

7 Preventable Reasons People Get Hurt at Work



30 percent of employees injured at work have been on the job for less than a year.

Continue reading below to learn the risks facing new hires and how you can help new employees work safely and effectively under your roof.



1 ASSUMPTION OF EXPERTISE

Employers may assume that new employees are already up-to-date on the latest safety trends, or that "common sense" will take over and help them avoid accidents.

Just because an employee is educated or has years of experience doesn't mean they're always aware of the safety best practices your organization follows. Proper training is always necessary!

2 FEAR OF ASKING QUESTIONS

When an employee is new to a job, it may be an intimidating experience for them—which means asking the right questions might not happen.

Creating a comfortable and open work environment where employees feel empowered to ask the right questions is an important step for improving safety among new staff. The more questions they ask, the higher the likelihood of avoiding accidents in the workplace.



3 UNFAMILIAR HAZARDS

Starting a new job for an employee may bring along a lot of their old skills built up from years of experience, but that doesn't necessarily account for the hazards of a new environment.

It doesn't matter how seasoned an employee is—changing working environments can easily create new hazards they aren't aware of that could end up causing harm down the line.

4 INCOMPLETE TRAINING

When new employee starts a job, getting them up to speed on the functions of the job is important. Just as important, however, is training them in proper safety practices.

Teaching a new hire how to do something isn't enough. In order to protect your workforce fully, you must fully train them around the hazards and safety best practices of their jobs—not just the skills they need to complete them.



5 UNAWARE OF HAZARDOUS SUBSTANCES

One of the most important safety precautions to take is to avoid contact with hazardous substances. It's also an aspect of safety training that can easily be overlooked.

Employees being exposed to hazardous substances can have long term health effects for them for the rest of their lives and new employees face an added risk if they don't have experience handling hazardous substances.

Additionally, hazardous substances may not be as easy to spot as blatant safety threats, which means properly training your staff on what to avoid and how to avoid them will protect them in the long run.

6 IMPROPER USE OF PPE

Personal protective equipment (PPE) might be one of the most important aspects of employee safety. It's also easily one of the most ignored.

New employees may not have been trained on proper PPE usage in their old role, or could have created some bad habits at a former employer who was too laid back on their PPE requirements.

PPE isn't doing much protecting if it's not used correctly. Educating your staff on the importance of their PPE and how to properly use and wear it will dramatically reduce safety issues resulting from improperly used PPE.



7 POOR SAFETY MESSAGING

Ineffective safety messaging might be the most egregious reason your employees keep getting hurt.

If the safety messaging isn't clear to your employees, they're not going to follow your rules—which could be an underlying cause for any of the above safety violations.

Improving safety messaging isn't as simple as adding more rules. Effective safety messaging comes from employee engagement and buy-in, which is fostered from creating an effective safety culture at your workplace.