Early Intervention

In order to assist you in minimizing your work place injuries we have formulated a list of behaviors. These behaviors may indicate that your worker/s may require your assistance and may be warning signs indicating the employee is at risk of an illness or injury in the workplace. Our list is based on years of experience/research and is as follows:

* Complaints to other staff members regarding lack of support from management
* No accomplishing reasonable set tasks
* Increase in errors
* Withdrawn behavior
* Lack of interest in work
* Continued focus on whether they are being treated fairly in the workplace
* Regular sick leave patterns or late arrival
* Indecisiveness or difficultly in remembering tasks
* Lack of commitment to their role within the organization
* Loss of interest
* Apathy
* Increase in coffee breaks, cigarette breaks (if applicable)
* Abrupt manner towards management and staff
* Generalized health complaints eg: run down, feeling lousy, feeling tired
* Untidy appearance
* Complaints of headaches/lack of sleep
* Consumption of alcohol during work hours or excess consumption after hours

Should you have concerns regarding an employee seek assistance in developing a strategy that aims at addressing these issues before they become a claim.

A policy regarding the management of early warning signs is a proactive way forward for both the company and employee.

This policy should include the involvement of supervisors, discussions with your employee/s to identify problems/needs, formulating an agreed plan including the involvement of medical experts if required. Supporting your employee today can avoid many future problems for all concerned.

Corporate Spectrum can assist further if required. Please call 0404 014821 to discuss.