Workers’ Compensation
Workers’ compensation provides compensation benefits to employees for disabilities due to personal injury or disease sustained while in the performance of their duty. The purpose of Alabama’s Workers’ Compensation laws is to ensure proper payment of benefits of employee’s injuries on the job or who contract a work related illness and encouraged safety in the workplace. These benefits include payment of medical expenses and compensation for wages loss. Dependents are also entitles to payment of benefits of employees who die from work-related injuries or diseases. An employer that has five or more employees is required to have worker’s compensation insurance. Workers’ compensation is designed to protect worke
For example if an administrative assistant is lifting heavy objects on a loading dock.
Part of the employer’s responsibility is to control potential workplace hazard and correct hazardous conditions or practices as they occur or are recognized. If an employer effectively identifies these or other red flags, he should begin and keep accurate documentation of the incident, investigate the accident adequately, and provide safety and health training annually.

Another means to detect and deter fraudulent claims is the use of on-site medial services including triage nurses. Companies can also contract and/or partner with local medical facilities. Contracting with a local facility helps a company to built healthy relationships with physicians who are trustworthy will help to reduce the risk of the fraudulent claims. On site triage nurses and other medical services can help reduce costs by identifying the severity of the [injury](https://www.bartleby.com/topics/injury). For example, a triage nurse can use first aid to treat a first degree burn, rather than the injured taking a trip to the emergency room. Having medical services on staff can also have a positive impact on staff morale. It is an excellent way to show employees that you are committed

Employers have duties under health and safety law to assess risks in the workplace. Risk assessments should be carried out that address all risks that might cause harm in the workplace. Employers must give employees information about the risks in their workplace and how they are protected, also instruct and train their employees on how to deal with the risks. Employers must consult employees on health and safety issues. Consultation must be either direct or through a safety representative that is either elected by the workforce or appointed by a trade union. It is an employees duty to take reasonable care of their own health and safety. If possible avoid wearing jewellery or loose clothing if operating machinery which may cause injuries. If the employee has long hair or wears a headscarf, make sure it’s tucked out of the way (it could get caught in machinery). To take reasonable care not to put other people such as fellow employees and members of the public at risk by what they do or don’t do in the course of their work. To co-operate with the employer, making sure the employee gets proper training and the employee understands and follows the company’s health and safety policies. Not to interfere with or misuse anything that’s been provided for their health, safety or welfare. To report any injuries, strains or illnesses they suffer as a result of doing their job (the employer may need to change the way they work). To tell their employer if something