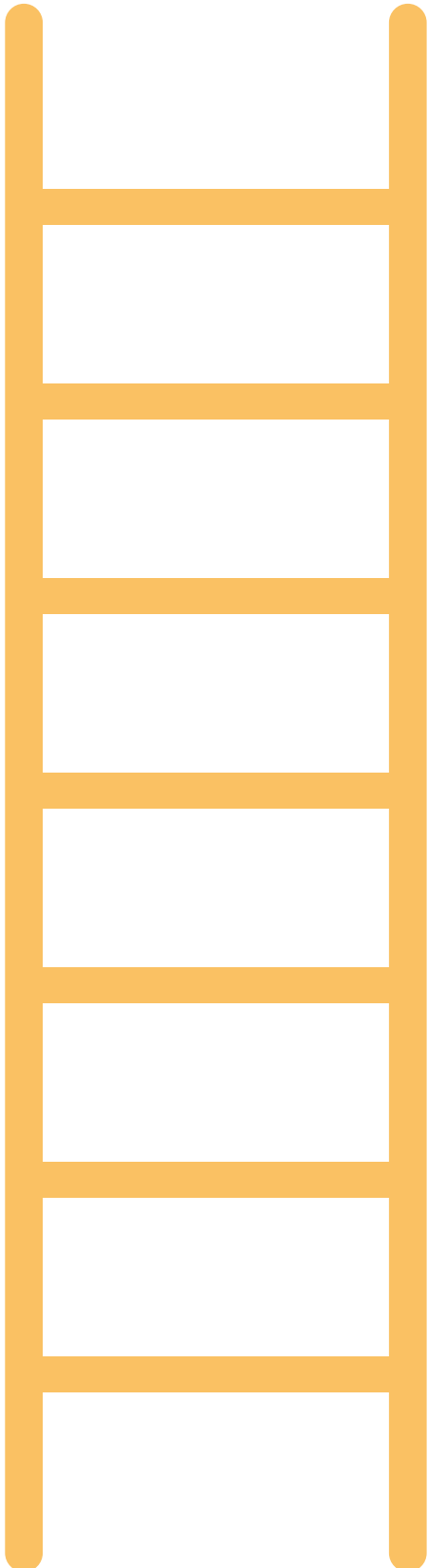


The Workplace Hearing Health Ladder



Early Intervention

Hearing Health Checks are part of our regular wellbeing program

Hearing Friendly Culture

Our Employees feel able and confident to discuss Hearing Health

Proactive Awareness

Conversations about Hearing Health are actively encouraged at work

Recognition

We have limited information on Hearing Health and low engagement

Hearing Avoidance

Hearing Health is misunderstood and generally ignored



What Does This Mean For My Business?

Early Intervention

Full integration of Hearing Health within the business; it's a critical and standard component of the overall employee health and wellbeing strategy. At this stage, **proactive and convenient checks and tests are routinely offered on-site**. Going beyond compliance as a preventative measure to ensure employees maintain optimal hearing health, whilst immediately catching any issues and connecting employees to suitable follow-up care.

Hearing Friendly Culture

The business has an environment of **psychological safety and openness regarding health** and any issues. Employees feel confident any concerns will be heard without judgement. Senior leadership actively supports adjustments and facilitates open discussions about changes in hearing, recognising the impact of hearing on everyday life, and **understanding hearing is fundamental to effective communication, team collaboration and productivity, as well as safety**.

Proactive Awareness

The business has actively moved beyond basic compliance by **structurally promoting conversations and education about hearing health**. This involves running regular internal campaigns, workshops, or webinars that teach employees about the importance of hearing health, and **how to create healthy listening habits**. The business helps employees learn how to protect their ears, and treats hearing health with the same importance as mental or physical fitness.

Recognition

The business has acknowledged hearing health is a gap in employee health, often prompted by observed issues such as **increases in communication breakdowns, higher rates of staff absence, or low engagement** from employees who may be struggling. While the business has limited information and hasn't fully formalised a strategy, it's in the initial phase of identifying the scope of the problem and researching solutions to mitigate potential long-term health issues.

Hearing Avoidance

This is the **lowest level of engagement**, characterised by a complete lack of awareness, where hearing health is either misunderstood as only a concern for noisy environments or job roles, or is **actively ignored and dismissed** as a personal, non-work-related issue. There is a complete absence of training, support, or proactive identification efforts. Consequently, untreated hearing loss may be silently prevalent among the workforce, significantly **impacting work performance** (due to communication struggles and difficulty concentrating) **as well as social lives** (leading to isolation or withdrawal) because employees lack the awareness and education to recognise their symptoms and seek help.

Speak With WORKPLACE EAR CARE Today And Get Your Business To The Top Of *The Workplace Hearing Health Ladder*