

New Worker Policy

A large number of injured workers are those that are "new" to the jobsite or to their new position.

If you have less than six months experience in your current position, you are a "New Worker".

The *New Worker Policy* is designed to protect you and your co-workers from harm, and to keep our worksite injury-free.



Policy

As a *New Worker*, you will **not be permitted to work alone** until you are deemed competent by your supervisor.

- Your progress must be documented.
- You must be under the supervision of a competent co-worker.
- The competent co-worker is your mentor, providing guidance to you and monitoring your compliance with company rules, safe work procedures and safe conduct in general.

Supervisors are compelled to disclose to our clients that you are working.

- This is done by advising the client's supervisors, consultants or managers.



While you are deemed a *New Worker*, you must wear a **unique identifier** to signify that you are in this category.

- Examples of visible, designated identifiers:
 - different colored hard hat or clothing
 - a designated sticker.

You are required to participate in a **worksite orientation** before you begin work at your new worksite.

- Your participation is documented.

We verify the ongoing competency of all Workers. This is accomplished by:

- ensuring that basic qualifiers (like licenses and certificates) are current.
- evaluating skills and abilities regularly.
- involving all Workers in routine safety meetings

Any Sub-Contractors working for the Company are expected to comply with this policy.

NOTE: The safety information in this policy does not take precedence over the WorkSafeBC Occupational Health and Safety Regulations and the Worker's Compensation Act of BC.