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**HR TECH TOOLS THAT
SIMPLIFY HEALTH AND
SAFETY MANAGEMENT**



The role of human resource management has evolved dramatically in the last few years, with the pandemic ushering in massive changes to the global workplace landscape. On top of talent acquisition, resource allocation, and the numerous other responsibilities human resource teams manage daily, HR professionals are responsible for protecting the health and safety of their workforce. For those overseeing large, multi-tiered teams, this is no small task.

Managing workplace health and safety means more than ensuring employees are physically well—although this is an important factor. It means creating and sustaining a safe work culture where team members feel secure. As a part of their Be Safe + Sound Management Leadership Guide, OSHA has outlined four objectives business owners, managers, and supervisors must commit to for an effective health and safety program, including:

01

Making worker safety and health a core organizational value;

02

Eliminating hazards, protecting workers, and continuously improving workplace safety and health;

03

Providing sufficient resources to implement and maintain the safety and health program;

04

Visibly demonstrating and communicating safety and health commitments to workers and others.¹

The question remains, how can HR teams effectively manage workplace health and safety while juggling the increasingly difficult demands of modern business operations? To foster a thriving workplace, organizations need to provide HR teams with tools for success. In this guide, we'll discuss how health and safety technology can streamline critical HR processes and explore eight essential HR tech tools that simplify health and safety management.

¹<https://www.osha.gov/safeandsound>

Managing Workplace Risk with Health and Safety Technology

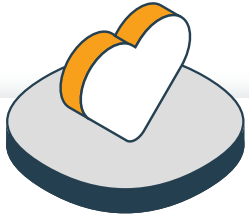
Health and safety technology is a broad category that includes any technology that is being used within organizations to help improve workplace safety, from wearable devices to safety apps to specialized manufacturing robots designed to reduce on-site injuries. Additionally, health and safety technology solutions include software intended to streamline organizational risk management and compliance.

However, not all solutions come equipped with the tools HR teams need to manage workplace safety accurately and efficiently. HR health and safety tech should be intuitive, transparent, and highly adaptive to accommodate a rapidly shifting work environment. More than anything, health and safety tech should simplify the safety management process.

AS WORKSPACES CONTINUE TO GRAPPLE WITH UNFORESEEN THREATS, NEW RISK MANAGEMENT TECHNOLOGIES CONTINUE TO FLOOD THE MARKET.

On the following pages, we'll explore HR tech features and tools for a healthy and safe workplace.

TECH TOOLS FOR HEALTH AND SAFETY MANAGEMENT



MENTAL HEALTH AND WELL-BEING

Beyond physical health, today's employees place a high value on work environments that offer support for mental health and well-being. In fact, a recent survey conducted by the American Psychological Association found that 81% of individuals will be looking for workplaces that support mental health when they seek future job opportunities.²

While workplace wellness initiatives are nothing new, increased employer demand for meaningful mental health and well-being benefits means that HR must be proactive in monitoring and alleviating workplace stressors.

*HR teams can reinforce mental health and well-being programs with tools that facilitate feedback. Tech tools that enable automated **surveys and forms** are a simple way to keep a pulse on employee mental health. Use **discreet reporting** and communication tools to follow up with at-risk employees and mitigate potential incidents.*

² APA. (2022, July 14). APA poll shows employees plan to seek workplaces with mental health supports.



INCIDENT MANAGEMENT

When incidents occur at work, how leadership handles the situation is everything. HR should be equipped with the resources needed to accurately report, track, and manage incidents so the issue can be resolved as efficiently as possible.

*Health and safety management tech with **centralized reporting** capabilities will help increase incident visibility. Incident reports should be recorded with as much detail as possible, so make sure your software has features like incident **geolocation, tags, tasks**, and the ability to **customize case forms**.*



CRISIS RESPONSE

Unfortunately, workplace crises are more prevalent than ever. In a recent PwC study, 69% of business leaders reported experiencing at least one crisis over a period of five years, with the average number of crises being three.³

While no one wants to imagine a crisis occurring at work, it's important for HR to stay proactive and plan for emergency situations.

*To ensure your organization is prepared for the unpredictable, enable your HR team with all-in-one crisis management software. Look for health and safety tools with a **comprehensive dashboard** to increase emergency readiness, visibility, and critical response time. Make sure your solution comes equipped with automated **emergency response communication** tools so you can quickly connect with local authorities if needed.*

³ PwC. (2021). Global Crisis Survey 2021.



VIOLENCE PREVENTION

Violence in the workplace is an issue of growing concern in corporate circles, but data from the Society for Human Resource Management indicates that nearly 33% of American employees and almost 20% of HR professionals are unsure of what to do if they witness or are involved in a workplace violence incident.⁴

Ensuring employees feel safe at work is one of HR's greatest responsibilities. To do this, HR teams should provide a violence prevention plan and take steps to identify risks and warning signs for violence.

*HR tech tools that facilitate information sharing through **anonymous reporting** and **customizable urgency levels** for incident claims can help your team identify and escalate potentially dangerous situations. Look for solutions with an **emergency alert button feature** in the event of an emergency.*

³ SHRM. (March 19, 2019). With Workplace Violence on the Rise, 1 out of 7 People Don't Feel Safe at Work.



MEETING AND GUEST MANAGEMENT

Like many other common business activities, managing meetings and guests has gotten more complex as a result of the pandemic. As organizations start to make the move back into the office, HR teams are left with the job of screening employees and guests and ensuring proper health protocols are being met.

To make this process easier, equip your HR team with tools that simplify the process. Health and safety software with features like customizable **pre-screening tools** and **QR code check-in and check-out** that will allow you to manage and track visitors.



FACILITIES MANAGEMENT

In recent years, HR teams have had to dedicate much of their attention to managing shared resources. Many teams still use spreadsheets and manual data entry to manage resources like conference rooms, desks, and computers.

Instead of relying on tedious manual processes that can be prone to error, empower your employees to manage their own workspaces and other shared resources using facilities management tools. Gain immediate insight into shared resource use and status with tools that offer **floorplan visualization**. Solutions with **resource-tracking** functions allow employees to see bookings by status such as 'reserved', 'in-use', or 'cleaning needed.'



COMPLIANCE

From OSHA reporting to tracking FDA regulations to following CDC guidelines, staying on top of workplace compliance is imperative to the safety of your employees and the success of your organization.

Although there are many tech tools intended for compliance, not all of them are designed to improve accuracy and reduce inefficiencies. When deciding on a health and safety management solution, look for tools with extensive **report generation** features and **requirement tracking** so you can meet all compliance requirements.

Proper workplace compliance is nothing new for HR teams, but it has gotten more involved as employee health and safety responsibilities grow.



**KOKOMO IS THE
INDUSTRY'S ONLY
END-TO-END PLATFORM
FOR ALL THINGS HEALTH,
SAFETY, AND
WELLNESS.**

Empower HR with an All-In-One Health and Safety Software Solution

Creating a workplace culture that prioritizes health and safety isn't as difficult as it sounds.

Thanks to advancements in HR technology, organizations have more control over predictable and unpredictable health and safety challenges, no matter what the future has in store.

If your HR team is looking to optimize its operations with tech tools that streamline reporting, enhance organizational visibility, and simplify health and safety management, Kokomo health and safety technology is your ultimate solution.

Designed to bridge the gap between health and safety management and technology, Kokomo helps your HR team provide better employee experiences by improving employee health and safety, working through pandemic challenges, facilitating communication, and fostering a more productive workplace.

Learn more about how Kokomo can empower your HR team at kokomo247.com.

