

ABSTRACT

The Sri Lanka Navy is one of the key elements of Sri Lanka armed forces and being the first line of defence, SLN engineers and technical staff play vital role in maintain and keeping operation of major ships and crafts to safeguard the country. While discharge of duties, occupational safety and health practices play a significant role in any work environment. Effective implementation OHS management practices such as safety, welfare and work place environment always lead to employee job performance and satisfaction. The employee satisfaction will cause for improvement of organizational performance. To achieve same, there are many things implemented in the Navy. Rules and Regulations, memorandum, required facilities, working environment and other needs already provided to the employee in the organisation. But there are accidents occurring on regular basis. The annual report of Director General Health Services gives evidence to prove same. Therefore, this study was conducted to identify the prevailing situation and to make suitable recommendation to reduce the accidents by better occupational and health safety witch directly effect to the organisational performance of the Navy. The focus area of my research is western naval command dockyard. The research study adopted qualitative and quantitative mixed method. The qualitative data collected from in depth interviews of key personal in western naval dockyard having maximum experience in the field. After interviews thematical analysis conducted to derive my requirements. The quantitative research was carried out by stratified random sampling method. During the sample population selection, special attention was given to give equal opportunity to main work force of the engineering department at western naval dockyard. The information gathered from the current employed in western command engineering workshop. The main requirements of study to evaluate the existing health and safety practices in the SLN, identify issues and problems in system, analysed the effect of same to organizational performance and provide suitable recommendation. Base on the finding of the research, it is concluded that Sri Lanka navy has done many things to maintain better OSH within the organisations, but there is a gap between expected skills/information and the current skills/information of the naval personal due to the issues existing in the implementation of safety guidelines and safety audits. The staff not willing to wear safety gears, scarcity of items, insufficient knowledge, unprofessional approach to work,

limitation of trained personal, not adhering the procedures are identified as main reasons for increase the accidents in the workshop. Moreover, it was revealed that the skills and the knowledge gathered during training period on this aspect not retain after sometimes due to lack of interest and work environment related factors while performing duties. Further management level has not shown sufficient interest to do the corrective action. The skill level of the supervisors and quality inspection methods in the system need further improvement. The absence of skill personal due to accident directly involved on organisational performance. Recommendations were made to correct the existing system to minimise the accidents in future

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