



VITALS

For Medical Transport Professionals

A Weekly Safety Newsletter

Human Relations Can be the Key to a Safer and More Competent Workplace

The role of Human Relations in medical transportation has expanded throughout the years. In high-performing healthcare organizations, all aspects of workforce planning, recruiting, training and development, retention, and the creation of a positive workplace culture—are the responsibility of the Human Relations professionals. As Human Relations departments continue to evolve and take on a strategic role within EMS organizations, they may also be the key to a safer workplace.

The use of sophisticated recruitment and behavior-based selection tools can help EMS organizations create a wider net for finding qualified candidates and screen for individuals who possess traits that manifest into a safer working environment. Ultimately, the right recruitment and behavior-based selection tools pay for themselves many times over.

However, sometimes organizations find reasons not to invest in a safer workplace. Nevertheless, faced with the reality of a workplace tragedy, families, friends and the community may question why prevention measures were not pursued. No amount of reason may seem adequate. Properly selecting individuals with a propensity for managing their environment and making accurate decisions will lead to a safer workplace. Validated behavior-based selection assessments can create a foundation for all other workplace safety strategies.



Greg Lawton is President of Avesta Systems Inc. in Hudson, Ohio. Avesta is an integrated Talent Management organization for healthcare providers. Avesta is physician-owned and understands the multi-faceted needs of healthcare clients. Avesta helps healthcare clients reduce accidents through the development of

intelligent hiring practices and the creation of comprehensive safety courseware. Please e-mail questions to: glawton@avestacorp.com

Five questions when considering a behavior-based selection assessment for your organization...

1. Has the assessment instrument been "validated"?
2. How does the assessment service provider determine which characteristics are important when building a customized profile for specific EMS and support positions?
3. How does the assessment service provider monitor and measure the effectiveness of the job profile or model?
4. How does the assessment service provider insulate my company from legal issues that may result from using their service/process?
5. Does the assessment provider create custom designed instruments for each client?



Sponsored By: 

This publication is provided for information purposes only and is not intended as a complete or exhaustive source of compliance or safety information. This "Safety Brief" is advisory in nature and does not warrant, guarantee, or otherwise certify compliance with laws, regulations, requirements, or guidelines of any local, state, or Federal agency.

Join Us For The
EMS Safety Net
Seminar



 [Click Here for More Detail](#)

May 6-8 2008

Dallas, Texas