New to the Job

Introduction:

Do you remember your first day on the job? That awkward feeling of not knowing anyone and wanting to impress everyone? With every new job comes the opportunity to make a good first impression. As you settle into your new position, you become more familiar with the surroundings and your job responsibilities. Most likely, you have come to the job with a skill-set that the position calls for, so be confident in yourself and have a positive attitude. Most companies have a plan for training new hires. They will have you begin with filling out the official onboarding paperwork and there will be an orientation meeting. Come early, full of energy and excitement, ready to listen and learn. If you have questions, this is a good time to ask them.

Discussion Points:

- Make a good first impression
- Onboarding and orientation meeting
- Promoting a safe environment
- Supervision and training
- Team work and communication

Discussion:

New employees are sometimes labeled as a “liability” to a company, because of the increased occurrence of work-related injury and death involving inexperienced workers. Promoting a safe environment is the most important factor in helping a new worker to become comfortable and able to perform job tasks safely.

Help new employees become accustomed to the new environment, show them the location of safety and emergency equipment, make sure they know what to do in the case of an emergency, and who to talk to if they have questions. It takes the effort of all employees to work together as a team, and communication is key. If an employee is engaged during new hire orientation, they are more likely to pay close attention to their work and ensure that all procedures and processes are being properly followed and that they are performing to the best of their abilities.

OSHA requires companies to have a Safety and Health Program, and will occasionally visit and inspect the jobsite for compliance of safety regulations to control or eliminate potential hazards or injury. Besides having a sound Safety and Health Program, proper supervision, training, continuing education, and safety meetings should be implemented to avoid accidents, injuries, and fines for non-compliance of regulations.

As always, stay safe out there!