

Loss

Control



FARMERS

Information Bulletin

Seasonal Workers

Many businesses utilize seasonal workers to handle increased production or service demands during peak times of the year. This could be because of holiday sales, summer recreational travel, or other seasonal demands.

Effective safety orientation and training needs to be utilized as a tool to ensure a safe and healthy seasonal work period. It is an investment in safety that pays off with a safer work environment.

Seasonal safety orientation starts with an understanding of “who” the employee is, and what safety attitudes and experiences they bring to the job. Many businesses find that seasonal workers have a minimal understanding of health and safety. The job of management is to ensure that the focus of the information provided to these workers is on performing their jobs safely.

Regular workers and seasonal workers are protected by the same occupational health and safety regulations. Employers are required to provide proper orientation, job training and supervision to ensure that all workers can work safely.

Because of their inexperience or lack of workplace knowledge, seasonal workers should receive careful attention from employers to protect them from workplace

hazards and exposures. This includes identifying the things that can cause injury or harm such as unguarded machinery or equipment, exposures to chemicals or other harmful substances.

A major cause of workplace injuries is insufficient training of new employees. Initial training of seasonal employees should be supplemented with workplace specific training. These are especially important if workers change departments, job duties or have been away from work for an extended period of time.

No new employee should be left on their own during their first few days of employment. Much of the equipment that they will use can be hazardous if used incorrectly. Entanglements can occur to those using workplace machinery or equipment. Safety guards and protective devices need to be provided for all equipment including those used for outside work such as landscaping.

Ensure that a supervisor or experienced worker is assigned to new workers as a resource for questions, and a positive example of how to work safely. The use of industry specific inspection checklists can be used as a resource to train new employees or seasonal employees on the potential workplace hazards they may encounter.