

Health and Safety Requires Good Communication

To reduce accidents, injuries, and illnesses everyone must place an emphasis on health and safety issues.

New employee orientation

Orientation is a critical component for all new employees, especially those less than 18 year of age. Although young workers can add a lot of enthusiasm to your place of business, it is important for them to receive adequate safety training and supervision before starting any new job.

Understanding child labor laws such as the hours and jobs teens are prohibited from working can help facilities avoid potential problems.

The following five principles should be applied to maximize the effectiveness of trainings:

- Trainees should understand the purpose of training
- Information should be organized to maximize effectiveness
- People learn best when they can immediately practice and apply new knowledge and skills
- As trainees practice, they should get feedback
- People learn in different ways, so an effective program will incorporate different kinds of training methods

Implementing a training program

To implement an effective work-place training program, employers should task one of more people with coordinating the training activities, developing and gathering all necessary materials, and facilitating the process for correcting hazards.

Conduct regular trainings

Health and safety trainings for employees can be one of the most effective ways to reduce workplace accidents, injuries and illnesses. Conducting regular trainings will help employees learn how to avoid hazards and keep lines of communication open with management. This will also enable employees to identify, assess and discuss workplace hazards with management to ensure that hazards are either eliminated or controlled. Conducting regular health and safety training also lets employees know that management is serious about promoting policies and safe workplace practices in your restaurant.

Keep lines of communication open

- Schedule regular health and safety meetings at convenient times (and during different shifts)
- Facilitate employees bring concerns forward by informing them of the proper procedures for doing so
- Listen carefully to employee concerns, make note of them, and then provide feedback on how each specific concern will be addressed

Emergency Procedures/Drills

It is important that everyone knows what their role is if an emergency should arise. Procedures, trainings, and drills can help employees develop the knowledge and skills necessary to understand workplace hazards and safe handling procedures. Through teamwork, employers and employees can work together to prevent workplace accidents, injuries, and illnesses.

For more information and additional risk management and prevention tools, visit: fwcruminsurance.com