

CONTROLLING WORKERS COMPENSATION COSTS



Management has to be committed to safety in the workplace. Management has to take an active and visible role in all safety activities.

Review hiring practices. By hiring individuals who are right for the job, chance of a workplace injury is reduced.

Conduct employee safety training. Communication of safety rules to employees is important. Proper job training will help to get safe work habits started.

Safety training and awareness. Regularly held safety training meetings convey to all employees a workplace safety culture. Workplace postings or handouts can also be used to convey safety to employees. This will carry over to safe work habits at home also.

Establish written rules. Formal implementation of safety rules and knowing the consequences of not following the rules help employees understand you are committed to safety. Procedures for formal discipline are also important.

Employee safety recognition. By emphasizing positives, behavior is reinforced. Everyone appreciates being told when he or she is doing a good job.

Prompt injury reporting. Immediate reporting of all injuries helps with speedy payment of medical bills and lost wages.

Incident Investigation. By investigating the causes of incidents (whether or not they involve an injury) you can take the corrective action necessary to prevent similar incidents in the future.

Concern for injured employees. You have it, but it is not always shown. Keep in contact with an employee who is injured or sick and unable to work. Knowing someone cares goes a long way to aid in recovery.

Accommodations for injured workers. By allowing employees to work at modified jobs (subject to doctor's orders while they are recovering) you help them recover and get their lives back to normal soon as possible.



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