
Spring Is Right Around the Corner **Does Your Club Provide Orientation/Safety Training?**

The beginning of the 2023 spring and summer seasons are upon us. Soon, seasonal employees will start arriving and preparing our clubs for activities enjoyed by our many patrons. These employees will be tending to the grounds and stepping up kitchen services, just to name a few areas of preparation. Now is the time to prepare a training orientation for new and returning employees.

Ensuring that all workers undergo safety training can help reduce accidents and injuries in the workplace. This, in turn, can also protect your club from increased workers' compensation claims, facing costly legal battles with employees, as well as preventing employees from leaving the jobsite due to work-related illnesses.

Safety training can help create a safer work environment where employees are better able to focus on their tasks without the worry of their personal safety. This enhanced focus will lead to a higher work output and better-quality products, ultimately increasing productivity and profits.

Employees who have undergone safety training often tend to be more satisfied with their employers, which can also help boost morale and productivity on the jobsite. Employers who take the time to ensure that their employees are safe are also usually rewarded with loyalty from skilled workers.

Safety training can keep employees safe and help save the company money in the long run, as employers will not have to worry about losing money over disrupted work schedules, lost productivity, clean-up and repair, hiring and training replacement workers, as well as time spent on accident investigations and claims management.



Safety Education & Training Provides Employers, Managers, Supervisors & Workers with:

- Knowledge and skills needed to do their work safely and avoid creating hazards that could place themselves or others at risk.
- Awareness and understanding of workplace hazards and how to identify, report, and control them.
- Specialized training, when their work involves unique hazards.

Education & Training Tools

Education and training are important tools for informing workers and managers about workplace hazards and controls so they can work more safely and be more productive. Another role of education and training, however, is to provide workers and managers with a greater understanding of the safety and health program itself, so that they can contribute to its development and implementation.



Additional training may be needed depending on the roles assigned to employers or individual managers, supervisors, and workers. For example, employers, managers, and supervisors may need specific training to ensure that they can fulfill their roles in providing leadership, direction, and resources for the safety and health program. Workers assigned specific roles in the program (e.g., incident investigation team members) may need training to ensure their full participation in those functions.

Effective training and education can be provided outside a formal classroom setting. Peer-to-peer training, on-the-job training, and worksite demonstrations can be effective in conveying safety concepts, ensuring understanding of hazards and their controls, and promoting good work practices.

Provide Program Awareness Training

Managers, supervisors, and workers all need to understand the program's structure, plans, and procedures. Having this knowledge ensures that everyone can fully participate in developing, implementing, and improving the program.

Train Employers, Managers & Supervisors on their Roles in the Program

Employers, managers, and supervisors are responsible for workers' safety, yet sometimes have little training on safety-related concepts and techniques. They may benefit from specific training that allows them to fulfill their leadership roles in the program. Train employers, managers, and supervisors on procedures for responding to workers' reports of injuries, illnesses, and incidents, including ways to avoid discouraging reporting.

Train Workers on their Specific Roles in the Safety & Health Program

Additional training may be needed to ensure that workers can incorporate any assigned safety and health responsibilities into their daily routines and activities. Instruct workers on how to report injuries, illnesses, incidents, and concerns. Provide opportunities for workers to ask questions and provide feedback during and after the training.

Train Workers on Hazard Identification & Controls

Providing workers with an understanding of hazard recognition and control and actively involving them in the process can help to eliminate hazards before an incident occurs. Train workers so they understand and can recognize the hazards they may encounter in their own jobs, as well as more general work-related hazards. Train workers on when and how to wear required personal protective equipment.

Sources: OSHA.gov; EFAS Safety

This update is brought to you by the Fund's third party administrator

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