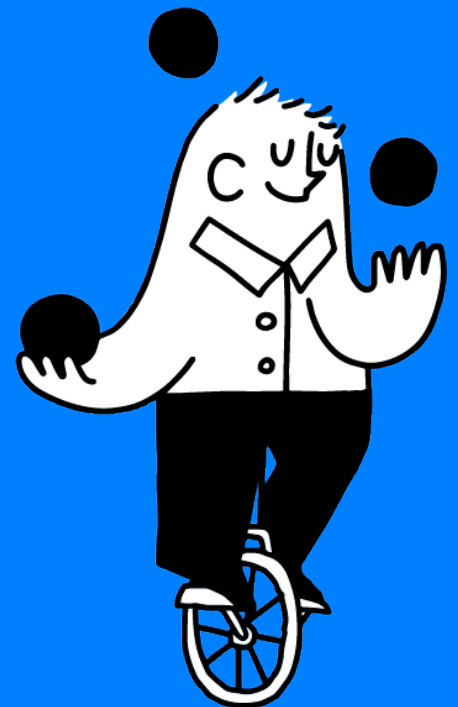# EVOTIX

RULES OF ENGAGEMENT

7 Ways Digitalising Your Health and Safety Practices Get Employees Engaged

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7 ways digitalising your health and safety practices get employees engaged

Not only is employee engagement key to a safe and healthy workplace, but it also goes hand in hand with employee satisfaction. Low company morale leads to unengaged employees, creating a domino effect of decreased communication and reduced productivity and quality. According to a recent Gallup poll on workplace engagement, "Business or work units that score in the top quartile of their organisation in employee engagement have nearly double the odds of success (based on a composite of financial, customer, retention, safety, quality, shrinkage and absenteeism metrics) when compared with those in the bottom quartile."

The modern workforce expects an engaging work environment. Here are our top 7 ways that using health and safety technology can drive engagement.

1. Keep it stupid simple (KISS)

"Keep it simple, stupid. Great advice. Hurts my feelings every time," says Dwight in a 2005 episode of the Office. But if you transpose two words so that you say, "keep it stupid simple," no one's feelings are hurt, and you have one of the first principles of successfully engaging employees in health and safety. If people can easily participate in something because it is "stupid simple," they are more likely to do it.

In the case of health and safety practices, start by reviewing and then refining your organisational processes with an eye to streamlining them so it's easier to engage with them. Then, focus on removing manual, antiquated, and paper-based processes for managing health and safety. For example, safety management software enables employees to use the devices they carry with them every day to complete audits, inspections, and assessments as part of their daily activities, 24/7, online or off. Because they are quickly capturing health and safety information on the spot instead of searching the office for the correct form and a pencil, you are likely to see participation increase.

2. Improve the way you communicate throughout the organisation

In Cool Hand Luke, the captain says, "What we have here is a failure to communicate." That failure to communicate is what can leave employees out in the health and safety cold. By contrast, good communication is the foundation of an engaged workforce. Digitalising health and safety practices shores up this foundation because workers can use technology to report unsafe conditions or communicate safety concerns in real-time on their mobile devices. Additionally, because health and safety technology can share findings to your workforce in dashboards, you improve overall communications and demonstrate that you listening to employee suggestions and concerns.

3. Encourage (and act on) employee feedback

An open feedback loop in electronics is often referred to as a non-feedback loop. Everything is set up so that feedback does not affect the system. Employees often feel that is the case with their feedback; they don't know whether it's having an effect. In your company, how often has one of my employees submitted feedback or a hazard, but not heard anything back? Do most inputs go into a health and safety black hole? To keep employees actively engaged, it is important to close that feedback loop. Technology helps health and safety professionals shut the door on this loop by assigning corrective and preventative actions with visibility to track progress to resolution. A continuously improving business makes it easy for the entire organisation to engage in workplace safety.

4. Everyone commits to safety (top-down)

Executives with a fear of commitment and the antiquated view that health and safety programs are cost centers that cut into profits can have an adverse effect on employee engagement—and your program as a whole. By contrast, companies with strong organisational cultures and high performing EHS programs have company leaders who do not fear commitment. They believe that health and safety start at the top, facilitating the engagement and infrastructure needed to ensure that internal processes for safety procedures, training, and compliance are in place company-wide. They recognise that a world-class health and safety program is an investment in the entire organisation.

Digitalising health and safety offers you the accessibility you need to communicate observations easily and set up a leadership tour for reporting any findings in real-time via a mobile app. A leader going on a leadership tour demonstrates your organisation's commitment to safety.

5. Set clear guidelines

Sharing is caring. Just as you want to share safety performance reporting with leaders, you also need to share similar data with employees. By providing that visibility, you can set clear guidelines that help the entire organisation see the difference they are making in helping improve health and safety performance. As result, employees know what they're striving for. Technology helps employees see the current state of your health and safety program—and they can track progress or think of additional ways to improve.

6. Instill a sense of ownership

"It's mine, you understand? Mine, mine! All mine!" shouts Daffy Duck in Ali Baba Bunny. Although Daffy is speaking of a cave full of treasures, his attitude is one that can benefit your health and safety engagement. Everyone from leadership to frontline worker should have a vested interest in safety. They should feel confident and comfortable to speak up when they see safety issues, correctly report incidents, and be engaged in new safety initiatives.

It's also crucial to point out positive aspects as well, so that way your employees don't just think negative when it comes to safety. Health and safety technology can instill a positive attitude and a sense of ownership because its ready accessibility—often just a pocket away—makes health and safety relevant to each individual.

7. Support ongoing employee development

"Be a hundred percent clear," is Fort Minor's advice for education. Clear, holistic, and ongoing safety training is crucial for workers to gain solid knowledge of the safety topics associated with their jobs. Training helps employees understand approved practice and safety expectations. Additionally, they need to be aware of the plethora of exposures outside their typical "jobs," so they can put safety in the context of your whole organisation (a hundred percent).

Health and safety technology makes it easier to track employees and contractor training and education and confirm they have the accreditations or licenses needed. In addition, your health and safety team cam efficiently manage and track training requirements. You'll receive automated notifications to prompt refresher training.

LET US SHOW YOU THE WAYS

Want to see how Evotix addresses all seven of the health and safety rules of employee engagement? Schedule a demo today.