

What You Don't Know CAN Hurt You

It's important to keep in touch with an injured employee, especially when they are off the job.

It shows you care

Something as simple as a phone call, or even a gift card or fruit basket, can send a positive message to the injured employee. It lets them know that you care and that you want them back. If you are not in touch, negative thoughts can begin to form and can become a primary contributor to eventual litigation.

It IS allowed

Many employers have expressed that they did not think that they were allowed to reach out to the employee. Even before a case has entered litigation. This is not true. Unless directed by a lawyer, you can and SHOULD be involved in your employee's recovery process.

Encourage others to reach out

One of the biggest complaints from injured workers' is that they feel ignored and neglected by both their employer and co-workers. When an employee socializes with co-workers, they develop a social support system. If they lose that when they are hurt, it can impact their recovery as well as their thoughts and attitudes towards the company.

A lack of communication can cost you in the long run

If a case ends up in litigation, it ends up costing the employer money. As everyone involved in the case works to set up communication between each other, the costs just continue to build.

By establishing communication with the injured employee right away you can avoid all of those added costs. Below are some ideas to help you reach out and show you care.

- **Call your worker after an accident**
- **Visit an injured employee**
- **Send a gift**
- **Appoint someone to keep in contact with them**
- **If they're injured away from home, fly their spouse to their location to be with them**

Doing just one or two of the above, could make an injured employee think twice about filing a lawsuit.

Remember you CAN reach out, and you can help make a positive difference and get a recovered worker back on the job.