Workplace Safety Policies

Employee safety is of top importance when it comes to job satisfaction, retention, and the mitigation of business risk. Although OSHA requires an established number of policies for a company to implement, your business will have its own unique policies to address its unique safety concerns. Your business should established these safety rules and policies to protect employees against injury. Each department or supervisor may have additional safety rules and policies specific to their operations. In addition to following these rules, employees should exercise sound judgment and work in a manner that will not endanger themselves or their coworkers. Employees who violate these safety rules and polices may be subject to disciplinary action or discharge. Employees will be notified within five (5) working days of what action will be taken.

When implementing work place policies and procedures it requires all parties affected to pull in the same direction to make the policy truly effective. Employers all hold a duty of care to provide their employers with a safe working environment. This may be by providing them with the appropriate tools, apparel and training, and by ensuring a clear safety policy is enforced. However, it’s also up to the employee to follow the procedures put in place for their safety. If for one reason or another a policy is not followed, then it becomes redundant and is beneficial to neither party. To ensure employees understand the company’s safety policies, and therefore buy into the safety culture, there are key components that must be addressed.

The purpose of most safety policies is to reduce the risk to employees so that they can carry out their day-to-day duties in a safe working environment. In fact, most companies have policies that benefit employee safety in numerous ways. However, some of these policies are put in place to protect the organization from liability and to obey to local, state, and federal law. From a safety culture perspective, companies want their employees safe because they care about them and the investment they’ve made in their workforce. If an employee feels these policies are only to benefit their employer, then they may feel disconnected and unvalued by their company. This could not only have a negative effect on productivity but also cause them to neglect safety procedures, and therefore place their safety at high risk. It's also just as important to be able to consider industry verticals when creating or enforcing a safety policy. If an employee’s performance is measured on job efficiency then they may rush to complete certain tasks, which may put them at risk.

It’s important that employees are compliant with any company safety requirements. It can often be the case that although an employee may understand and agree to follow procedure, it sometimes gets swept under the carpet, or forgotten, in place of carrying out their duties more efficiently. They may have all the necessary tools or instruments required to perform the tasks their job entails, but may be tempted to complete their tasks by cutting corners, which could put them at risk. Therefore, it’s hugely important that employees understand the importance company policies and procedures. They’re not in place to make their jobs more difficult, but to make their jobs safer.