

## **SAFETY FACTS: YOUNG WORKERS/NEW WORKERS**

Workers in their first year of employment file the largest share of indemnity claims in the workers' compensation system, as they represent about 50 percent of the total claims filed in New Mexico.

The National Council on Compensation Insurance (NCCI) reports that the number of workers' compensation claims filed in 2005 decreased by nearly 5 percent from the previous year. This is good news for both workers and employers. This most recent decline follows the nearly 50 percent drop in number of claims filed between 1991 and 2004. Harry Shuford, from NCCI, says, "It's economics. Doing work better requires better working conditions."

On the job experience is a key factor in the declining injury rates. Employees with less than one year of experience have a higher share of injuries when compared to more experienced workers. Greater global competition, another key incentive for injury reduction, requires employers and workers to become more productive, and increased productivity leads to a safer workplace.

"Continued Frequency Declines: Just Business as Usual." *Workers' Compensation Report*. June 6, 2006. Volume 17, No. 13, p. 243-244.

To help reduce these injuries and accidents, we provide information specifically designed to address the needs of these new and younger workers:

### **FIVE STEPS FOR A SAFER WORKPLACE**

#### **START YOUR WORKERS OUT RIGHT**

- Welcome them
- Orient them
- Introduce them
- Train them
- Check them out on tools and equipment
- Observe and assist them

#### **ACCOUNT FOR ALL ACCIDENTS**

- Keep records of NOAs, E-1s, E-6s and OSHA logs
- Cost out the loss to the organization
- Assist supervisors with accountability
- Evaluate safety performance

#### **MANAGERS PLAN SAFETY**

- Plan safety into each job
- Use job planning/hazard analysis tools
- Make sure the workers know what to do

#### **HOLD REGULAR SAFETY MEETINGS**

- Choose specific topics (fall prevention)
- Use examples (Jane hurt her back when...)
- Keep it brief

#### **REINFORCE SAFETY PERFORMANCE AND RECOGNIZE GOOD WORK**