

## Inadequate Supervision

‘Lack of supervision has been identified as a leading cause to injuries at workplaces, low productivity, absenteeism, employee conflicts, low job morale, crime and embezzlement of funds and goods in an organization and low job satisfaction’. (Wiles & Bondi, 1986).

Lack of supervision has also been proved to be the root cause of unethical behavior in workplaces. Without supervision, workers feel at liberty to carry out tasks with little regard to the policies and regulations of an organization as well as their colleagues.

Supervision improves employees’ loyalty and commitment to an organization as well as the goals and objectives which are vital for productivity, growth and safety.

Effective supervision also shows an organization’s commitment to the welfare and tasks performed by the employees, which improves the morale of employees’ thus increasing productivity.

Without supervision, employees usually forget or leave out tasks they deem difficult and tedious thus reducing their productivity (Not following SOPs or the established JHA /JSA). Most people work well when they are guided and mentored until they are fully confident in their own abilities of applying training than while left on their own; therefore, positive reinforcement and perhaps documented review training sessions go a long way. This is commonly referred to as the practicum side of the classroom / reading training – “show me what you learned”.

### **What to look for regarding Lack of Supervision exposures that require your attention:**

- New employees / Inexperienced employees / Transferred employees to new task, department or location
- New equipment provided or introduced
- New chemicals, raw materials, or testing procedures introduced
- Change in location, new phase of project or change in design/ build-out
- Newly promoted or Supervisor to a location / department – be sure they ARE doing their job. Lack of supervision is not just a rank and file issue.



## **Inadequate Supervision, con't.**

### **Benefits of adequate, good, great- Supervision / leadership and mentoring within your organization:**

- Employee morale is above average and retained
- Organizational goals are achieved easier
- Employee retention is higher
- Increased job satisfaction
- Improved safety and wellbeing
- Shared accountability creates an ever learning and positive environment
- Systems and process are improved, and safety efforts are 'leading indicator' focus rather than lagging.
- Having employees and management engaged; best practices are retained and shared thus avoiding amateur mistakes and injuries.

