

Tips for Supervisors



SUPERVISING YOUNG WORKERS

Did you know?

- As an employer's designate, supervisors are legally responsible for the safety of workers.
- Approximately 7,600 workers aged 15-24 report on-the-job injuries each year in Alberta.*
- On average, each year 5 workers aged 15-24 die in workplace incidents and an additional 5 die in work-related motor vehicle incidents.*
- Young male workers are almost twice as likely to be injured than any other group.
- Young workers tend not to ask questions, as they really want to make a good impression.

Supervisors – It's Your Job

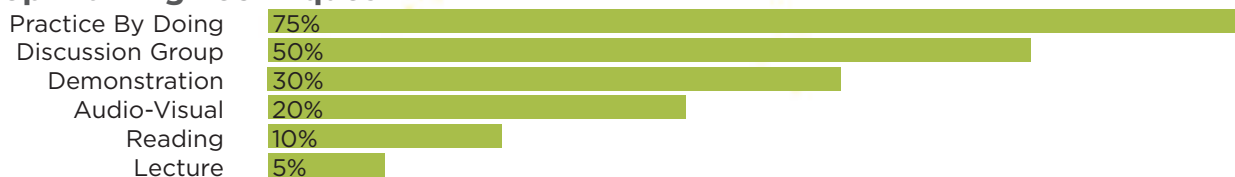
Creating a safe workplace takes more than a handout or a video clip at your monthly staff meeting. It's an everyday commitment. Here are 10 ways to make health and safety a priority in the workplace.

- Spend ample time training and supervising young and new workers.
- Provide job-specific safety training before any work is assigned.
- Teach emergency procedures before any work is assigned.
- Pair up young workers with experienced, safety-conscious workers.
- Regularly check to ensure that everyone follows the safety rules.
- Reward workers who make workplace health and safety a priority.
- Instruct on how to report unsafe conditions or health concerns.
- Explain why it's important to report a hazard or injury immediately.
- Lead by example – wear protective equipment and demonstrate safe work habits.

Remember, people learn best by doing. Lecturing your staff is the least effective means of getting your message across. Set up opportunities to role-play health and safety-related scenarios and set a good example.

*Source: Workers' Compensation Board - Alberta

Top Training Techniques



* Source: Knox, A.D. Helping Adults Learn

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Why young workers get injured on the job

Here are some reasons that explain why young workers are at a greater risk for injury at work:

- Lack of training and work experience
- Lack of confidence or understanding of their rights as workers
- Lack of preparation for the workplace
- Being given more dangerous jobs
- Feeling of invincibility
- Unwillingness to ask questions
- Being distracted and having other things on their mind
- Pace of work

Supervisors have direct responsibility for the health and safety of their workers. If you need help with a concern involving the health and safety of your workplace and your workers, call the Workplace Health and Safety Contact Centre at **1-866-415-8690**.

For more information about the law and safety for young workers, take a look at our **X-Treme Safety: A Survival Guide for New and Young Workers** at the Workplace Health and Safety website at www.worksafe.alberta.ca.