# MCLB ALBANY SAFETYGRAM

## **NATIONAL SAFETY MONTH**

Week 2: Employee Engagement



WHY IT MATTERS – WHAT YOU NEED TO DO

**Build** 

**Examples** 

#### **DEFINITION**

Employee engagement in safety refers to the degree to which employees are committed to, involved in, and take ownership of workplace safety practices and culture. It goes beyond merely following safety rules engaged employees actively participate in safety initiatives, communicate hazards, contribute to problem-solving, and feel personally responsible for maintaining a safe work environment for themselves and others.

#### WHY ENGAGEMENT MATTERS

Disengaged federal employees cost the U.S. government approximately



annually in lost productivity.

Engaged employees have better health and wellbeing outcomes and report having a more positive outlook on their work and careers.

fewer workplace incidents 70% are experienced by engaged employees.

### WHAT YOU NEED TO DO TO ENGAGE EMPLOYEES

Get to know your employees and build trust by doing what you say you'll do – this is the Relationships foundation for building engagement.



Blame is the enemy of engagement. Work to understand and eliminate the behavioral **Eliminate Blame** root causes of incidents to improve prevention and build engagement.

Relentlessly **Address Hazards** 

Do all you can to remediate safety hazards. Supervisors who do this well will have employees who are more willing to participate fully in safety.

**Use More Positive** Reinforcement

Frequently acknowledge what employees do well. It will not only strengthen safe behaviors,

but will also foster engagement.

Want to find out more about employee engagement in safety? Visit https://www.nsc.org/







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