

Simple Safety Meetings®

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Topic: **New Employee Safety Basics**

Research now shows that when safety training is included in new employee training programs, morale improves and the accident rate decreases. Furthermore, for the experienced worker, the “refresher” information brings home the seriousness of company safety.

Most injuries occur to employees within the first 90 days of a new job. One in eight employees are involved in some type of accident the first year on the job. The confusion and stress that accompany an employee during the first days of any job are the main reasons that they are twice as likely to have an accident as experienced workers. New Employee training that stresses safety has been determined to dramatically reduce accidents and is a major contributor to an accident free environment.

Every New Employee Should:

- Be aware of the company safety policy and consequences for non-compliance.
- Have a thorough introduction to their new job site.
- Understand the hazards associated with the job they will be assigned.
- Be aware of how safety in their job relates to the overall function of the department and the company.
- Understand their job description and have a copy of the company safety policy.
- Understand the safety rules and emergency procedures and know the location of first aid facilities.
- Understand how and when to use personal protective equipment, and how to care for it.
- Understand that they must report unsafe conditions to a supervisor, as well as any accidents, even if there are no injuries or property damage.
- Be aware of the importance of good housekeeping to eliminate potential hazards.
- **CRITICAL** - For employees operating machinery and equipment, Lockout training that includes all energy hazards, must be a top priority. Remember to include zero energy state.

Notes: _____

Simple Safety Meetings® Leader Guide

Procedural recommendation for a Simple Safety Meeting® Leader:

- A. Prior to the meeting read the topic content to be sure you understand it.
- B. Make notes regarding specific company issues, policies or items for extra emphasis.
- C. Have each participant “sign in” on the participant information sheet prior to starting the meeting and the meeting clock.
- D. Hand out the “Topic Content” meeting sheet when the participant “signs in” making sure each participant has a pencil or pen for note taking.
- E. Instruct the participants to take their time and read through the content, taking their time to understand it and make notes about questions or suggestions they may have.
- F. Wait until everyone is done reading, asking the early finishers to please be quiet while everyone else finishes. (During this time it is a good idea for the leader to re-read the content so as not to appear to be paying attention to who are slow readers and fast readers. Do not embarrass slow readers, but encourage them to take their time to finish so they completely understand and can ask questions.)
- G. After everyone has completed reading and making notes, use a few moments to emphasize, clarify or restate any of the most relevant topic points.
- H. Ask the participants if they have any questions, suggestions or need any clarification.
- I. When the 10-minute bell goes off, the leader must be totally done, except answering questions from the participants.
- J. If another meeting is scheduled, remind everyone of the next meeting date and time.
- K. End the meeting by thanking the participants for their attention and questions.
- L. Remind the participants that working safely is a choice, and you (the leader) and the company wants them to make a conscious effort to choose to work safely

Our content is such that it can be passed out to the participants for them to read during the meeting. The leader’s function is to merely emphasize company specific points, ask if everyone understands the topic points and ask for comments and suggestions.

Our theory is that many shift level safety meeting leaders are not presenters and can feel uncomfortable making any sort of presentation in front of a group of people. However, shift level safety meeting leaders are typically knowledgeable in their area and can handle participant questions and suggestions quite well. The goal of any safety meeting is to communicate the information and make sure the participants understand the safety issues, procedures and policies at hand for your specific company.

Our approach is a simple one. Short, to the point meetings that last no longer than 10 minutes. In fact, we suggest having a standard kitchen timer at the meeting. As soon as the meeting starts, set the timer for 10 minutes. When the bell goes off, the leader’s portion **MUST** be concluded and the **ONLY** allowable discussion is participant questions, suggestions and comments.

Ideally, the topic content should be covered within 10 minutes, not including employee questions. After 10 minutes of presentation, employee’s minds begin to wander, thinking about the workday ahead, future plans in their personal life or just daydreaming.