What is Your Why Meeting Kit

WHAT MOTIVATES EMPLOYEES TO COME HOME SAFE

Most employees can produce a quick answer to the question: “Why do you work?” The answer typically includes something that gets employees to show up to work on a regular basis, a paycheck for example. When asked: “Why do you work safely?” the responses are a bit more labored or indecisive.

What is an employee’s motivation for coming to work each day? One approach to connecting with employees with a negative attitude towards safety is to ask what motivates them. Why do they come to work? Sure, a paycheck, but what do they do with that paycheck?

Once you’ve identified motivating factors, ask how an injury could impact employee activities. How would that make them feel? Wouldn’t the effort to avoid that negative outcome be a motivator to work safely? Getting employees to reflect on how their choices at work can influence their personal lives may evoke a “Damascus experience”.

WHY WORKPLACE SAFETY IS SO IMPORTANT

Why is workplace safety so important? There is more to this question than you think. In a day and age where people still get injured on the job, you would think safety would be a banner held high by everyone, but unfortunately it isn’t.

There are the obvious reasons why workplace safety should be top priority including:

- **Injury.**
- **Death.**
- **Corporate financial loss**

- **Property damage**

It is in the best interest for both employee and employer to put safety first, minimize risk to life and therefore reduce financial loss and property damage.

Why Do We Work Safe? When a company puts their employees first and implements proper safety training and education and then enforces it, several positive results happen:

- **Worker productivity increases**
- **the Service or Quality of the product improves**
- **Corporate reputation / public relations improve**

HOW TO KEEP THE WORKPLACE SAFE

- **Conduct an Office Safety Inspection**

Start with using an office safety inspection checklist to identify workplace hazards and the measures currently being taken to prevent them. Identify areas and aspects of the workplace that are not compliant with organizational and regulatory workplace safety standards.

An effective office safety inspection should be thorough, but simple. Look out for environmental elements such as excessive noise, uneven temperature, and proper ventilation. Check equipment and materials to ensure that they’re in good condition and are unlikely to cause injury. Observe if proper training was implemented and evaluate employees if they comply with regulatory safety standards and protocols.

- **Establish Safety Guidelines**

Aside from environmental elements, worker malpractice is another cause of preventable workplace injury. Establish clear safety guidelines that are easy to follow and post them in strategic areas within the office to keep workers informed.

- Do not stack office supplies on the walkways.

- Always close doors after entering or leaving a room.
- Use the handrails when going up or down the stairs.
- Carry and store sharp objects with the tip pointing down.
- Use appropriate tools and equipment.
- Do not plug multiple cords into a single electrical outlet.
- Use proper signage in case of machine maintenance.
- Clean spilled items immediately.
- Keep emergency exits accessible and unobstructed.
- Ensure ergonomic workstations for employees.
- Stand up and stretch for a few minutes for every hour spent on your workstation.

- **Perform Regular Maintenance of Emergency Equipment**

Schedule a regular review of your workplace's safety measures, equipment, and tools to ensure that you can respond to emergency situations if necessary.

Perform monthly fire extinguisher inspections and check the pressure gauge to ensure that it's at optimal levels. Conduct regular tests of sprinklers, fire alarms, and emergency lights to ensure its working condition. Check your office's first-aid kit on a weekly basis and ensure that you always have an adequate supply of items such as gauze pads, roller bandages, adhesive tape, and hydrogen peroxide. Periodically inspect the office's emergency generator to ensure alternative power supply is available in case of a power interruption or calamity.

- **Report Incidents Immediately**

The implementation of accident and near-miss reporting should be standard practice for both office and field workers:

Accident Reports are usually completed by supervisors to document the occurrence and cause of an injury. It includes details such as the injured person's name, the nature and severity of the injury, factors that contributed to its occurrence, and recommended preventive measures.

Near-miss Reports are used to document potential hazards based on instances that almost resulted in actual injury. This helps you

identify the cause of the near miss so preventive measures can be taken to prevent it.

FINAL WORD

The mentioned drivers for possibilities for your “why” are just the tip of the iceberg in the list of reasons why you should want to work safe. While working safely or following all the safety policies and procedures may not come natural for many of us, finding your “why” can make a huge difference in taking steps towards becoming a safer worker.