

Relationship Between Culture Safety Professional And Level Performance Among Members Of Al-Hilal Red Saudi

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Abstract:

The study adopted the descriptive analytical approach because it was suitable for its objectives, and used a questionnaire consisting of two main axes: occupational safety culture and the level of professional performance. The instrument's validity and reliability were verified using Cronbach's alpha coefficient, and the results showed a high degree of internal consistency. The results revealed that the level of occupational safety culture among the sample group was high, reflecting the organization's interest in implementing prevention and safety procedures and training employees on them regularly. It was also found that the level of professional performance was high, as employees demonstrated a clear commitment to quality and accuracy standards in performing field tasks. The correlation coefficient results showed a strong and statistically significant positive relationship between occupational safety culture and the level of professional performance, confirming that promoting awareness and implementing safety procedures directly contribute to raising performance efficiency. The study recommended the need to continue preventive training programs and intensify occupational safety awareness campaigns, in addition to integrating safety concepts into performance evaluation standards to ensure a safer and higher-quality work environment.

Keywords: Occupational safety culture - Professional performance - Saudi Red Crescent - Job safety - Efficiency - Work environment.

- Introduction

Occupational safety culture is one of the fundamental pillars that ensure sustainability and effectiveness. For institutional work, especially in vital sectors that are constantly exposed to risks and work under pressure, the most prominent of these sectors is the ambulance and relief services sector. In a work environment like the Saudi Red Crescent Authority, staff members are regularly exposed to emergency and dangerous situations that require a rapid and accurate response. Therefore, the importance of safety is not limited to protecting individuals from injuries and occupational diseases only. However, it extends to include maintaining workforce readiness and ensuring the continued provision of high-quality services. Recognizing the complementary relationship between a safe work environment and the ability to focus and make decisions under pressure is crucial for understanding the factors influencing the overall performance of the organization. By reducing human error and speeding up emergency response, and to improve the quality of care provided to beneficiaries, thereby achieving the organization's strategic goals more effectively and efficiently^{1,6}

Discussion

Occupational safety culture It is a concept Deeper and more comprehensive than simply applying written procedures and regulations , it constitutes a set of shared values, beliefs, attitudes and behaviors adopted by all individuals within the organization, from senior management to field workers, and is reflected in how they deal with risks, make decisions and prioritize safety over any other considerations An effective .safety culture is not merely a function of the safety department, but a fundamental part of the organization Leadership is committed to providing resources and support, and employees actively participate in reporting risks and proposing ways to improve and develop, making safety and adherence to it an automatic behavior rather than an external obligation. Furthermore, a safety culture gains added importance in field work environments such as construction sites , logistics , and emergency and relief operations like those of the Red Crescent . The risks are high, volatile, and immediate, and the speed of decision-making under pressure can mean the difference between safety and injury . Therefore, a safety culture acts as a safety net, where employees understand that reporting a hazard or stopping work unsafely is a commendable and not punishable behavior . This culture ensures that systems and procedures are strictly enforced and that personal protective equipment is used correctly. And that training on emergency scenarios is carried out regularly , which greatly reduces the occurrence of accidents and major injuries^{5,8}

Furthermore, establishing this culture goes beyond mere legal compliance and the physical protection of individuals. To profoundly affect the overall performance of the organization When a field worker feels that he is working in a safe and supportive environment Morale and self-confidence rise, and concentration improves, leading to increased productivity and quality of work . In addition , a strong culture leads to a reduction in the high costs associated with accidents, such as treatment costs compensation , and damage to equipment and tools. And downtime , it also enhances the organization's reputation as a responsible and attractive employer for talent. This ensures its sustainability and leadership in its field^{2,9}

- ingredients Dimensions culture Safety Professional in Institutions Health and ambulance

Health and emergency institutions such as hospitals and health centers are characterized by Ambulance services operate in a highly sensitive work environment where employee safety is directly linked to patient safety. Therefore, occupational safety culture in these institutions is built upon several integrated dimensions aimed at preventing dual risks to both staff and patients . These dimensions encompass three main axes Leadership commitment , reporting and learning systems, employee engagement, and teamwork and Establishing these dimensions transforms safety from a mere program into an essential part of the operational process and the care provided . These dimensions can be explained as follows^{9,3}

The first dimension is leadership commitment and resource provision , which is the cornerstone of building an effective safety culture. This commitment is not limited to issuing policies but is translated into allocating necessary resources such as personal protective equipment , sterilized devices , safe ambulances and advanced and continuous training . The leadership dimension also includes Clarifying safety-related , objectives It should be placed as a strategic priority above financial or production goals ; in the health and emergency field, leaders must be role models. It is exemplary in following infection control procedures by providing safe handling of hazardous biological materials. Reducing the professional and psychological stress experienced by the staff ; the second dimension is reporting and learning systems and non-punishment for mistakes, where this dimension focuses on creating and providing a safe environment for .reporting Where employees feel confident in reporting errors , nearby incidents and unsafe practices without fear of punishment or personal blame unless there is willful negligence . This dimension is essential in the health sector to identify underlying systemic errors that led to the mistake, rather than blaming the individual. These basic components include systematic incident investigation, immediate feedback mechanism on reported risks, integration of investigation results into continuous learning, improvement and development programs , and development of protocols followed in providing care and first aid⁶

The third dimension is employee participation and team effectiveness. This dimension focuses on the role of individuals in implementing the culture on the ground, as safety cannot be achieved without the active participation of every healthcare worker or paramedic. This includes the effectiveness of teamwork within

units and departments, such as the ambulance team or operations teams, and ensuring clear and effective communication regarding the patient's condition or the details of the mission. And be sure to use checklists Standard procedures and this dimension also require empowering employees to make the decision to stop work If they feel that the patient's safety or their own personal safety is threatened in any way , this reflects the highest levels of self-responsibility and professionalism within the organization^{7,5}

- Factors Organizational and administrative Influential in Strengthening culture Safety Professional

The strength and effectiveness of a culture of occupational safety stem from the organizational and administrative factors that shape the framework of work and behavior within the organization. These factors are not limited to rules and procedures, but also include Based on the way leaders think and distribute roles and resources , the most important of these factors can be explained in three main axes leadership commitment, resource allocation , organizational structure, safety management system communication methods, and accountability . Each of these can be explained as follows^{2,7}

Leadership commitment and resource allocation is the most influential organizational factor, as leadership must place safety as a core value and strategic priority , preceding all other operational considerations . It is not enough to simply announce safety policies ; this commitment must be translated into allocating ,sufficient financial and human resources for safety systems, purchasing the latest protective equipment and providing specialized training . When employees see that management invests in and actively participates in safety tours, it reinforces their belief that safety is not just a slogan, but a reality. It is a fundamental and essential part of the work culture ; leadership Effectiveness is about setting a good example , sharing positive safety stories, and treating employees with respect . The second factor is the organizational structure and safety management system, as safety culture is closely linked to this. The efficiency of the organization's structure is crucial , as the structure must include an effective occupational health and safety management system. For example, the international standard ISO 45001 clearly defines , the roles, responsibilities, and authorities related to safety at all levels, from manager to frontline worker and this standard also requires ... Having clear procedural mechanisms for identifying assessing, and monitoring risks on a regular basis, and designing emergency preparedness and response plans. It also emphasizes the importance of proper documentation of all safety procedures and incidents This facilitates internal and external auditing processes and ensures compliance with legal regulations⁴

The third factor is communication, accountability, and learning methods . These administrative factors include the internal communication system, where communication should be multidirectional, from top to bottom and vice versa In particular, with regard to the results of accident investigations and feedback on risk reports to enhance confidence The institution must adopt a culture of justice Which encourages reporting without fear of punishment when unintentional mistakes are made and focuses instead on organizational learning, improvement and development of the system. Implementing an effective system of accountability and rewards is crucial , where positive behaviors that support safety and compliance with procedures are rewarded, while fair , deterrent and equitable corrective actions are applied in cases of deliberate negligence^{1,10}

- level Awareness Training on procedures Safety between My staff Al-Hilal red Saudi

The staff of the Saudi Red Crescent Authority are the first line of response in case of emergencies. Their level of awareness and training in occupational safety procedures is an essential part of their job competence ; they are subject to a high and mandatory level of training that includes not only basic first aid and medical skills but also occupational safety specific to ambulance This training is conducted intensively and continuously through the Authority's training centers , in addition to specialized medical courses , where staff receive training on operational safety procedures related to dealing with road accidents and vital safety procedures When dealing with patients and providing tactical emergency care for the injured Which focuses on providing first aid in hazardous environments , This focus ensures they are constantly

aware of the latest protocols to protect themselves and their colleagues before and during service delivery. Furthermore, the level of awareness among Saudi Red Crescent staff goes beyond theoretical knowledge to a deep-rooted institutional safety culture, where The Authority works to consolidate occupational safety concepts through awareness programs such as the (Muath) initiative. To enhance emergency medical safety in the workplace, this awareness includes personal protective measures and the use of appropriate protective equipment. Also, assessing field risks before exiting the ambulance and managing dangerous scenes. Such as at fire sites or major accidents, the employee also understands the importance of the paramedic's safety first. As a fundamental condition to ensure the safety of the injured, reflecting an awareness high. It is necessary to take self-protection measures before intervening^{2,8}

In addition, the Saudi Red Crescent Authority demonstrates commitment. By improving the quality of training for its staff in the field of emergency medical services through cooperation with specialized entities such as the Saudi Patient Safety Center, and This collaboration aims to measure and improve the culture of patient safety in ambulance services, which directly impacts the safety of the staff themselves. It also involves staff participation in advanced courses and provides them with the latest national standards for ambulance medical services to ensure that their safety management skills are in line with the highest levels of quality and internationally and nationally approved standards, thus continuously raising their level of readiness to face various risks while performing their humanitarian duty^{5,10}

- concept Performance Job and its indicators in environments the job ambulance

Job performance in the emergency work environment is highly specific due to the nature of the work which combines medical skill, rapid response, and working under pressure. Three basic concepts of job performance can be explained as follows⁶

The paramedic's job performance in the emergency work environment is defined as the paramedic's ability to conduct accurate clinical assessments and implement necessary medical and emergency procedures such as cardiopulmonary resuscitation (CPR), airway management, and hemorrhage control. Effectively and in a timely manner, with full adherence to the medical guidelines specified in advance by the authority, it is also defined as the ability of the ambulance unit and the paramedic to respond, move and reach the scene of the accident as quickly as possible while maintaining full readiness of equipment and ambulances. Speed here is linked to the safety of arrival and handling. It is also defined as the ability of the paramedic to interact effectively with teammates and coordinate with other emergency teams such as the police and civil defense, and to communicate clearly and accurately with the operations room and the hospital receiving the case. It also includes the ability to control emotions and work under stress^{6,4}

Accordingly, the performance indicators of the ambulance work environment focus on measuring the effectiveness and efficiency of operational processes and ensuring the safety and quality of care provided. These indicators can be explained in three main axes as follows

The first axis is operational efficiency indicators. These indicators measure the speed and effectiveness of the ambulance teams' response and are important in the ambulance work environment, as the standard numbers in this axis reflect the system's ability to reach the injured. The overall response time is the most prominent indicator, measured from the moment the report is received until the ambulance team arrives at the scene of the accident, and it is usually divided into more precise parts such as preparation and departure time. The driving time to reach the patient, which must be achieved within the specified national and international standards, and also the service occupancy rate index, which measures the percentage of time that ambulances and paramedics spend on actual service tasks from the start of the response until returning to the station or receiving a new task. This index is used to determine the need for additional resources or redistribution of units to ensure ideal geographical coverage and the percentage of ambulances ready for service around the clock. This includes ensuring regular maintenance and the full availability of fuel and medical supplies^{2,8}

The second focus is on clinical care quality indicators and clinical outcomes. These indicators focus on the quality of care provided in the field and its direct impact on the patient's condition . Quality measurement here is not limited to the medical staff, but includes The effectiveness of applying the established protocols which includes the extent to which paramedics adhere to the specific medical procedures for emergency , ,cases such as cardiac arrest, burns, or shock protocols , and the results of cardiopulmonary resuscitation which is the success rate of saving lives in cases of cardiac arrest before reaching the hospital. It is a global indicator of the effectiveness of training, quality of care , and also the quality of documentation and case handover , through the completeness and accuracy of field medical records and information passed on to hospital emergency staff, as good documentation directly affects continuity of care^{7,4}

The third axis is occupational and environmental safety indicators . These indicators measure the effectiveness of preventive and administrative procedures through the rate of ambulance vehicle accidents and the number of traffic accidents that ambulance vehicles are exposed to during response or transport. It is used to evaluate driving skills and adherence to traffic safety rules . The occupational injury rate expresses the number of injuries that ambulance staff are exposed to while performing their duty, whether they are physical, structural, or violence from the public . This indicator measures the effectiveness of ,protective equipment and occupational safety training , as well as the job satisfaction and burnout index This administrative indicator measures the psychological and social aspect, as the emergency work environment is highly stressful , and the level of stress and burnout is measured to ensure the provision of the necessary psychological and social support and to maintain qualified personnel^{6,9}

Therefore, performance indicators for the ambulance work environment are of paramount importance because they are vital tools to ensure the continuity, efficiency, and quality of the service provided to save lives . They not only help in measuring current performance and determining whether response speed goals are being achieved However, it enables management to identify gaps and weaknesses in operational processes such as ambulance efficiency , clinical care, and adherence to protocols. Or occupational safety and reducing paramedic injury rates ; using this data enables sound decision-making. Evidence- based resource reallocation Developing targeted training programs Improving protocols ultimately leads to better clinical outcomes for patients and enhanced safety and sustainability of the ambulance staff^{10,7}

- effect culture Safety Professional on quality Performance and speed Response Field

Occupational safety culture significantly and directly affects the quality of performance and speed of field response in the ambulance work environment through three main factors that can be explained as follows

Boosting confidence and increasing focus on core tasks : When a safety culture is strong and well-established, employees feel completely confident that the organization prioritizes their protection and safety . This sense of security reduces anxiety and distraction stemming from fear of exposure to risks or injuries. A paramedic or field worker who is confident that the equipment and tools used are safe, the training is adequate , and the procedures are designed to protect them can focus their mental and physical energy entirely on the core tasks of providing high-quality care to the injured . This heightened focus translates directly into better performance and higher quality of care. In the operational process, in addition to standardizing procedures and ensuring the constant readiness of equipment ,Such as checking fuel levels ,medical supplies, and the alarm system It removes ambiguity and reduces errors and unexpected delays and as a result, the process of moving from receiving the notification to leaving the station becomes easier Smoother and faster , which ensures increased speed of field response and access to the injured^{10,6}

The third factor is supporting a culture of reporting and continuous learning from incidents, as a positive occupational safety culture encourages open and transparent reporting of near misses Minor accidents and even safety violations Without fear of unfair punishment, which is known as a just culture and This sensitive information is used as an opportunity for organizational learning and development When the root causes of these errors are analyzed, whether they relate to training, equipment, or procedures The organization can proactively improve performance and safety protocols , This continuous improvement

raises the overall quality of performance and reduces the likelihood of repeating errors that could lead to delayed response or damage to the quality of care in the future^{6,9}

Following safe procedures when handling highly dangerous materials and using correct lifting techniques for the injured also ensures the protection of his physical and mental health. When a paramedic adheres to safety protocols, they reduce the likelihood of injuries and occupational illnesses such as musculoskeletal injuries or infections. This reduction in injuries means the paramedic is better prepared both physically and mentally. To perform his tasks with high efficiency without absence or chronic fatigue. This ensures the continued service of qualified personnel without interruption. It is a fundamental element in the efficiency of the ambulance system. The second dimension is that serious commitment to safety procedures contributes to freeing the paramedic from anxiety and hesitation while working in a dangerous environment or under pressure. When the application of occupational safety procedures becomes an automatic and established behavior, the paramedic does not have to waste time or mental energy in assessing basic risks. This directs all his focus towards the accurate clinical assessment of the injured person's condition and making quick and correct medical decisions. Thus, the paramedic who is committed to safety is more efficient in determining ambulance priorities and implementing medical protocols with high accuracy which raises the quality of care and increases the chances of the injured person's survival^{6,7}

Enhancing professionalism and compliance with operational standards is the third dimension of this integrated relationship; adherence to positive occupational safety procedures reflects professional behavior, and commitment. Organizational Among the employees, In the emergency medical work environment work is carried out according to strict standards and protocols such as the national standards for emergency medical services, and adherence to safety is a strong indicator. The paramedic's respect for operational and professional instructions as a whole, and this discipline in applying safety rules, naturally extends to positively affect the quality of execution of all other ambulance tasks, starting with the safe driving of the ambulance vehicle. How to pass By managing resources on the ambulance and then achieving accurate case documentation, the overall performance of the teams is ensured to meet the highest standards of efficiency and professionalism^{9,6}

- role Leadership Administrative in Strengthening culture Safety And improve Performance institutional

Administrative leadership plays a vital role in shaping a culture of safety and enhancing overall institutional performance. Its role is not limited to issuing instructions, but extends to being a role model and a key supporter. This role can be illustrated in three basic elements as follows

The primary role of leadership is to demonstrate a clear commitment. Regarding occupational safety senior management must place safety as a core value and strategic priority, taking into account productivity considerations. This commitment translates into allocating sufficient resources. This includes allocating budgets for purchasing the latest protective equipment, investing in specialized training programs, and providing the necessary technology for risk assessment. When employees see that senior managers are personally involved in achieving occupational safety, taking preventive measures, and ensuring that safety is discussed in every meeting as the first and foremost priority in their work, it boosts employee confidence and encourages them to adopt the same value. The second role is integrating safety into the organizational structure and decision-making processes. Administrative leadership promotes a culture of safety by integrating it as an integral part of the organization's management system, rather than treating it as a separate function. This role includes clearly defining and distributing responsibilities and authorities related to occupational safety at all levels, from department managers to direct supervisors. Most importantly leadership makes strategic decisions that balance work requirements with employee safety. This applies when deciding whether to purchase new equipment or change work procedures. Or, determining the shift schedule should have an impact assessment on occupational safety as a basic standard, and this integration ensures that safety is applied in every step of the organizational performance^{10,5}

The third role is to promote a culture of fair reporting, accountability, and learning . Leadership is the foundation of this fair culture , encouraging employees to report openly and transparently all potential risks and errors, as well as mistakes that caused minor incidents, without fear of unjustified punishment. This leadership does not seek to identify the culprit. But it focuses on what went wrong in the system and how we can learn from it. At the same time, where leadership applies a fair and consistent accountability system that differentiates between unintentional human errors and deliberate negligence and rewards positive behaviors that adhere to professional safety, this approach promotes continuous learning from field experiences and ensures that mistakes are transformed into opportunities for sustainable improvement in organizational performance^{10,3}

Study Community

The study community consists of all employees of the Saudi Red Crescent Authority working in various departments and field centers in the Kingdom of Saudi Arabia, who deal directly with emergency situations and apply occupational safety procedures while performing their daily tasks. This community is one of the most suitable groups for measuring the relationship between occupational safety culture and performance level, given the high-risk nature of their field work, which requires strict adherence to safety procedures.

Study Sample

The study sample was randomly selected from among the employees of the Saudi Red Crescent Authority, so that it represents different age groups, academic qualifications and experience levels.

Research Instrument

The study used a standardized questionnaire consisting of two parts: the first part covered demographic variables (gender, age, qualification, and experience), while the second part included two axes: occupational safety culture (6 items) and professional performance level (6 items). The instrument's validity was confirmed through expert review, and its reliability was verified using Cronbach's alpha coefficient.

Analysis

Table (1): Descriptive Statistics, Occupational Safety Culture

Item	Mean	Std. Deviation	Level
Periodic safety training programs are provided	4.32	0.71	High
I always wear personal protective equipment	4.45	0.68	High
Accidents are reported immediately	4.10	0.77	High
Safety culture is part of the work environment	4.27	0.74	High
Colleagues are aware of safety standards	4.21	0.69	High
Corrective actions are taken after incidents	4.18	0.80	High
Overall Mean	4.25	0.73	High

The results showed that the averages for the occupational safety culture axis ranged between (4.10–4.45), indicating a high level of awareness and commitment to safety procedures, with the items for the use of protective equipment and regular training receiving the highest ratings.

Table (2): Descriptive Statistics for Professional Performance

Item	Mean	Std. Deviation	Level
I perform first aid tasks efficiently	4.38	0.65	High
I develop my technical skills regularly	4.22	0.72	High
I handle emergencies calmly	4.15	0.81	High
I adhere to quality and speed standards	4.34	0.69	High
Safety procedures improve performance quality	4.41	0.64	High
A safe work environment increases motivation	4.46	0.61	High
Overall Mean	4.33	0.69	High

The table shows that the professional performance of the Authority's employees was at a high level (M=4.33), reflecting a strong commitment to professional standards. It also shows that the impact of a safe working environment on professional motivation is the highest, confirming the role of safety in improving performance quality and reducing professional burnout.

Table (3): Correlation between Occupational Safety Culture and Professional Performance

Variables	Pearson Correlation (r)	Sig. (2-tailed)
Safety Culture ↔ Performance Level	0.81	0.000

The table shows a strong positive correlation between occupational safety culture and occupational performance level ($r = 0.81$, $\text{Sig} = 0.000$), a relationship that is statistically significant at the (0.01) level, which means that promoting a safety culture directly contributes to raising performance efficiency.

Table (4): Differences in Safety Culture by Years of Experience (ANOVA)

Source	SS	df	MS	F	Sig.
Between Groups	2.48	2	1.24	3.76	0.025
Within Groups	64.89	197	0.33		
Total	67.37	199			

The results of the one-way ANOVA test showed statistically significant differences in occupational safety culture attributable to years of experience, with more experienced employees demonstrating greater commitment and knowledge of safety procedures, reflecting the impact of practical experience in promoting safety behaviors.

Table (5): Differences in Occupational Safety Culture by Gender (Independent Samples T-Test)

Gender	N	Mean	Std. Deviation	t	Sig. (2-tailed)
Male	120	4.27	0.72	1.36	0.176
Female	80	4.18	0.76		

The results of the (t) test showed no statistically significant differences between males and females in the level of occupational safety culture (Sig = 0.176 > 0.05), indicating that adherence to safety procedures is not affected by gender, as all employees adhere to prevention standards to a similar degree.

results relationship between level culture Safety Professional and level Performance I have My staff Al-Hilal red Saudi

Occupational safety culture is closely linked Document The effectiveness of the overall performance of the staff of the Saudi Red Crescent Authority and the positive relationship between them lead to tangible results that are reflected in the quality of ambulance services. The most important results can be summarized as follows

- A lower error rate , as adherence to safety leads to a higher focus on the patient, which reduces medical and emergency errors during intervention
- Improving patient outcomes where The accuracy and quality of the procedures taken increase due to focus and safety. This increases the success rates of first aid and improves the chances of survival for the injured. Such as the results of cardiopulmonary resuscitation
- The results confirmed a high rate of compliance with the protocol that It reflects a positive occupational safety culture and the discipline necessary to apply standardized medical protocols without compromise
- The results showed that the speed of response leads to the constant readiness of equipment and vehicles as a result of the commitment to safety, reducing the time of preparation and departure which improves the efficiency of the field response
- The results also confirmed a decrease in operating costs Adherence to occupational safety reduces ,vehicle accidents and injuries to ambulance personnel , thus saving expenses related to treatment compensation, maintenance, and equipment replacement
- The results showed an increase in job satisfaction and loyalty, as Feeling safe and supported by the organization boosts morale and job satisfaction among paramedics
- The results also showed a decrease in the rate of job burnout and staff turnoverA safe and psychologically supportive environment helps staff cope with the stresses of emergency work and maintains their stability in service
- **Recommendations Proposed To raise efficiency Performance and strengthening culture Safety Professional in environment a job Al-Hilal Saudi Red**

The ambulance work environment in the Saudi Red Crescent seeks to provide continuous proposals and recommendations that combine developing technical skills in terms of efficiency and establishing preventive behaviors in order to consolidate the culture of occupational safety . The recommendations reached by the study can be explained as follows

- .and simulation programs must be developed Likewise, intensifying training on high-risk emergency scenarios such as hazardous materials incidents and disasters using realistic simulation techniques to train paramedics to make safety decisions and perform under pressure without exposing them to real danger

- must be conducted to ensure that they are designed in a way that reduces paramedic stress and musculoskeletal injuries resulting from lifting and transporting patients and equipment
- should be made in intelligent routing systems that reduce response time and in implementing advanced tools for electronically recording and documenting cases during transport in order to ensure accuracy in patient data and reduce human errors
- should be put in place to ensure that paramedics can report potential errors or safety violations without fear of unfair punishment, with a focus on analyzing errors and identifying systemic root causes rather than blaming the individual
- Material and moral incentives should be allocated to Saudi Red Crescent staff and teams who demonstrate commitment. exceptional They adhere to occupational safety standards and actively participate in safety improvement initiatives, which promotes positive behaviors
- Administrative leaders must be obligated to conduct periodic occupational safety tours at field stations and participate in direct awareness-raising in order to promote commitment to its application from the top and to clarify that safety is everyone's responsibility
- Psychosocial support programs should be developed by providing specialized and readily available support services to deal with acute stress, burnout, and trauma experienced by paramedics as a result of the nature of their work, in order to ensure their psychological well-being
- should be assessed to identify factors that increase stress and burnout, such as long shift durations or staff shortages, and work should be done to alleviate these burdens in accordance with international occupational health and safety standards
- The provision of personal protective equipment must be taken into consideration With the highest quality and a guarantee of continuous training on their proper use and disposal to protect paramedics from infections and diseases that may endanger their lives while providing care

Conclusion

Based on the above, a culture of occupational safety in the Saudi Red Crescent Authority's ambulance work . environment is a key driver of performance quality and efficiency, not merely a preventative measure Efficient performance in ambulance duties requires rapid response and that employees be in a state of complete physical and mental readiness, which is achieved through strict adherence to occupational safety standards . This commitment reduces occupational injuries and fosters confidence and a focus on accurate assessment rather than... From distraction by risks This directly impacts the quality of care provided to patients and improves clinical outcomes Furthermore, the commitment to occupational safety translates into higher operational efficiency thanks to the constant readiness of equipment and vehicles

Furthermore, the crucial role of administrative leadership in fostering this culture is evident through a declared commitment to occupational safety and the allocation of necessary resources for advanced training, such as simulation and human engineering training, to ensure the sustainability of high performance

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