

June 2016

ShopTalk

Young
Worker Safety



What will we do today to prevent an incident?



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Research shows that as a young worker you are more willing to take risks than experienced workers. Even if you know your safety and health rights, you may not take the steps to refuse unsafe work. Employers are legally required to provide safety and health training and orientation for young workers **before** they start a new job or new tasks.

What we know!

Employers, managers and supervisors are highly influential in creating a safe work mindset for young workers like yourself. Yet still, nearly 1/3 of young workers would not refuse to do work that they considered unsafe and nearly 1/4 of young workers were told very little or nothing about the hazards in their new job.

We also know that young male workers are twice as likely to be injured at work as females, and the most common body parts injured involving a young worker are hands, fingers, wrists and backs. The top industries where young workers are experiencing injuries in Manitoba are:

1. Building construction
2. Supermarket and department stores
3. Restaurants and accommodations (hospitality industry)

What can happen?

Jacob is a young worker hired as a general laborer on a roofing crew. His main job is to pick up shingles and other roofing debris around the job site. Jacob was never told that he needed to wear a hard hat to do his job. He was not wearing protective headgear and sustained a laceration to the side of his head due to falling materials.

Based on the previous scenario, here are some questions that could be used to spark discussion with your team:

1. Have you ever done a job where you thought you might be at risk of an injury, but you did it anyway?
2. Are you aware of the safe work procedures required for your job?
3. Are you comfortable asking your supervisor questions about safety?

What precautions can be taken to protect young workers on the job?

Employers must develop an effective safety orientation and training plan to ensure young workers understand the hazards at work and how to stay safe. Things to consider as a young worker:

- It's OK to ask safety-related questions if you are unsure on how to complete a task. Your supervisor should encourage you to do so.
- You should be given a safety orientation before you begin working.
- Make sure you are told the name and contact information of your supervisor, as well as:
 - o the procedure for reporting unsafe conditions at the workplace
 - o the procedure for exercising the right to refuse dangerous work at the workplace
 - o contact information for the safety and health committee or representative (as applicable).
- The hazards you may be exposed to and the control measures undertaken to protect you should be explained.

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Other resources:

The Guide for New Worker Orientation and Training helps employers prepare first-time workers for being SAFE on the job.

The New Worker Orientation Checklist, New Worker Learning Outcome Objectives and Worker Safety Observation Form – Competency Evaluation Record will help you make your training and orientation checklists specific to your workplace environment and help you keep records.

Share your ideas!

If you have an idea for Shop Talk that you think others would benefit from, we'd like to hear about it. Email us: information@safeworkmanitoba.ca.

For more information:

Visit safemanitoba.com or call **204-957-SAFE (7233)** or toll-free **1-855-957-SAFE (7233)**.