SolusGuard

Lone Worker Safety Solutions Assessment & ROI Guide

Introduction

Do your lone workers have proper safety coverage when out in the field?

Lone workers operate in high-risk, isolated environments—often without direct supervision. From healthcare to utilities and field services, ensuring their safety is not just about compliance—it's about protecting your people, reducing liability, and improving operational resilience.

Despite a 70% drop in workplace injury rates since 1992, fatal injuries have only declined by 15%

This guide is designed to help you:

1. Assess the maturity of your current safety program
2. Understand the hidden costs of your existing system
3. Compare your solution to modern safety technologies
4. Make an informed decision about investing in safety

The Risk Landscape

Lone workers are found in nearly every industry—healthcare, utilities, real estate, construction, and more. They often work in remote areas, during off-hours, or in public-facing roles, making them vulnerable to:

- Falls, electrocution, and chemical exposure
- Delayed emergency response
- Workplace violence
- Medical emergencies without immediate aid

In 2021 there were 5,190 fatal workplace injuries in the U.S., with lone workers facing a disproportionate share of these risks

Legal & Compliance Pressures

While OSHA lacks a specific lone worker standard, the General Duty Clause requires employers to provide a workplace free from recognized hazards. Failure to protect lone workers can result in:

- Regulatory fines (up to $100,000 per violation)
- Lawsuits and liability
- Reputational damage

Section 1 - Assessing Your System

There are numerous areas to think about and factors to consider when building/choosing a lone worker monitoring & safety system, which can be daunting.

Below are some questions that you can ask yourself to determine if your organization would benefit from implementing SolusGuard:

Things to ask relating to Lone Workers:

- Can lone workers trigger an emergency alert in under 3 seconds?
- How much time does it take for lone workers to check-in to confirm their safety?
- How quickly does someone respond if a regular scheduled check-in is missed?
- How convenient is your current check-in method?
- Are workers in remote locations covered even without cell service?

Things to ask relating to Supervisors:

- Are they able to monitor staff working alone after hours or are there times lacking monitoring?
- How much time is spent keeping track of employee check-ins?
- How quickly can a supervisor respond to an employee who missed a check-in or is in an emergency?
- How confident are supervisors in completing your alert escalation protocol?
- How easily can a supervisor determine the exact location of an unresponsive employee?

Things to ask relating to lone worker safety program administration:

- How easily can you demonstrate compliance with OSHA's General Duty Clause?
- Are there ways to identify non-compliance/adherence to safety protocols?
- Is the check-in process actively enforced for staff working alone?
- What is your average response time during a missed check-in?
- Is safety system training fully integrated and documented?
- Are your lone workers' data privacy concerns addressed?

If you are wanting to conduct a full assessment, please use our Safety System Assessment Worksheet in Appendix 1. Completing this assessment will help identify gaps, prioritize improvements, and define what components of the SolusGuard platform will have the largest impact on enhancing safety in your organization.

Section 2 - SolusGuard Cost & Benefits

Before implementing any modern lone worker safety system, it's important to understand the upfront & recurring costs. Below is a breakdown of SolusGuard's pricing structure, followed by the unique benefits of the integrated system:

Initial Investment

Initial costs may include:

- Purchasing wearable panic button devices (1 per employee)
- Purchasing satellite extender devices (can be shared between employees)
- Satellite extender device activation fees

SolusGuard's intuitive application interfaces, comprehensive eLearning courses, and pre-built implementation support resources allow us to eliminate costly onboarding or training fees without sacrificing technology adoption amongst staff.

Ongoing Investment

Recurring costs may include:

- Software subscription fees:
  - Mobile app accounts - 1 per employee with the fee amount dependent on account services (panic button only, check-in only, or panic button and check-in)
  - Command Centre Alert Monitoring Platform - 1 licensing fee per organization
- Professional 24/7 alert monitoring service
- Satellite data plan for monthly satellite extender usage
- Wearable panic button device maintenance or replacement - lost or damaged devices may need to be replaced

Price Breaks & Final Costs

We offer price breaks at 25, 100, 250, and 500+ employees for panic button devices, software subscription fees, and professional monitoring. The final cost for your organization will be based on the combination of hardware, software and alert monitoring options you select. Contact us today to get an estimate.

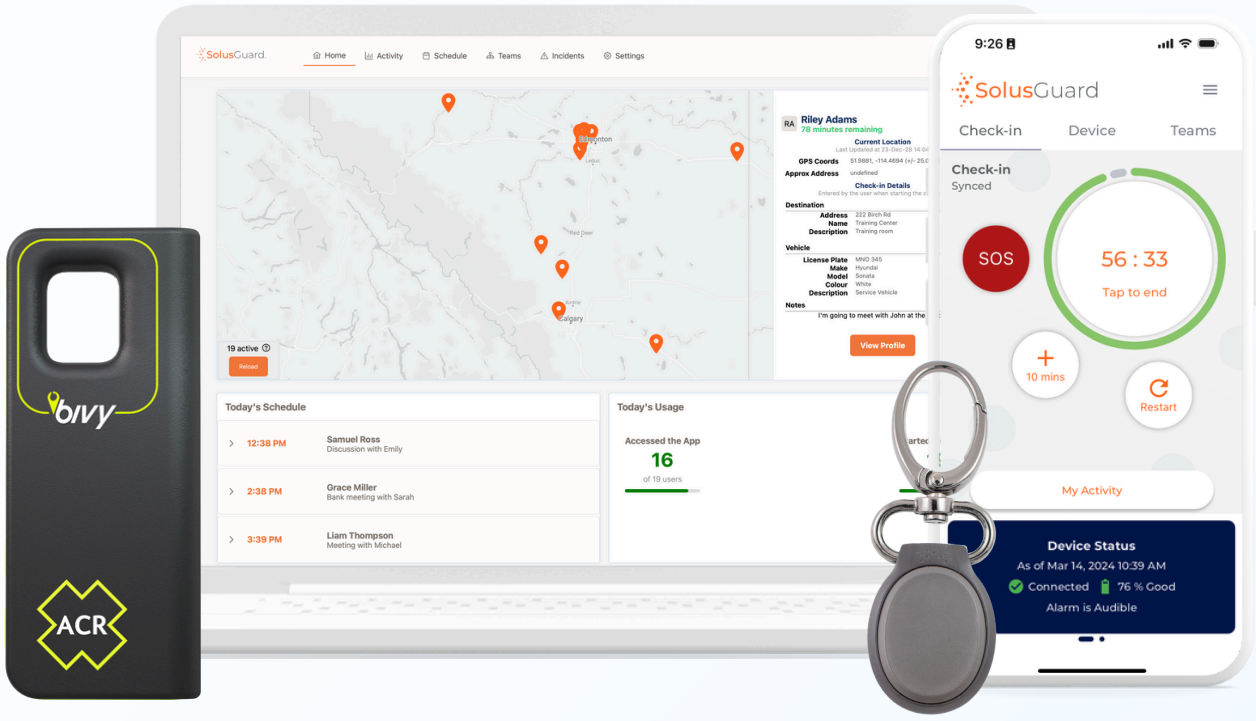
Advantages of SolusGuard Vs. Other Systems

SolusGuard offers a comprehensive suite of tools designed to protect lone workers in real time:

- Wearable Panic Button: Discreet, durable, and instantly triggers alerts without having to open our smartphone app
- Mobile Safety App: Timed check-in session, GPS location sharing, SOS alert button, active alert notifications, and alert response communication
- Satellite Connectivity: For remote areas with no cell coverage
- SolusGuard Command Centre: Centralized dashboard for monitoring and response
- Professional 24/7 Monitoring: Trained emergency response experts available 24/7/365 who receive all alerts, respond in minutes, and dispatch local emergency services when needed

These tools enable:

- Two-way communication with workers
- Automated alerts sent to supervisors for missed check-ins
- Customizable missed check-in, SOS or panic alert escalation protocols
- 24/7 lone worker monitoring or integration with internal security teams



Section 3 - Why Technology Matters

Quantifiable Benefits

Implementing lone worker safety technology can result in several quantifiable benefits. Some benefits are derived from general staff safety improvements, while others are a direct result of lone worker safety technology.

General benefits from enhanced safety include:

- Reduced incident costs
  - Workplace injuries cost $167B in 2021, or $42,000 per medically consulted injury
  - Typical OSHA fines ranges from $14,502 to $145,027 per incident for employers who cannot prove they consistently monitor the well-being of their lone employees through observation or verbal communication
  - $3.1 million is the average amount a jury awarded per person per incident where the employer failed to take proactive, preventative measures under OSHA guidelines
- Lower insurance premiums: Demonstrated lone worker risk mitigation leads to better rates
- Improved productivity: Fewer injuries = fewer lost workdays

Specific benefits:

- Lone worker monitoring program efficiency: For organizations that monitor lone workers manually (call or text based check-in processes), there can be substantial cost savings when switching to an automated missed check-in alert system
- Reduction in emergency response time: Faster response during emergencies is directly correlated with reducing injury or fatality risk.

Intangible Benefits

There are numerous additional benefits to enhancing overall lone worker safety through the implementation of safety tools and protocol:

- Increased employee confidence and morale
- Stronger safety culture
- Improved staff retention and recruitment
- Enhanced brand reputation

Section 4 - Market Trends & Adoption

Lone Worker Safety Technology Trends

The lone worker market in North America is experiencing the following growth trends:

- The market value for lone worker solutions is projected to reach $95M by 2026, a 46% increase from 2021.
- The number of employees using lone worker solutions is expected to grow by 6.5% per year from 2024 to 2029
- Lone worker technology currently ranks #2 among connected worker solutions in corporate adoption surveys

This growth reflects increasing awareness of the risks and ROI associated with enhanced lone worker safety.

Common Concerns

- Staff Privacy: SolusGuard adheres to data protection standards and is SOC2 complaint. Additionally, we take a proactive approach to balancing privacy and safety by ensuring we only track location in critical moments.
- Cost: Scalable pricing and proven ROI make our solution accessible.
- Resistance to change: SolusGuard's user-friendly design, training, and previous implementation experience ease the transition to a lone worker technology solution

Adoption Best Practice

- Involve employees (lone workers) early in the process to ensure they can provide input
- Communicate clearly about data use, privacy standards, and safety benefits
- Conduct regular alert system testing as needed to provide reassurance of enhanced responsiveness to potential emergencies

Section 5 - Safety as an Investment

Investing in SolusGuard is not just about compliance—it's about:

- Protecting your people
- Reducing liability
- Improving operational resilience
- Demonstrating leadership in safety innovation

In a world where lone work is increasingly common, SolusGuard offers a proven, scalable solution that delivers both human impact and financial return.

By implementing SolusGuard, organizations can ensure that their employees feel valued and secure, fostering a positive workplace culture and boosting morale. This investment not only mitigates risks associated with working alone or in high-risk environments, but also enhances productivity by allowing employees to focus on their tasks without worrying about their safety. Additionally, SolusGuard's analytics provide valuable insights, enabling businesses to make informed decisions and continuously improve their safety protocols. Embracing such forward-thinking safety measures positions your organization as a leader in your industry, attracting talent and clients who prioritize security and trust.

Appendix 1 - Safety System Assessment Worksheet

To begin assessing your current safety systems, below is a worksheet to guide your thinking around the elements of a comprehensive lone worker safety system and incident response plan.

For each section below, circle a score

1–2 = Needs attention
3 = Adequate, but limited
4–5 = Strong and scalable

Program Component	Question	Score
Timely Alerts	Can workers trigger an emergency alert in under 3 seconds?	1 2 3 4 5
Emergency Notifications	Does the system enable one-to-many alert notifications to ensure multiple people are instantly aware of an emergency?	1 2 3 4 5
Check-in Process	Can your lone workers check-in in under 5 seconds and are supervisors automatically notified of missed check-ins?	1 2 3 4 5
Protocol Consistency	How consistent are check-in, missed check-in escalation, and incident documentation procedures across different departments or work groups?	1 2 3 4 5
Response Time	What is your average response time when an employee misses a regular scheduled check-in?	1 2 3 4 5
Monitoring Protocol	Are alerts monitored 24/7 and escalated reliably?	1 2 3 4 5
Coverage in Remote Areas	Are workers in remote zones covered even without cell service?	1 2 3 4 5
Staff Training & Onboarding	Is safety system training fully integrated and documented?	1 2 3 4 5
Regulatory Compliance	How easily can you demonstrate compliance with OSHA's General Duty Clause or other lone worker regulations?	1 2 3 4 5

Appendix 2 - Manual Monitoring System ROI Calculation Worksheet

If your organization is considering replacing a manual monitoring system for lone or at-risk workers, refer to the table below to estimate the potential direct cost savings from transitioning to SolusGuard.

Examples of manual monitoring systems include:

- Staff needing to text or call a supervisor before and after periods of working alone
- Staff calling a centralized internal monitoring department before and after working alone
- Staff using radio equipment to check in with a centralized dispatch center before and after working alone
- Staff completing itinerary forms or schedules detailing when and where they will be working alone and sharing these with a supervisor

Cost Category	Calculation	Estimated Annual Cost
Time Spent on Manual Check-ins (Lone Worker)	_____ (# of lone workers) X _____ (Min/day) X _____ (Avg. Wage) X 250 (Working Days/year)	
Time Spent on Manual Check-in Monitoring[1] (Supervisors)	_____ (# of supervisors) X _____ (Min/day) X _____ (Avg. Wage) X 250 (Working Days/year)	
Radio Communication Equipment	_____ (Number of Devices) X _____ (Monthly Device Fees)	
	TOTAL BASELINE COST:	
Compare	_____ (Total Baseline Cost) / _____ (# of lone workers) = _____ (Baseline Cost per Lone Worker) _____ (Annual cost of SolusGuard) / _____ (# of lone workers) = _____ (New Cost per Lone Worker)	

1. When calculating time spent on manual check-in monitoring, ensure you include the time it takes to document each check-in for compliance purposes.

Appendix 3 - Compliance & Incident Costs ROI Calculation Worksheet

If your organization is hoping to avoid fines from regulatory agencies, reduce the number of incidents and their related costs, use the table below to estimate potential cost-savings as a result of implementing SolusGuard.

While SolusGuard cannot guarantee these cost savings, there is substantial evidence to show that emergency alert systems in combination with comprehensive safety programs can substantially reduce workplace injuries and incident severity.

A survey conducted by StaySafe with 478 companies across multiple industries that employ lone workers discovered 68% had experienced 1 or more incidents in the past three years.

Cost Category	Calculation	Estimated Annual Cost
OSHA Fines or Non-Compliance Risks	_____ (# of Violations per Year) X $16,550[1] (Avg. Fine Amount per Violation)	_____ Fine Costs
Incident Costs (Injury, Legal, Medical)	_____ (# of Incidents per Year) X $175,000[2] (Avg. Cost per Incident)	_____ Incident Costs
	TOTAL BASELINE COST:	
Expected Reduction in Fine & Incident Costs	$0 (New Fine Cost (estimate 100% reduction in fine costs)) + _____ (New Incident Cost (estimate a 20% reduction in incident costs))	_____ Reduced Fine & Incident Costs
Compare	_____ Total Baseline Cost _____ (Annual Cost of SolusGuard) + _____ (Reduced Fine & Incident Costs) = _____ (New Total Cost)	

Additional indirect cost savings may be experienced through a reduction in missed time after an incident occurs, reduced insurance premiums, and increased employee retention.

Estimating average cost for fines and incidents

1. OSHA Fines or Non-compliance Risks. Fine amounts vary based on the type of violation. The table below provides a more detailed breakdown of potential fines:

Violation Type	Maximum Fine per Violation
Serious	$16,550
Other-than-serious	$16,550
Failure to Abate	$16,550 per day
Willful or Repeated	$165,514

2. The average cost per incident can vary based on the severity of the incident (serious injury or fatality) and outcomes as a result of the legal process. The table below provides a more detailed breakdown of potential incident costs:

Cost Category	Estimated Range (USD)
Medical Expenses	$30,000 – $50,000
Workers' Compensation	$20,000 – $60,000
Legal Fees & Settlements	$25,000 – $100,000+
Indirect Costs (lost productivity, retraining, morale, etc.)	$50,000 – $150,000+
Total	$100,000 – $250,000+

SolusGuard

Protect Your People.
Protect Your Business.

At SolusGuard, we are dedicated to the safety and security of both your people and business. We work with organizations to build customized plans that work for their specific needs with technologies like our wearable panic button, employee safety app, live monitoring platform, and satellite extender for remote workers. We help ensure your people stay connected and protected.

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