



Why Employees Do Not Report Near Misses and How to Encourage Reporting

Identify Potential Unsafe Practices

Near-misses can be a highly valuable tool for identifying potentially unsafe practices and equipment. According to the Bureau of Labor Statistics, 4,836 people died in workplace incidents in 2015 — which equates to nearly five million near misses. Even though 85.66% of companies track near misses and 71% of employees say safety training was part of their new employee orientation, the vast majority of near misses go unreported. Here is a list of the top five reasons near-misses go unreported and how to improve reporting on the job site.

1) Fear - In a recent survey by the National Safety Council, 30% of workers said they're afraid to report safety issues.

How to combat it: Instill a culture that prioritizes safety and concern for workers' health. Make sure workers feel comfortable pointing out flaws, whether it's their own or within the workplace.

2) It's embarrassing - Workers don't want to be called out to explain their embarrassing accident.

How to combat it: Use an anonymous reporting procedure to collect close call data. Encourage a workplace that values safety reporting and praise workers who do come forward and share their near-misses.

3) Not recognized as a near-miss - Employees don't even realize that an accident almost occurred; or, near-misses become so commonplace on the job that they're perceived as a normal part of everyday work life.

How to combat it: No one wants to sit through yet another safety seminar, but it's important for all employees to recognize potentially dangerous situations, even the smallest ones. Consider an informal (and paid) workshop where team members take an active role by brainstorming near-miss situations and how to avoid them.

4) Reporting isn't easy enough - Workers think that the process to report a near-miss has too many steps, is too time-consuming or is otherwise too complicated.

How to combat it: Use a short form to collect only the most essential information regarding the near-miss. Make the form available through means that your workers will use—whether that is through a paper form in the break room or an online form that they fill in at home or on the go.

5) Workers don't know how - There's a reporting system in place, but no instruction was provided on when or how to report near-misses.

How to combat it: When you introduce your system or when you realize no one is turning in any reports, take a minute to get everyone together and show them how the reporting system works. Show them where to go to and what to do. They won't know unless you show them.

Even when all foreseeable precautions are taken, injuries can still sometimes occur.

MedStat's team of experts are here to provide your employees with quick and professional

care, getting them better and back to work sooner. Through our secure online portal, we keep you informed every step of the way by sending workability reports to you right after the visit. Contact us today at **574-372-3895** if you have questions on work comp visits or any service that we offer. We are here to help you!

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<https://www.buildingsolutions.com/industry-insights/10-reasons-workers-dont-report-near-misses>

<http://www.perillon.com/blog/how-to-increase-near-miss-reporting-what-workers-know-that-managers-dont>

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