

INTRODUCING AN EARLY REPORTING SYSTEM IN YOUR WORKPLACE

INTRODUCTION

Being a good employer means being mindful of your staff's physical (and mental) wellbeing. Strains and sprains are common in the construction industry and many people work with pain. In fact, they often treat it like it's part of the job.

Over time, small niggles and aches can become major problems, and lead to time off work or ongoing pain and injury. The good news is that these problems are by no means inevitable – they can be prevented especially if they're managed early.

One of the most effective approaches to managing strains and sprains is to have a system where workers can openly report pain.

WHAT TO DO:

1. Gather your team for a Toolbox Talk. Consider providing food or a BBQ as a drawcard.
2. Tell your workers that you need to hear from them as soon as possible if they're feeling physical pain or discomfort from their work tasks.
3. You may want supervisors or lead hands to be the first point of contact.
4. If you're using a report form (see the Early Report form at www.chasnz.org/wsnh) let workers know that it exists and where they can find it.
5. Let your workers know that, together, you can come up with a plan to help them.
6. You can involve a health professional at any stage but don't forget about organisational factors like how long people work for, site conditions or staff numbers. Managing factors like these can help you prevent problems for others in the future.

For more information, check out the CHASNZ resource "Set up an Early Report System".



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