

TOOLBOX TALK #1

NEW WORKERS, HIGHER RISK

Imagine you're starting a new job. You have to meet your co-workers, learn the ins and outs of the company, and begin performing your duties. Meanwhile, you have to stay safe. This can be a challenge for new workers.

Research shows that workers who have been on the job for less than four weeks are more than three times as likely to suffer a lost-time work injury than workers who have been on the job for more than a year.

- Only 1 out of 5 new workers receives safety training, according to the Toronto-based Institute for Work and Health.
- Certain subgroups of new workers are at a heightened risk of injury. One of these subgroups is construction workers.
- Hands-on training is crucial to preparing new workers, and toolbox talks can help reinforce what they have learned.

Many companies will do an orientation for new hires. But are you doing them correctly? The following 8 bullet points should be included in all orientation training:

- Site-specific information, including identifying present and expected hazards and how they are handled, as well as the required personal protective equipment.
- Hazard assessments
- Encouraging workers to identify and report hazards to a supervisor
- Safety culture
- Informing workers of their OSHA rights and that they have the right to a safe workplace, as well as the right to refuse unsafe work
- Reporting injuries and incidents without repercussion
- Participating in the safety program
- Knowing what to do in an emergency

