

## COMPANY SAFETY MEETING

### WORKPLACE WELLBEING

When we talk about workplace safety, we often think of the physical hazards first like fall protection, lockout/tagout, PPE, or cave-in protection. But there's another layer to safety that's just as important and often less visible: the wellbeing of the people doing the work. Wellbeing isn't just about being "healthy." It's about being able to show up to work mentally focused, emotionally grounded, and physically able to handle the job. But what happens when someone is dealing with stress, anxiety, a poor night's sleep, or a personal loss? These things don't stay at home, they come with us to the job and they can put everyone at risk if we're not paying attention to them and talking about them.

#### What Is Workplace Wellbeing?

Workplace wellbeing means looking at the whole person, not just whether their hard hat is on or if they are using the proper fall protection. It means understanding that employees are human beings FIRST, and employees second. All people have their own lives, stressors, and health concerns that can affect how they perform on the job. True safety culture supports workers not just from the neck down, but from the neck up and from the inside out. Whether you're building a bridge or processing invoices in an office, your mental and emotional state plays a huge role in your ability to stay alert, make decisions, communicate clearly, and respond to emergencies. That's why integrating wellbeing into safety isn't optional, it's essential.

#### Wellbeing Risks That Affect Safety

Some of the most common factors affecting worker safety today aren't equipment failures, they're human conditions. This includes fatigue, mental and emotional stress, substance misuse, chronic health conditions, and just being burnt out overall. These issues don't always show up on a hazard checklist or your JHA, but they can be just as dangerous as an unguarded saw or a missing harness.

#### Building a Culture That Supports Wellbeing

Wellbeing isn't a "program", it's a mindset. Here's how companies can start to build it into their daily practices:

- **Talk about it:** Let workers know it's okay to speak up if they're not feeling well or need help. Psychological safety is just as critical as physical safety.
- **Normalize human limits:** No one is operating at 100% every day. Encourage rest breaks, proper hydration, and recovery time.
- **Provide resources:** Make employee assistance programs (EAPs), mental health resources, and wellness check-ins easy to access and judgment-free. Employees need to feel comfortable reaching out for help.
- **Promote flexibility where possible:** For non-field roles, flexible scheduling and remote work options can reduce stress. For field roles, planning realistic schedules and managing workloads is key.
- **Train supervisors:** Equip leaders to recognize signs of stress, fatigue, or disengagement. A simple check-in or side conversation can make a huge difference, especially if the supervisors make the employees feel comfortable and safe.

#### Why It Matters

When workers feel supported—physically, mentally, and emotionally, they're more likely to stay engaged, speak up about hazards, and work safely. It also leads to higher morale, better teamwork, and fewer incidents. In short, wellbeing drives performance and protection, on and off the clock.

We can't eliminate life's challenges, but we can create work environments that help people handle them safely while still being productive. Let's commit to looking out for ourselves and each other because safety doesn't stop at the skin. It lives in the mind, the heart, and the culture we build together!

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WORKPLACE WELLBEING**

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**PROJECT:** \_\_\_\_\_ **WORK AREA:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

**INSTRUCTOR SIGNATURE:** \_\_\_\_\_ **TITLE:** \_\_\_\_\_

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**JOB HAZARD ANALYSIS (JHA)**

MAJOR TASKS TO COMPLETE	HAZARDS INVOLVED	CONTROL MEASURES