SAFETY NL

AT HOME • AT WORK • ON THE ROAD

Young Workers Awareness

Introduction: Who is a Young Worker?

- A Young Worker is defined by Statistics Canada as a person 15 to 24 years of age. As a young worker that is starting your first job or transitioning to a new job, there are some things that you should know before beginning work. Safety NL aims to provide helpful information that can educate you on how to stay safe while on the job and help you reduce the risks of being injured at work.

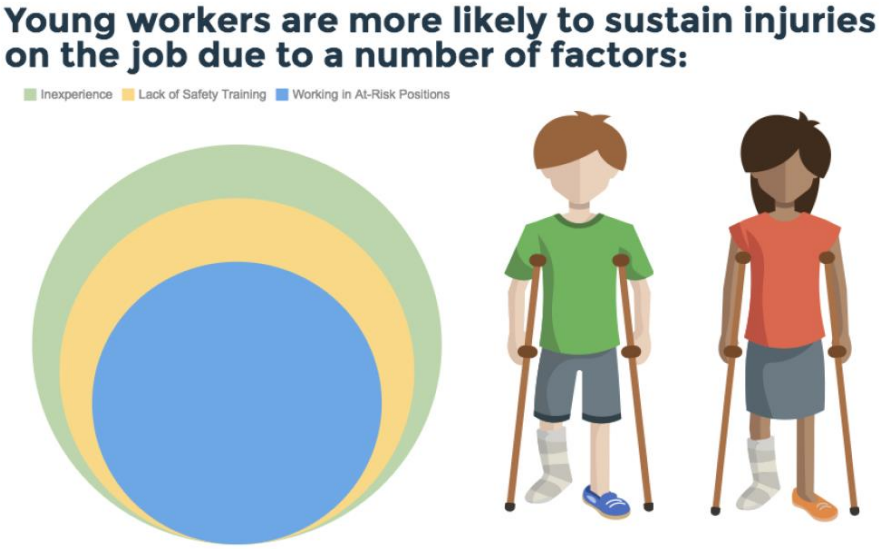
Did you know?

- Approximately 37,000 young workers were injured and had lost time claims.
- The highest percentage of lost time claims from young workers was in the construction industry at 21%.
- 27% of all lost time claims for injury type for young workers were for sprains.
- 22% of all lost time claims for young workers were due to overexertion in the construction industry.

*** The above stats are from the Young Worker (ages 15-24) Injury Statistics (Worksafe BC) from 2008-2012.**

Who is at Risk?

- While ALL workers are at risk for injuries on the job, here are some reasons that explain why young workers are at a greater risk for injury at work: Lack of training and work experience. Lack of confidence or understanding of their rights as workers. Lack of preparation for the workplace.



Know Your Rights

As Workers we have 3 Rights:

The Right To Know

- •You have the right to know about what hazards are present in your workplace and be given the proper information and training to protect yourself.

The Right To Participate

- •You have the right to participate in training, keeping your workplace safe and healthy, etc.

The Right to Refuse

- •You have the right to refuse any unsafe work that you feel is hazardous to you or other workers. When you exercise your right to refuse, you must follow the proper procedure.

Employer and Employee Responsibilities

Employer's Responsibilities

An employer is responsible for ensuring the health and safety of his/her workers where it is reasonably practicable. Employers must ensure that the necessary information, training and supervision is provided to their employees in order for them to perform their jobs safely, Managers, supervisors, health and safety committees and representatives must also understand their roles and responsibilities. For further information on the specific duties of employers, see section 5 of Newfoundland and Labrador's Occupational Health and safety Act.

Employer and Employee Responsibilities

Employee's Responsibilities

A worker is responsible for taking reasonable care to protect his or her own health and safety and that of others in or near the workplace. For specific duties of an employee, see section 7 of the Newfoundland and Labrador Occupational Health and Safety Act.

Top Five Causes of Injuries of Young Workers:

- Slips and falls
- Over-exertion
- Struck by, or against, an object
- Bodily reaction from chemicals
- Burns

Five Most Common Injuries of Young Workers:

- Sprains and strains (including back injuries)
- Soft tissue injuries (cuts, punctures, bruises)
- Bone fractures.
- Inflammation of joints.
- Burns or scalds.

Hazards Vs Risks

What is a Risk Assessment?

The term Risk Assessment describes a process in which you identify risks and hazards that could potentially harm you or others, analyze and evaluate the risk associated with the hazards, and determine the appropriate way to eliminate the hazards or control them if they cannot be eliminated.

When to Complete a Risk Assessment

There may be several reasons for a Risk Assessment to be completed, such as:

- New tasks, activities or processes.
- When changes are made to existing processes or activities, including changes in products, equipment, tools, machines, etc.
- When hazards are identified.

Who is Responsible for Completing a Risk Assessment?

A Risk Assessment is to be performed by a competent individual. A competent person is someone with the skills, knowledge and experience to manage health and safety. The competent individual should see to it that the workers are also involved in the Risk Assessment/Hazard Identification Process.

5 Steps to a Risk Assessment

Types of Hazards in the Workplace

Types of Hazards in the Workplace

Safety Hazards:

The most common hazards in the workplace.

Safety Hazards are unsafe conditions that can lead to injury, illness, and death.

Examples Include:

- Anything that can cause spills or tripping hazards, such as ice or electrical cords
- Anything that can cause you to fall. Things like working from heights, ladders, scaffolds, lifts, or any raised working area
- Unguarded machinery and moving machinery parts.
- Electrical hazards such as frayed cords, missing ground pins, improper wiring
- Confined spaces

Types of Hazards in the Workplace

Biological Hazards:

Biological hazards are present when exposed harm or diseases associated with working people, animals, or infectious plant materials. Some common work places with these hazards present include, but are not limited to, working in schools, hospitals, laboratories, emergency response, or several outdoor occupations.

Exposures Include:

- Blood and other body fluids
- Fungi/mold
- Bacteria and viruses
- Plants
- Insect bites
- Animal and bird droppings

Types of Hazards in the Workplace

Physical Hazards:

Physical hazards are any factors in the environment that can harm the body.

Examples Include:

- Radiation: including ionizing, non-ionizing (EMF's, microwaves, radio waves, etc.)
- High/prolonged exposure to sunlight/ultraviolet rays
- Extreme temperatures
- Constant loud noise

Types of Hazards in the Workplace

Ergonomic Hazards:

Ergonomic hazards occur when the type of work you are doing, body positions and work conditions/environment put a strain on your body. These are the hardest hazards to spot as you may not always immediately notice the strain on your body. Short term exposure may lead to sore muscles. However, long term exposure can result in Musculoskeletal Disorders (MSDs) or other long-term illnesses.

Examples Include:

- Improperly adjusted workstations and chairs
- Frequent lifting
- Poor posture
- Awkward movements, especially if they are repetitive
- Having to use too much force, especially if you have to do it frequently
- Vibration

Types of Hazards in the Workplace

Chemical Hazards:

Are present when a worker is exposed to any chemical preparation in the workplace in any form (solid, liquid or gas). Some are safer than others, but to some workers who are more sensitive to chemicals, even common solutions can cause illness, skin irritation, or breathing problems.

Examples Include:

- Liquids like cleaning products, paints, acids, solvents – ESPECIALLY if chemicals are in an unlabeled container!
- Vapors and fumes that come from welding or exposure to solvents
- Gases like acetylene, propane, carbon monoxide and helium
- Flammable materials like gasoline, solvents, and explosive chemicals
- Pesticides

Types of Hazards in the Workplace

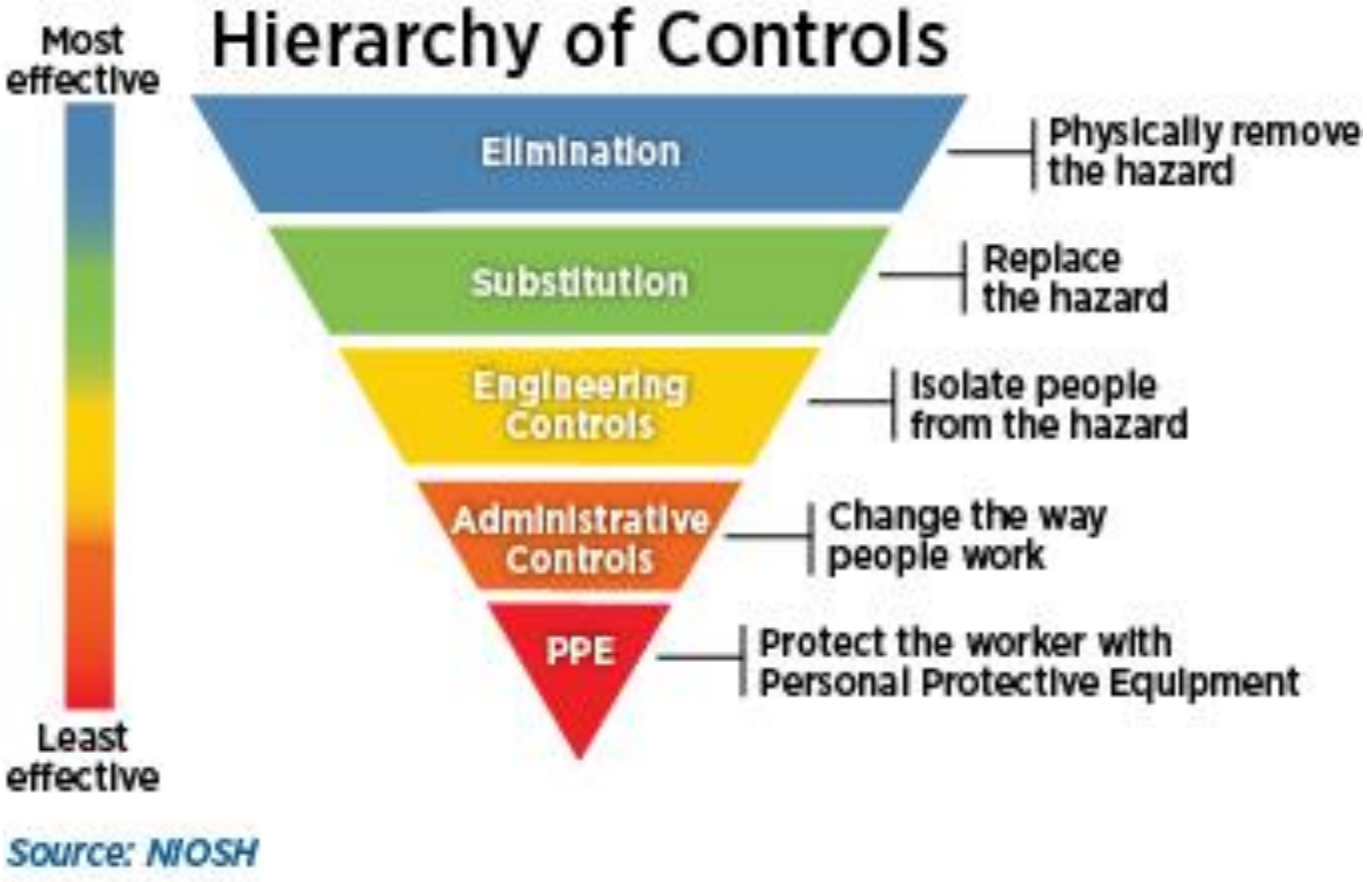
Psychosocial:

Hazards or stressors that cause stress and strain. These are hazards associated with workplace issues such as workload, lack of control and/or respect, etc.

Examples Include:

- Workload demands
- Workplace violence
- Intensity and/or pace
- Respect (or lack thereof)
- Flexibility
- Control or say about things
- Social support or relations
- Sexual harassment

Hazard Prevention and Control



What is Elimination?

Elimination is the process of completely removing the hazard from the workplace. This is considered the most effective way to control a risk because the hazard is no longer there. This is the preferred method of hazard control and should be used whenever possible.

What is Substitution?

Substitution is when another substance/chemical that is less hazardous is used in place of a more harmful chemical. This step can sometimes be grouped with elimination as you are considered to be removing the first hazard from the workplace. The goal is choosing a new chemical that is less harmful than the first.

What are Engineering Controls?

Engineering Controls are methods that are built into the design of a workplace, process, or piece of equipment to minimize the hazards. As long as the controls are designed, used and maintained properly, engineering controls are a reliable way to control worker exposures. There are 3 types of engineering controls:

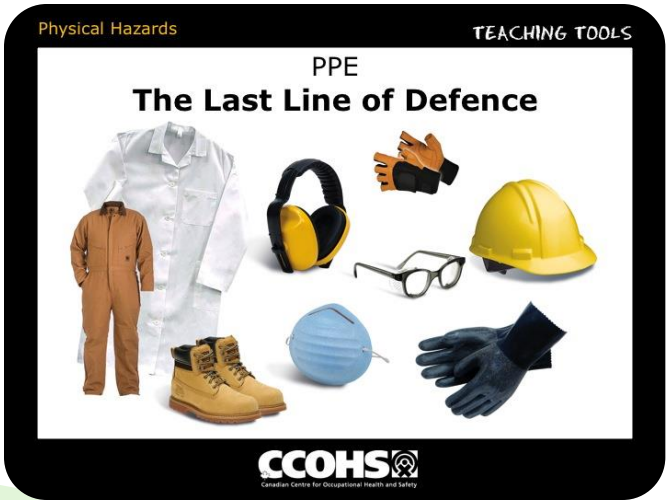
1. Process Control (Ex. Mechanical methods instead of manual methods.)
2. Enclosure and/or isolation if emission sources (Ex. Keep the chemical in and the worker out.)
3. Ventilation (Ex. Adds and removes air in the workplace.)

What are Administrative Controls?

Administrative Controls limit the exposure time of workers to hazards by reducing time spent in contaminated areas and by implementing other rules. This particular control measure has several limitations because the hazard has not actually been removed. Administrative controls are not generally a favored method because they can be hard to implement, maintain and are not as reliable in reducing exposures.

What is Personal Protective Equipment? (PPE)

Personal Protective Equipment includes items such as respirators, protective clothing such as gloves, face shields, eye protection, and footwear that serve to provide a barrier between the wearer and the chemical or material. PPE is your last line of defence. It should never be the only method used in reducing exposures.



How Can I Prevent Workplace Injuries?

12 Tips for Staying Safe at Work:

1. **Get training.**
   - Learn how to work safely. Follow the rules and know how to react if there is an emergency.
2. **Be supervised.**
   - Never work unsupervised. “Supervisor, will you be here to see that I do the job right? If you’re not around, whom should I ask?”
3. **Wear the gear.**
   - Personal Protective Equipment is your last line of defence against an injury. Wearing your PPE can prevent injury, aid you in reducing harmful effects of long term exposure to certain work environments, and in other cases save your life. Hair nets, gloves, aprons, safety glasses, ear plugs, hard hats, respirators, etc. Use them properly as required.

How Can I Prevent Workplace Injuries?

4. **Identify risks.**
   - Before you start the job, recognize any unsafe conditions and assess your surroundings. Report any unsafe findings to your supervisor immediately.
5. **If you don't know, ask!**
   - There are no "dumb" questions. This is part of your right to know as a worker.
6. **Do your job.**
   - Don't do anything you haven't been asked to do, or have been told specifically not to do.
7. **Follow the safety rules.**
   - If you don't know the safety rules, ask your supervisor.
8. **Report hazards.**
   - If you see something hazardous, tell your supervisor. Even if it involves another worker. This could help prevent an injury to you and others.

How Can I prevent Workplace Injuries?

9. If you're hurt.

- No matter how minor an injury may be, always report it to your supervisor and employer immediately.

10. Talk to your family.

- Talk to your family and tell them what you are doing at work. Tell them if you think there is something wrong.

11. Be honest.

- If a task is too much for you to handle, say so. Don't attempt anything you feel uncomfortable with.

12. Never assume.

- Don't assume you can do something without instruction, guidance or supervision.

Safety Begins With You

Safety NL encourages all young workers to know the risks and hazards associated with working.

Remember:

Identify the hazards.

Analyze and Evaluate the risks.

Determine how to eliminate hazard or control the risk.

#ThinkSafetyNL