



Staying Safe As A New Hire

Smart Habits, clear questions, consistent PPE use make all the difference in your first weeks.

Everyone is new once. Whether you're fresh to the industry, company, or just this project, there's a lot to take in - and your safety depends on how you handle it. Early mistakes can lead to injuries. That's why this talk is here: to help you stay aware, stay safe, and ask for help when you need it.

The Problem

- New hires unsure of site-specific rules but too hesitant to speak up.
- Missed PPE requirements, especially gloves, eye protection, visibility gear.
- Shortcuts taken with tools or ladders to "keep up" with seasoned workers.
- Crew members guessing on emergency plans or chemical hazards.

The Hazard

- Lack of Experience: Not knowing what to watch for can lead to fast injuries.
- Unfamiliar Tasks: Every tool, material, and process has risks - learn them before starting.
- Rushing: Trying to prove yourself often leads to cutting corners.
- Unclear Communication: Not asking a question is riskier than not knowing the answer.

Safe Practices For New Hires

1. Speak Up, Speak Early

- Ask questions - about tasks, tools, procedures, hazards, and PPE
- Talk to your foreman or crew lead before starting something new.

2. Wear All Required PPE

- Hard hat, safety glasses, gloves, high-vis clothing, and work boots are base-level PPE
- Hearing protection, respirators, and fall protection may also be required for specific tasks.
- Damaged PPE? Report it and get it replaced before working.

3. Know The Site And The Rules

- Read posted signage - especially around chemical storage, hazard zones, and PPE requirements.
- Review the safety data sheets (SDS) for any chemical or hazardous material you're using.



4. Use Tools Safely - No Exceptions

- Never improvise or use the wrong tool “just this once”
- Read operator manuals and follow all safety procedures.
- Never climb, cut, or lift, without thinking through the risk first.

5. Learn the Emergency Plan

- Know where to go during severe weather, fire, or evacuation.
- Learn the locations of extinguishers, first-aid kits, and who to contact in an emergency.

6. Take Safety Training Seriously

- Show up focused. Take notes. If you’re unsure, ask.
- Training is how we keep people from repeating past mistakes.

What to Watch For

- Are new workers operating without guidance or shadowing?
- Are crew workers skipping orientations or dismissing safety questions?
- Is PPE being worn incorrectly, or not being worn at all?
- Do you see signs that someone is confused, rushing, or afraid to speak up?

Simple Rules for Real Safety

- Ask when you’re unsure - don’t guess.
- Wear all required PPE, every task, every time.
- Read posted signs and follow safety instructions.
- Never take shortcuts with tools or safety steps.
- Know the emergency plan before you need it.

Whether you’re on day one or day 10, your attitude shapes your safety. Learn from those around you, speak up early, and take every step to protect yourself and others.

Discussion Questions

1. How many people are on the crew today, and what’s their experience level?
2. What standard PPE should every worker have on this site?
3. Where can you go to find information that helps you work more safely and confidently?
4. What should you do if your work plan or task suddenly changes?

