



Supervisor Conversations with Impaired Workers



Prepared by Predictive Safety, SRP, 2021

+1 (720) 383-4963

www.predictivesafety.com

How do supervisors address workers who score "outside their normal range of alertness"?

The following are stories we've received from supervisors who met with workers after being prompted to do so by AlertMeter®. **Names have been changed to protect worker privacy.**

Emotional Distress, Stress, Distraction

- "Dan operates a 90-ton crane. He scored abnormally on two consecutive tests and I went to speak to him. He said he was awake all night at the hospital due to a medical emergency with his child, and he decided to come to work to 'get his mind off it.' I sent him home with pay instead."
- "Jane scored outside her normal range of alertness on AlertMeter and I went to speak to her. She said she'd been having family trouble, her mom was sick and her nephew was getting into a lot of trouble. She said she had been extremely stressed and couldn't think straight. We had her foreman keep an eye on her throughout the shift and put her on duty at the front gate checking people into the project."
- "Joe scored outside his normal range of alertness. When I talked to him, he said he had been stressed and trying to juggle 4 tasks at the same time. Taking the test was a good reminder for him to slow down and focus."
- "John scored abnormally on two consecutive tests, triggering a notification. I spoke to him and found out that his father had passed away the day before. I reassigned him to low-risk work for the day."



Fatigue

- “Jeff was on a 2-week night shift for a street work operation. Last night he scored outside his normal range of alertness at 3:00am. I called him on my way to work and he stated that he was exhausted/extremely fatigued. He was pulled from night-shifts and tomorrow he will be back on days.”
- “After Jack scored abnormally on the AlertMeter® test, I saw that he was not behaving normally. We found out that he had been working for an extended period in extreme heat and had not been hydrating. We had him rest in an air-conditioned area and drink water. A short time later, he scored normally on the AlertMeter® test and went back to work.”



- “George scored outside normal range and told me that he didn’t get enough sleep last night and that he was in a car accident 3 days ago from which he wasn’t fully recovered. The HR Director and I suggested that he leave to seek medical attention and contact his temporary employment agency for further instructions.”

Other

- “Larry scored abnormally on two consecutive tests, and I went to speak to him. I found out he was having difficulty seeing the shapes on the AlertMeter® screen with his new prescription glasses. I told him that his new prescription may not be appropriate and could present a safety hazard. I advised him to return to the eye doctor.”
- “Terry reported to me that he failed his test due to being distracted in the break room while taking his test. He was holding a conversation with another employee while attempting to take his test. He appeared to be fine and showed no signs of impairment. I used the opportunity to discuss the potential for accidents to occur in the field under similar circumstances if he was unable to focus on his tasks.”

Substances

- “Jeremy scored outside his normal range on his pre-shift AlertMeter® test. In our conversation, I learned that he had been drinking heavily the night before and was suffering from a hangover. I referred them to HR.”
- “When we announced that we would begin using AlertMeter®, Tyler came forward to admit having a substance abuse problem and chose to seek help for his addiction.”
- “David scored abnormally on two consecutive tests and admitted to having inadequate sleep and to taking cold medications. I observed unusual and inconsistent behavior from the employee, who still could not score normally on a third attempt. I referred him to HR.”
- “I responded to the ONR notification regarding Lisa, upon speaking to her, I noticed unusual behavior. I sent her to HR for possible reasonable suspicion.”

2%

Fewer than 2 out of every 100 AlertMeter® tests will require a conversation with a supervisor.

35%

These short conversations reduce incident frequency by up to 35%.



Click here to
schedule a
demo.



Predictive Safety SRP, Inc.

+1 (720) 383-4963

www.predictivesafety.com