

Most jobsites don't have a support plan for after a major incident



Let's be honest a major incident disrupts more than the schedule it tears apart the cohesion of the team. Here are 5 things we recommend having in place to support your team so you can get back to what you do best, build great projects.

1

Schedule a critical incident debriefing session to take place within 72 hours following the occurrence of the incident. This debriefing will provide a structured environment for all involved individuals to process the event, share their experiences, and receive emotional support. It is crucial to conduct the debriefing within this timeframe to address immediate psychological needs, reduce stress, and promote early intervention strategies for coping and recovery.

2

Arrange for a quieter space onsite where workers can process their reactions to the incident in a calm and supportive environment. Ensure this space is away from the main work areas to minimize distractions and provide privacy. Consider adding comfortable seating, water, and basic first aid supplies. If possible, have a trained mental health professional or peer support personnel available to offer support and guidance as needed. This designated area can serve as a temporary refuge where workers can collect their thoughts, share their feelings, and begin to recover from the incident.

3

Ensure your company has a comprehensive Employee Assistance Program (EAP) that includes access to mental health services. An effective EAP should provide employees with confidential access to professional counseling, support for work-related stress, resources for managing personal issues, and tools for improving mental health and well-being. It's essential to communicate the availability and benefits of the EAP to all employees, encouraging them to utilize these services for their mental health needs. Regularly review and update the EAP to ensure it meets the evolving needs of your workforce and maintains a high standard of care.

4

Implement a structured plan to regularly check in on employees who exhibit significant changes in attendance. This plan should include scheduled meetings to discuss any underlying issues, offer support, and identify potential solutions. It's important to approach these conversations with empathy and confidentiality, ensuring employees feel comfortable sharing their concerns. Additionally, keep a record of attendance patterns and follow up consistently to monitor any further changes, demonstrating a genuine commitment to their well-being and maintaining open lines of communication.

5

Arrange for certified mental health support to be available both in the field and for management. This includes setting up regular access to licensed mental health professionals who can provide counseling, stress management strategies, and crisis intervention. Additionally, ensure that management receives training on how to recognize mental health issues among their teams and how to offer appropriate support and resources. This approach will help create a more supportive work environment and promote the overall well-being of all employees.

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