

Employer Safety Orientation Guide for Young and New Workers

In conjunction with Safe Saskatchewan, WorkSafe Saskatchewan, the Saskatchewan Workers' Compensation Board, and other safety associations, the SCSA developed the *Young and New Worker Orientation* — a resource guide for employers to help them educate new and young workers about workplace safety.

All workers, regardless of age or experience, have several rights pertaining to their health and safety while at work. It is important to inform young workers of the three basic rights that apply to all Canadian workers.

This resource provides employers with a customizable checklist of workplace safety measures, including an explanation of their legal obligation to provide a healthy and safe work environment. It also encourages the employer to communicate the following three rights of every worker to new and young hires:

- (1) The **Right to Know** what hazards there are in the workplace and how to prevent harm
- (2) The **Right to Participate** in health and safety activities in the workplace without fear of getting into trouble
- (3) The **Right to Refuse** unusually dangerous work or tasks to be unusually dangerous. The first step to refusing unusually dangerous work is to report the issue to the direct supervisor and the reason for refusing. This might include things like inadequate training to complete the task, broken or damaged tools, and handling dangerous or hazardous materials, among others.

This reference guide is designed to supplement existing employer orientation in order to create further safety awareness in industries with the highest number of youth work injuries. It contains a lot of useful research pointing to annual youth injury statistics in Saskatchewan.

Who are young and new workers?

A young worker is any worker between the ages of 14 and 24.

A new worker can be any age, and includes workers who are:

- *New to the workplace*
- *Facing hazards that have changed or developed while they were at work or absent from work*
- *In a new workplace or location that has different hazards than the old one*

YOUNG AND NEW WORKER Safety Orientation



A resource for employers

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Annual workplace injury statistics for youth aged 14 to 24 in Saskatchewan:

- On average, this age group has over 6,000 work injuries every year
- 75 percent of young workers injured are male
- Top three causes of injury are:
 - (1) Contact with objects and equipment (cut or blow from knives or tools)
 - (2) Bodily reaction and exertion (falls from slipping, tripping, twisting, lifting, or carrying)
 - (3) Exposure to harmful substances (chemicals or the environment)

To download the complete *Young and New Worker Orientation* guide, visit www.scsaonline.ca/resources