



# Employee Involvement

Employee involvement is crucial for creating an Injury Free culture where they are empowered to identify hazards, participate in solutions, and foster an Injury Free mindset by actively engaging them in all safety aspects at the workplace.

**Workers are often the first to notice hazards and unsafe conditions.**

Workers should be involved in the Injury Free culture, after all, they're the ones who understand the day-to-day reality of each task.

Engaging employees in safety initiatives builds ownership and trust, strengthening the Injury Free mindset.

Involving employees in safety initiatives fosters a sense of:



**Ownership**



**Responsibility**

Leading to a **stronger safety culture.**

For successful implementation, you have to earn their buy-in and trust.

When workers believe in the Injury Free mindset, there's a greater chance of them implementing it.



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What IF employees could go their entire career Injury Free?



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**Workforce engagement** can take many forms, from workers telling managers the type of training they'd like to receive to being on accident investigation teams or writing their own standard operating procedures.

## This engagement creates:



Communication: allowing for the prompt reporting of hazards and the sharing of ideas for improvement



Advocacy: Encourage employees to speak up about safety concerns and provide a safe environment for them to do so.

They see what is and is not working on a daily basis, and they should have input into policies to prevent workplace injuries.

When employees are actively involved, they are more likely to follow safety procedures, leading to better safety outcomes.

## How can employers promote an Injury Free mindset?

- ✳ Establish Safety Committees
- ✳ Conduct Regular Safety Meetings
- ✳ Involve Employees in Investigations
- ✳ Provide Safety Training
- ✳ Recognize and Reward Safety Efforts



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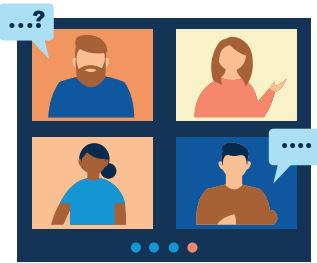
## Establish Safety Committees



Create committees with **employee representation** to discuss safety issues, develop policies, and conduct inspections.

Having employees on safety committees is crucial because it ensures that safety concerns are addressed from multiple perspectives. When employees actively participate, they can identify potential hazards, offer practical solutions, and contribute to a culture of safety. Their involvement fosters **communication**, **increases awareness**, and helps **create a safer work environment for everyone**.

## Conduct Regular Safety Meetings



Use these meetings to discuss **safety concerns**, **share information**, and **recognize safety achievements**.

Employee involvement in safety meetings is essential for promoting an **Injury Free culture**. By participating, employees can share valuable insights, raise concerns, and collaborate on solutions to prevent accidents and hazards.

This collective approach helps to enhance awareness, reinforce safety protocols, and ensure a safer workplace for all. **Pre-work briefings and post-work briefings are important to get worker engagement**. These pre and post briefings open opportunities for improvement if work procedures need to change and lessons learned need to be incorporated.

## Involve Employees in Investigations



**Include employees** in the investigation of accidents and incidents to identify root causes and prevent recurrence.

Having employees involved in workplace accident investigations is vital because they can provide firsthand insights into the incident, helping to identify root causes and contributing factors. Their involvement fosters a deeper understanding of **potential risks**, **encourages accountability**, and **leads to more effective preventive measures**, ultimately improving workplace safety and reducing future incidents.



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## Provide Safety Training



Ensure that **all employees receive adequate training** on safety procedures and hazard recognition.

Involving employees in workplace safety training is crucial for ensuring they understand safety protocols, recognize potential hazards, and know how to respond in emergencies. Engaging employees in training helps build a sense of responsibility, increases their confidence in handling safety situations, and fosters an Injury Free mindset.

## Recognize and Reward Safety Efforts



**Acknowledge and reward employees** for their contributions to safety, both big and small.

Employee recognition related to workplace safety is important because it **reinforces positive behavior, motivates ongoing commitment to safety practices, and fosters a culture of accountability.** Acknowledging employees who prioritize safety encourages others to follow suit, ultimately reducing risks and supporting an Injury Free culture.

**Connect with us for valuable safety tips, and don't hesitate to reach out for support in building a workplace culture that prioritizes injury prevention!**



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