

New Employees and Workplace Injuries

A report by insurance company Travelers Companies Inc. found that 35% of workplace injuries occur during a worker's first year on the job. Some of the most common injuries include overexertion; slips, trips and falls; being struck by an object; cuts and punctures; being caught in or between objects; and motor vehicle accidents.

In addition, 1 in 8 injuries happen on an employee's first day, according to the Bureau of Labor Statistics. This can most likely be attributed to the fact that new workers don't know the process as well as experienced people, are unfamiliar with the tasks, and don't know the rules and regulations of the job.

Workplace injuries can impact employers by resulting in absenteeism, presenteeism, decreased productivity, increased claims costs and employee turnover. The following are precautions employers can take to minimize the risk of new workers getting injured on the job:

- **Hire qualified candidates.** Implementing a formal hiring process with clear job descriptions that emphasize a company's safety culture can help attract qualified job candidates.
- **Conduct a job safety analysis.** Breaking down each step in a job and describing the hazards associated with each step can help to minimize or eliminate those hazards.
- **Provide education and training.** Conducting onboarding training can help new employees understand and adhere to safety expectations and procedures.
- **Analyze accidents and make safety adjustments.** Having an accident analysis program in place can help identify the root causes of injuries after an accident has occurred. Companies can then develop and implement corrective actions to reduce the likelihood of similar accidents and injuries.

Companies should have robust safety training programs and practices in place to prevent workplace accidents and injuries and minimize liability. For more risk management guidance, contact us today.



New workers are
five times more likely
to be injured on the job
than their more experienced
counterparts.