characteristics and organizational culture, according to t-test findings at the 0.05 significance level. **Martin Holzer (2020)** states Public health and public policing are distinct areas of administration. Their aims, legal foundation, workforce, expertise, traditions, and occupational culture all vary significantly. Occupational Safety and Health (OSH) is a broad phrase that refers to any action that promotes worker safety and well-being. OSH can provide operational strength and added value through increased craft and capacity. **Gift Gugu Mona (2019)** states Police officers globally, especially in Sub-Saharan Africa, experience job hazards, accidents, and illnesses. The SA Police Service lacks regionally relevant literature to guide policy. Global police occupational hazards, injuries, and diseases are the focus of this research, which has SAPS policy consequences. **Irniza Rasdi (2018)** states The psychosocial safety atmosphere is a useful indicator for preventing psychosocial health issues. This study aimed to identify risk factors for psychosocial safety climate and evaluate the impact of a personalized safety website on changing it. **Adrian-Constantin ACHIM (2018)** states that Compared to other occupations, law enforcement officers face everyday risks owing to their diverse and complicated work environments. Police officers face significant occupational risks when using legal means, and equipment, intercepting offenders, and enforcing the law, especially in challenging situations with limited staff and limited time to make critical decisions. Public security risks are evaluated by specialized workers and tools, but this activity is often evasive and falls under the purview of high-level managers and human resources in police units. **Alex Albert (2017)** states High accident rates and safety performance stagnation are due to workers' failure to perceive and control hazards in dynamic and transitory construction sites. Temperature, chemical, radiation, and biological risks had the lowest baseline and post-intervention hazard recognition rates, while gravity, motion, mechanical, and electrical risks had the highest. Focus targeted hazard recognition campaigns on ignored energy sources. **D. Desta Fekedulegn (2017)** states Policing has physical and psychological risks, including work pressures that can cause chronic exhaustion. There is insufficient research on the link between chronic fatigue and on-duty injuries, despite numerous reports of adverse occurrences related to police weariness. Methods: Research suggests that workplace treatments aimed at increasing energy levels can minimize fatigue and avoid occupational

injuries. **Pedro Domingues (2016)** states The six-level Integrated Management Systems Maturity Model compares integrated management systems by stage of evolution. The maturity model includes key process actors, externalities, and excellence management. Assess important process agents, externalities, and pillars using these rules. The Capability Maturity Model integrated-based component and statistical-based component define interactions between three independent variables using a multiple regression linear model and extra parameters. **Claudia C. Ma (2015)** states Shift employment can lead to occupational stress among healthcare practitioners and some industries. The connection is not well-known in the law enforcement community. Examine shift work and police stress. Variations occurred regardless of age, gender, race/ethnicity, or police level. Stress levels were similar for afternoon and night shift officers. This generation's shift workers may experience more stress. Police stress can be reduced via shift-specific measures. **Serpil Aytac (2015)** states Police officers' stress, stress symptoms, and rage styles are examined to uncover psychosocial risk factors. Police officers had higher scores for physical surroundings, employment, social stress, and self-expression, causing larger concerns. Psychological problems are quite common among Turkish police personnel. Several recommendations have been given to police agencies to support officers experiencing job stress. Our findings urge further study to identify and address stress issues among Turkish police personnel. **Alfredo Alvarez Gonzalez (2015)** states the initiative aims to enhance hazard identification skills in the logistics/food industry through a tutorial program. The tutorial teaching was effective because of the statistical data that addressed the tutor's specified purpose. According to the findings, both executives and workers acquired competencies. **Adrian Constantin Achim (2014)** states the report reviews the national literature on police occupational safety and health, identifying important risk factors in police activities. The last several years have witnessed an increase in interest in risk management throughout the industry. The public sector and society as a whole. Effective risk management is crucial for recognizing and managing possible dangers and opportunities to achieve policy objectives. **Susanne Bahn (2013)** states that Risk management requires managers and staff to detect workplace dangers. Managers presume staff have the knowledge and abilities to recognize both obvious and emergent threats. Longer experience does not necessarily correlate with the ability to spot dangers. Long-term employees and supervisors recognized a few potential dangers. Teams typically identified 8-12 dangers across four categories. **R. Macchiaroli (2010)** states an Identifying, assessing, and reducing risks is critical for workplace safety. This research proposes a hybrid strategy with proven performance in many industrial systems, including

steel and logistics. **Ephraim Howard (2008)** states that Research and inquiry in police crisis negotiation sometimes rely on anecdotal evidence due to a lack of scientific terminology. This work brings the scientific definition of the word "police officer" into the research literature that covers crisis discussions. The absence of such a definition has restricted the study conducted. Police and law enforcement officials' work in crisis negotiations may be compared to other sectors using Hazard Data Sheets, which are commonly used in research. The notion of the Hazard Data Sheets on vocations is shown by a concrete example of one of the most potentially dangerous professions.

3. RESEARCH METHODOLOGY:

Research should conclude with principles or processes for social studies because its goal is to find them. Even though it may be a prelude to research, collecting and tabulating facts is not research. To identify the Occupational Health and Safety Risk Assessment for police employees. To analyze the Occupational Health and Safety Risk Assessment. To analyze the factorization of the self-evaluation of the Occupational Health and Safety Risk Assessment. It is a quantitative research type with a descriptive research design. Surveys are used to collect specific and actual data that characterize an existing occurrence. A systematic questionnaire survey was accompanied by employees of police from a police station in the Trichy district of Tamil Nadu which is run by the Government of Tamil Nadu. A total of 345 respondents were chosen from employees of police from a police station in Trichy district in Tamil Nadu. The present study used appropriate primary and secondary data to attain its goal. 345 data were collected from employees of police from a police station in Trichy district in Tamil Nadu. Books, journals, newspapers, internet, and other secondary data sources are included. Scientists developed primary data-gathering questionnaires using these sources. Using the statistical method known as intentional sampling, 345 data were collected from employees of police from a police station in Trichy district in Tamil Nadu. Furthermore, the researcher gathered questionnaire information from a police station in Trichy district in Tamil Nadu. The methods applied in this study include descriptive analysis and factor analysis, and data was obtained from police employees using structured questionnaires with 8 constructions, including demographic variables with 50 items set on a five-point Likert scale.

4. TOOLS USED FOR ANALYSIS:

4.1. DESCRIPTIVE ANALYSIS:

Table -1 Descriptive Analysis.

VARIABLES	FREQUENCY	PERCENTAGE
Designations:		
Constable	127	36.8
Police Naik	21	6.1
Assistant Sub Inspector	47	13.6
Sub Inspector	20	5.8
Inspector	130	37.7
Age		
Below 25	100	29
26-40	128	37.1
41-55.	67	19.4
Above 55	50	14.5
Gender		
Male	255	73.9
Female	90	26.1
Marital Status		
Married	239	69.3
Unmarried	106	30.7
Others	0	0
VARIABLES	FREQUENCY	PERCENTAGE
Educational Qualification		
SSLC	50	14.5
HSLC	70	20.3
UG	147	42.6
PG	78	22.6
Experience		
Below 5yr	67	19.4
6-10yrs	128	37.1
11-15yrs	50	14.5
Above 15yrs	67	19.4
Income (Salary) / PA		
Bel 4L	100	29.0
4.1L-8L	65	18.9
8.1L-12L	65	18.8
12.1L-16L	60	17.4
Above 16L.	55	15.9
Working Hours		
8 Hours	168	48.7
Above 8 Hours	177	51.3

Table -1 shows the percentage value and frequency value for personal factors of police employees. The highest value in designations of Constable frequency value is 127 and the percentage is 36.8 % the lowest value in designations of sub-inspector frequency value is 20

and the percentage value is 5.8 %. The highest value for age 26-40 frequency value is 128 and the percentage is 37.1 % and the lowest value for age from above 55 frequency value is 50 and the percentage value is 14.5 %. The highest value in marital status is Married with a frequency value are 239 and a percentage is 69.3 % and the lowest value in marital status is unmarried with a frequency value is 106 and a percentage value is 30.7%. The highest value in gender is male with a frequency value are 255 and a percentage is 73.9 % and the lowest value in gender is female with a frequency value is 90 and a percentage value is 26.1%. The highest value in educational qualification in SSLC of frequency value is 147 and the percentage is 42.6 % and the lowest value in educational qualification in UG of frequency value is 50 and the percentage value is 14.5%. The highest value in Experience from 6-10 years of frequency value is 128 and the percentage is 37.1 % and the lowest value in Experience from 11-15 of frequency value is 50 and the percentage value is 14.5%. The highest value in an income is below 4L with a frequency value is 100 and a percentage is 29.1 % and the lowest value in an income is 16L with a frequency value is 55 and a percentage value is 15.9%. The highest value in working hours is more than 8 hours of frequency value is 177 and the percentage is 51.3 % and the lowest value in working hours is 8 hours of frequency value is 168 and the percentage value is 48.7 %.

3.8. HYPOTHESIS:

H0- Evaluation of an occupational health and safety risk assessment among police employees increased by Hazard Identifications

H1- Risk Analysis improved police personnel occupational health and safety risk assessment evaluation.

H2- Control Measures enhanced police officers' successful occupational health and safety risk assessment evaluation.

H3- Monitoring and Review of improved police occupational health and safety risk assessment evaluation.

H4- Communication and training helped police officers evaluate occupational health and safety risk assessments.

H6- Perception raised police officers' evaluation of a successful OHS risk assessment.

3.9. FACTOR ANALYSIS:

Table-2.

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.907
Bartlett's Test of Sphericity	Approx. Chi-Square	7195.132
	Df	861
	Sig.	.000

KMO evaluated sampling. Adequacy measures how well the value distribution performs FA. A score of >0.9 is great, >0.8 is commendable, >0.7 is good, >0.6 is mediocre, >0.5 is awful, and 0.5 is terrible. An identity matrix would devalue FA. Since the data do not form an identity matrix, they are multivariate normal and acceptable for FA at 0.05. **Table 2** Data sampling adequacy was 0.907, which is typical. The multivariate normality of distributions is tested by Bartlett's sphericity. Additionally, it determines if the FA's correlation matrix is an identity matrix. An identity matrix would devalue FA. Data with a significance level of 0.05 do not create an identity matrix, showing they are multivariate, consistently distributed, and acceptable for FA, according to George and Mallery (2003). The study's significance level was 0.000, suggesting FA may use the data.

Table-3

Total Variance Explained									
Comp	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	of Cumulative %	Total	% of Variance	of Cumulative %	Total	% of Variance	of Cumulative %
1	12.712	30.268	30.268	12.712	30.268	30.268	6.380	15.192	15.192
2	3.689	8.783	39.050	3.689	8.783	39.050	5.886	14.015	29.206
3	3.018	7.185	46.235	3.018	7.185	46.235	3.539	8.425	37.631
4	1.542	3.671	49.907	1.542	3.671	49.907	2.735	6.512	44.144
5	1.284	3.057	52.964	1.284	3.057	52.964	2.006	4.776	48.920
6	1.254	2.985	55.949	1.254	2.985	55.949	1.850	4.404	53.324
7	1.185	2.822	58.771	1.185	2.822	58.771	1.831	4.361	57.684
8	1.050	2.500	61.271	1.050	2.500	61.271	1.507	3.587	61.271
9	.950	2.261	63.533						
10	.920	2.191	65.724						
11	.859	2.045	67.768						
12	.832	1.981	69.749						
13	.801	1.908	71.656						
14	.731	1.740	73.396						
15	.706	1.680	75.076						
16	.684	1.629	76.705						
17	.665	1.584	78.289						
18	.641	1.527	79.815						

19	.622	1.481	81.296						
20	.596	1.420	82.716						
21	.539	1.283	83.999						
22	.526	1.253	85.252						
23	.491	1.170	86.422						
24	.465	1.108	87.530						
25	.441	1.051	88.581						
26	.415	.988	89.569						
27	.383	.912	90.481						
28	.372	.887	91.368						
29	.363	.864	92.231						
30	.351	.835	93.067						
31	.319	.759	93.826						
32	.303	.720	94.546						
33	.294	.701	95.247						
34	.285	.679	95.927						
35	.263	.625	96.552						
36	.251	.597	97.149						
37	.238	.567	97.715						
38	.213	.506	98.221						
39	.209	.498	98.720						
40	.203	.483	99.202						
41	.178	.423	99.626						
42	.157	.374	100.00						

Table 3: Nine Eigenvalues of 1 were found in the first 10 features using Principal Component Analysis (PCA) with Varimax Rotation. These nine traits explained 61.271 percent of the variance. **Table 4** shows FA outcomes. Factor loadings were 0.751–0.521. A test's factor loading increases with its feature count. The highest-loading feature, like risk-taking in group I, determines their titles. Additionally, components with substantial loadings of 0.50 or above were employed to interpret features in this study.

Table -4.

Rotated Component Matrix								
	Component							
	1	2	3	4	5	6	7	8
1. I am aware of the potential hazards associated with my duties as a police officer.		.699						
2. Hazard identification procedures are clearly defined and communicated within my department/unit.		.727						
3. I feel confident in my ability to identify workplace hazards.		.742						
4. I feel knowledgeable about the potential hazards associated with my duties as a police officer.		.683						

5. I find the hazard identification procedures within my department/unit.	.661						
6. I ability to identify workplace hazards during my duties as a police officer.	.660						
7. I believe that hazard identification is prioritized and emphasized within your department/unit.	.521						
8. Risk assessment tools and techniques are accessible and easy to use.	.632						
9. I understand the process of assessing risks associated with different tasks and activities.						.604	
10. Risk assessments consider both the likelihood and severity of potential incidents.	.687						
11. I find the risk assessment tools and techniques provided by my department/unit.							
12. I understand the process of assessing risks associated with different tasks and activities as outlined by my department/unit.	.612						
13. Risk assessments consider both the likelihood and severity of potential incidents in my opinion.	.521						
14. I am confident in the accuracy and reliability of the risk analysis conducted within my department/unit.	.535						
15. Adequate control measures are in place to mitigate identified risks.							
16. I am provided with appropriate training and resources to implement control measures effectively.							
17. There is a clear process for reporting and addressing safety concerns or deficiencies.	.600						
18. I perceive the control measures implemented in my department/unit to mitigate workplace hazards.	.568						
19. I feel adequately trained to implement control measures to mitigate workplace hazards.	.695						
20. I find the resources (e.g., equipment, PPE) provided to support the implementation of control measures.	.694						
21. I believe there is a clear process for reporting and addressing safety concerns or deficiencies within your department/unit.	.708						
22. Regular inspections and audits are conducted to monitor the effectiveness of control measures.	.780						
23. Feedback from frontline officers is taken into account during the review of risk assessments.	.634						
24. Lessons learned from incidents or near-misses are used to improve future risk assessments.	.730						
25. . I believe that regular inspections and audits are conducted to monitor the effectiveness of control measures within my department/unit.	.712						
26. I think feedback from frontline officers is incorporated during the review of risk assessments within my department/unit.	.686						

27. I believe lessons learned from incidents or near-misses are utilized to improve future risk assessments within my department/unit.						.642		
28. I feel that the monitoring and review processes contribute to the overall safety and well-being of police employees within my department/unit.						.632		
29. Information regarding occupational health and safety is communicated effectively within my department/unit.							.751	
30. I receive adequate training on OHS policies, procedures, and risk assessment practices.								
31. There are opportunities for ongoing education and skill development in OHS for police officers.			.655					
32. I train to know about the potential hazards associated with my duties as a police officer.			.677					
33. I aware procedures to how hazard identification within my department/unit.			.738					
34. I train to identify workplace hazards during my duties as a police officer.			.713					
35. I am aware that hazard identification is prioritized and emphasized within my department/unit.					.643			
36. I feel confident in the occupational health and safety practices within my department/unit.								
37. I believe that the risk assessment process contributes to the overall safety and well-being of police employees.					.555			
38. I am encouraged to actively participate in improving OHS practices within my department/unit.								
39. I believe my department/unit's OHS measures work.							.527	
40. I know my workplace follows OHS policies and procedures.				.704				
41. Management in my department/unit addresses occupational health and safety.								
42. My department/unit's occupational health and safety culture is satisfied.				.745				

4. FINDINGS AND SUGGESTIONS:

The findings of the study include Assessing the effectiveness of risks highlighted in the police work environment. This might include physical, biological, chemical, ergonomic, and psychological dangers. Assess how successfully the risk assessment procedure was carried out. This includes assessing the likelihood and severity of potential harm from specified dangers. Evaluate the efficacy of current control mechanisms in place to reduce identified risks. This may comprise personal protective equipment (PPE), administrative controls (such as rules and procedures), and engineering controls. Consider the amount of employee participation in the risk assessment process. Evaluate the adequacy of police officers' OHS risk and mitigation training. This involves being aware of potential risks, using adequate

equipment, and reporting safety problems. Examine existing incident and near-miss reporting systems. Determine whether there are any trends or reoccurring concerns that should be addressed. The analysis suggests a frequent review procedure for the risk assessment to ensure it is current and relevant to developing dangers in the police work environment. Provide personnel with further training on particular hazards found during the evaluation to ensure they understand the risks and necessary management actions. Improve communication channels for reporting safety problems and near misses, creating an environment in which employees feel comfortable sharing concerns without fear of repercussions. Pay close attention to ergonomic risks, conducting ergonomic evaluations for workstations, and adopting steps to limit the risk of musculoskeletal injuries. Enhance support systems for tackling psychological risks, such as counseling services, stress management programs, and fostering a supportive work atmosphere. Invest in cutting-edge technology and equipment that can assist reduce dangers, such as body-worn cameras, better communications systems, and sophisticated safety gear. Implement frequent health check-ups for police personnel to monitor their physical and mental health, finding problems early and giving necessary assistance. Recognize and promote proactive safety behaviors among police officers to foster a culture of safety and accountability.

6. CONCLUSION:

The current study was linked to the self-evaluation of a successful Occupational Health and Safety and Risk Assessment among police officers. This research examined the Occupational Health and Safety of the police officers. I reviewed the Workplace Health and Safety and Safety Risk Assessment. The self-evaluation of Occupational Health and Safety and Safety Risk Factorized. Using a quantitative study type with a descriptive research design, 345 police officers in Tiruchirappalli district, Tamil Nadu, performed a primary data survey using the Random Sampling Method. This study used descriptive analysis and factor analysis, and data was collected from police officers via standardized questionnaires with eight constructs, including demographic characteristics with 50 items placed on a five-point Likert scale. An Occupational Health and Safety (OSH) risk assessment self-evaluation was outlined in this study. Police officers' OHS self-evaluation and risk assessment have improved workplace safety. The dedication to building a safety culture, together with the implementation of comprehensive regulations and procedures, has not only preserved our employees' well-being but also boosted operational efficiency and effectiveness. Moving forward, regular monitoring, frequent reviews, and ongoing training programs will be crucial to preserving

these achievements and reinforcing our commitment to prioritizing the health, safety, and well-being of all police personnel.

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