



## **Why Reporting Injuries Protects Everyone**

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**Comments:**

Alright crew, today we're going to talk about something that might not seem like a big deal at first : reporting injuries, especially the small ones. Now, I know sometimes when we get a little cut or tweak something, the first instinct is to just shake it off and keep working. We've all done it. But here's the thing : not reporting those small injuries can actually hurt you and the whole company in a big way.

### **Really: How does that affect the company:**

When we have recordable injuries, those go on to our company's safety record.

OSHA calls something 'recordable: when it's serious enough to need more than basic first aid : things like getting stitches, taking prescription meds, missing workdays, or going on light duty.

The more recordable injuries we have, the higher our incident rate goes. And that number along with our EMR (Experience Modifier Rate) is what insurance companies and contractors look at when deciding who gets work.

If our numbers are too high, we can be blocked from even bidding on some projects. It doesn't

matter how good our work is or how low our price is : if our safety record doesn't look good, we don't get the job.

**So, what happens if someone just doesn't report something small:**

That's where it gets tricky. Let's say you cut your finger on some metal. You wipe it off, keep working, and don't say anything. A few days later it gets infected, and now you need antibiotics from the doctor.

**Guess what:** That just turned into a recordable injury because it needed medical treatment beyond first aid.

If you had said something right away, we could've cleaned it up, bandaged it, and kept it as a first-aid case : no recordable, no hit to our numbers.

So, by not reporting it, you not only risked your health, but also made an impact on the company's ability to get future work.

**What's considered first aid then:**

First aid is stuff like:

Cleaning a small cut and putting on a bandage.

Using ice for a strain.

Taking over-the-counter meds like Tylenol or Ibuprofen.

Putting on a non-prescription ointment.

That's all first aid, not recordable. But once the doctor gives you a prescription, stitches, or light duty, it becomes recordable.

**So, here's the takeaway : report everything, no matter how small.**

We'd much rather hear about it early and keep it as a first-aid case than find out later when it turns into something serious.

Reporting injuries doesn't get anyone in trouble : it protects you, your coworkers, and the whole company.

Remember, when our safety record stays clean, we can keep bidding, keep winning jobs, and keep everyone working.

**Discussion:** What's one example of a small injury you might think doesn't get reported : but should:

**Remember This!**

If you get hurt, even just a scratch : report it right away. HBI policy requires you to report your injury to a supervisor immediately and fill out an incident report on the LMS within 2 hours. It's always better to speak up. One quick conversation today can prevent a much bigger problem tomorrow. It's not just about following rules; it's about keeping our team safe and our company strong.

