

Don't Underestimate the Importance of New Employee Orientation

Recent data shows “*new workers account for 35% of injuries*” – stemming from workers on the job for less than a year, regardless of age or experience (Safety & Health Magazine, 2022). Training is one way to combat the increase of injuries, especially new employee orientation. New employee orientation is important because it sets the precedence for safety and health at your organization, prepares workers for the hazards they may encounter, and educates them on how to protect themselves. New employee orientation also equips new workers with the knowledge of who to contact with safety and health (S&H) concerns and how to report safety hazards.



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Organizations are encouraged to look at their new employee orientation process to combat new worker injuries. Follow these tips to make sure your new employee orientation process is effective at your organization:

- Prepare new employee orientation content reflecting the current S&H practices at the organization, workplace hazards, and safe work procedures
- Consider introducing new workers to your S&H staff, or at least provide a picture and contact information for each S&H staff member
- Consider making a new employee orientation checklist
- Schedule all new workers for new employee orientation and ensure they attend the training within a reasonable timeframe
- Consider breaking your new employee orientation into levels – one at the organization-level covering S&H programs, and another one at the site or work area level to cover S&H information directly associated with their assigned work area(s)
- Evaluate the effectiveness of provided new employee orientation information (e.g., trainer evaluations, course evaluations)
- Review and update the new employee orientation content periodically and as workplace changes occur.

Review SMCX One Pager “New Employee Orientation” for more information:

- https://www.smscx.org/Repository/OnePagers/SMCX_OnePager_NewEmployeeOrientation_Jan2021.pdf

Visit the Safety & Health Magazine website for more information regarding new employee injury rates:

- <https://www.safetyandhealthmagazine.com/articles/22780-new-workers-account-for-35-of-injuries-analysis-of-comp-claims-shows>

For additional information on the SMCX's services, please visit the SMCX-hosted website at:

<https://www.smscx.org/>.

