

May 2014

## New and Young Workers



University of Ontario Institute of Technology

## HEALTH AND SAFETY BULLETIN



## New and Young Workers

The Ontario Ministry of Labour (MOL) is currently conducting an Inspection Blitz on **New and Young Workers** in Ontario workplaces until August, 2014. At this time, the Health and Safety office would like to take the opportunity to raise awareness and provide information specific to New and Young Workers, as well as provide resources that may be relevant to your workplace.

According to WSIB statistics, between 2006-2011, 52,000 young workers received injuries resulting in lost time, with 39 deaths due to work-related incidents. New workers are considered any worker who has been on the job for less than six months, or who has been assigned to a new job. Young workers are typically also new workers and they fall into the age range between 15-24 years old.

Employer duties include all legislated requirements related to worker protection as described under the Occupational Health and Safety Act (R.S.O.1990):

- Ensure workers meet sector specific minimum age requirements
- Ensure workers are provided info and training on hazards associated with their job or workplace
- Ensure equipment, materials and protective devices are provided, used and maintained in good repair
- Ensure instruction is given on the proper use of personal safety equipment and devices
- Take every precaution reasonable in the circumstances for the protection of the worker

MOL Inspectors will focus on workplace policies and programs that address New and Young Workers. If you are supervising a New and Young Worker

**KNOW** your responsibilities, **KNOW** their rights!

### Advise them of common workplace hazards such as:

- electricity
- unguarded moving machinery parts
- ladders
- spills on the floor
- hazardous materials like cleaning products, acids and solvents

### Questions?

Contact UOIT Health and Safety at:  
Ext. 2140 or 6521  
Email: [healthandsafety@uoit.ca](mailto:healthandsafety@uoit.ca)

### Additional Resources:

MOL – New and Young Workers:  
[http://www.labour.gov.on.ca/english/hs/pdf/fs\\_youngworkers.pdf](http://www.labour.gov.on.ca/english/hs/pdf/fs_youngworkers.pdf)

CCOHS – Young Worker Zone:  
<http://www.ccohs.ca/youngworkers/resources/workersResp.html>

Young Worker Awareness Program:  
<http://www.yworker.com/english/index.htm>

Health and Safety 101:  
<http://www.hs101.ca>

### How you can Help New and Young Workers:

1. Encourage discussions on concerns over workplace hazards
2. Supervise directly and be readily available
3. Provide specific written instruction and training on equipment use and safety procedures
4. Ensure the worker takes WHMIS training
5. Outline rules of procedure for fire drills, fire emergencies or medical emergencies
6. Provide the worker with emergency contact information