



Safety and Emotional Wellness Program

“Job stress is estimated to cost American industry 200 to 300 billion dollars annually as assessed by absenteeism, diminished productivity, employee turnover, accidents, direct medical, legal, and insurance fees, workman’s compensation awards, etc”

“U.S. Bureau of Labor Statistics – “neurotic reaction to stress” is the 4th disabling workplace injury. In 1993 over 25 days were lost on an average by each person suffering job stress.”

At the heart of every organization lies a strong commitment to the safety and emotional wellness of the entire team.

The questions raised by this statement may be: What are the best ways to reach that objective? There are obvious remedies that keep the focus on awareness of the environment, and the safest way to approach the challenges of the work place.

What if we could look for an answer that would set the stage for safety at a deeper level? If the mind is distracted by a variety of stimulations and/or stresses, an increase in accidents is usually the result. When stress is decreased, and the mind is not distracted, awareness of the environment becomes greater and the ability to focus with more clarity of details is possible resulting in fewer mistakes and accidents.

Emotional wellness fosters increased safety performance which results in lowered experience modification rates (EMR) for the corporation and significant dollar savings. The Bridge Group believes that emotional wellness will result in fewer claims and less costs per incident. Most companies have safety/accident prevention programs which train employees in safe workplace practices and procedures. Few go the extra step and deal with the effect that emotional health has upon accidents in the workplace.

The Bridge Group’s Emotional Wellness Program deals with emotional wellness/relationship issues which tend to prevent a “safety attitude” and focus while on the job. For example, pent up anger at a spouse, teenage son or daughter, an uncommunicative supervisor or a creditor hounding the employee for payment are all emotional issues which can lead to dysfunction and an unintentional disregard for safety while on the job. It’s difficult to train employees in safe work practices when their near-constant focus is on a relationship breakdown. These unresolved issues lead to emotional illness and a consequent negative impact on safety.