

**Problems Facing the Effective Management of The Health and Safety Function in
Tanzanian Work Organizations: a case Study of the Main Campus of the University of Dar
es salaam**

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The control of occupational hazards is a challenging problem in modern work organizations. The use of hazardous technological processes and hazardous materials in production processes has increased chance of insecurity to health and safety of employee as well as society at large. Negative effect of occupational hazards ranges from injuries, diseases or even deaths to employee and the general public, to destruction of property worth billions of money as well as environmental degradation. One purpose of the health and safety function is that of protecting people and properties from occupational hazards. The main objectives of this study was to identify problems that face effective management of the Health and Safety function in Tanzania work organizations, in particular the main campus of University of Dar es Salaam. The purpose was to provide literature that would help organisations to manage their health and safety functions effectively. The study used both primary and secondary data. The former were collected through questionnaires, structured interviews and field observations. The latter were collected from published as well as non published materials, from television and from the internet. For effective management of health and safety function, it is recommended that work organisations, particularly the main campus of the University of Dar es Salaam, should deal directly with impediments to the success of this function. These impediments could be minimized or totally eliminated through implementation of recommendations by this study. It is recommended that the institution should establish or implement the following programmes: Industrial Safety Training: undertake training in Clinical Psychology; Stress management; Health and Safety publicity and contests. Others were control of work environment; routine inspection; keep accidents statistics and database; and improvement of the university's safety climate. Lastly, it is recommended that similar studies could be conducted in other areas of the Health and Safety function or in the same area so as to add to or enrich what was found out from this study.