

PestSure Safety Tips

INSURING THE FUTURE OF PEST CONTROL

A five-minute training Series for Pest Management Professionals.

Your New Co-Worker

Co-workers play an important role in getting the new employee off to a good start. Once the initial orientation to the company is complete and the basic training requirements of the job and the safety program have been covered, it is time to advance a new employee into the field.

What is a veteran employee's role when it comes to orienting a new employee? Remember, a new employee has a tremendous amount of new information to learn when starting a job. With such a large quantity of new information, a new employee probably won't remember all the instructions they are given and might not be familiar with the new work processes and surroundings. This is often a time for information overload. As a veteran employee, take it upon yourself to assist the new employee as they begin their new job.

- Introduce yourself and explain your job and offer yourself as a resource.
- Encourage the new employee to ask questions if he or she is not quite sure of any work process. Point out high-hazard aspects of your work and/or job site.
- Talk to your new co-worker about your experiences on the job. Sharing your experiences can help a new employee avoid some pitfalls and hazards.
- Think about your first days on the job. What do you wish a veteran employee had told you?
- Volunteer to serve as a mentor to the new employee to assure that safe work procedures are understood and followed.
- If you see your new co-worker or any fellow employee doing something incorrectly or unsafely, tactfully explain and demonstrate the proper procedures.
- Help a new employee get better acquainted by including him/her in lunch or break groups so everyone can get better acquainted.
- Lead by example with safe and correct work habits. Your actions speak louder than your words.



Getting a new employee started off on the right foot has a positive effect for everyone in your work group. Statistics indicate that up to **60%** of all job injuries occur to new employees with less than six months experience on the job. Repeated, friendly reminders of safety procedures and work rules by a veteran employee can greatly reduce the chance of an accident for a new employee.