

# New Hire Series

## The Benefits Of New Hire Orientation

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#### The Benefits of New Hire Safety Orientation

From 2021 – 2023 over 40% of our claims come from first year employees.

#### The Goal Of New Hire Orientation

Orientation needs to be more than a box-ticking exercise. Orientation should be engaging, measurable, and comprehensive so that the information sticks. And you want the information to stick. Overall goals of your employee safety orientation should include:

- Prepare workers for hazards
- Inform employees of safety expectations
- Increase safety awareness and understanding
- Reduce injuries

There are two broad umbrellas that safety orientation should cover:

1. Organizational health and safety – the information that is common in every job, for example:
  - a. Fire safety
  - b. Slips, trips, and falls
  - c. Manual material handling
  - d. Ergonomics
  - e. Hazard communication
  - f. Injury and illness reporting
  - g. Emergency procedures

Generally, this portion of training is conducted in an office environment, but a facility walkthrough is extremely helpful and engaging especially when covering emergency procedures.

2. Role and employer specific health and safety – the information that is unique to the employee's role and working environment, for example:
  - a. Machine guarding
  - b. Lockout/Tagout
  - c. Respiratory Protection
  - d. Hearing Conservation
  - e. Fall Protection
  - f. MANY MORE!

Generally, this portion of training is conducted by the Supervisor, Area Manager or Foreman. It is imperative however that training on a hazard is received PRIOR to exposure to the hazard. (e.g. fall protection training must take place prior to being exposed to fall hazards)



When employees are given training and information, they are empowered to protect themselves and their colleagues from potential accidents and injuries. Setting safety culture expectations from day 1 makes the employee less likely to engage in behavior that might put them at risk of injury.

There are so many things to consider when putting together your new hire safety training program. Your Montana State Fund Safety Management Consultant can help! Visit [www.safemt.com](http://www.safemt.com) for more information or contact your Safety Management Consultant directly.