

Some employers do not attach much importance to near-miss accidents. In fact, many employees do not even consider reporting a near-miss when one happens to them or they witness one with a coworker, dismissing it as a “no harm done” incident. These near-miss accidents are opportunities for you to take corrective action that can prevent serious or even fatal injuries in the workplace.

Making near-miss reports can create a culture within the workplace that identifies and improves existing hazards. At times, these hazards are not readily apparent to the person(s) in charge of workplace safety. Near-miss incidents can help pinpoint root causes that can help prevent a serious accident down the line.

Employees that perform the day-to-day operations of a business are inevitably the experts in spotting and controlling the hazards of their jobs. Their input and participation in the safety process is therefore crucial and should be encouraged.

Ways to Encourage Employee Participation to Report Near-Misses

- Train employees to properly recognize and spot hazards and the importance of reporting them.
- Provide a system to report near-misses easily and any safety concerns that are non-punitive. Allow for near miss reporting to be done anonymously.
- Provide timely feedback to the employees on their suggestions and/or concerns. Talk about anonymous reporting during employee meetings.
- Inform and train all employees on newly discovered safety hazards and any new preventive measures installed to address the potential hazard.

- Offer simple, non-monetary incentives for reporting near-misses such as a certificate of appreciation.
- Celebrate and share the success of the near miss reporting program with all employees. For instance, lower incidences of injuries and the potential savings to the company as a result of the prevented accidents.

Let's be safe out there!