

Workplaces that regularly hire seasonal workers have a responsibility to provide a safe work environment for all employees, whether they are part-time, full-time, permanent, or seasonal workers. With many seasonal workers being unfamiliar with the facility, this can increase the risk of injury.

Seasonal Worker Safety

Date Discussed:

Signature:

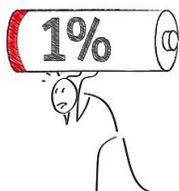
Risks associated with seasonal workers:

New workers – New workers can be more susceptible to injury because they often have not developed the necessary skills to safely do their job.

Fatigue – After not working for a season, the sudden increase in work can lead to being fatigued. Everyone should be concerned about the impact of fatigue, as it can be considered a form of impairment, making fatigue a workplace hazard.

Body unprepared for workload – Workers may be off for months at a time before returning to the workplace, and during this time, they may not be lifting heavy items.

When we catch ourselves with our head not in the game after being off for the season, we need to stop, take a minute, clear our heads, refocus, check our surroundings, and review the job!



Discussion: Ask your employees if they feel confident in their training. Have there been any changes in their health and abilities that they would like to share? Post these questions and allow employees to talk openly or privately either during or after this talk.

Take the following steps to make sure that your seasonal workers are safe:

Give Workers a Tour of The Facility – All new employees should be given a tour of the facility. They must know where all safety equipment is located, such as: first aid kits, emergency eye wash stations and fire extinguishers.

Communication – If you see something unsafe, say something. Let your employees know that no blame will be placed on them.

Avoid Fatigue – When workers become exhausted, they can lose focus and become easily distracted. Employers must be able to recognize symptoms of fatigue.

Safety-First Attitude – Starting with the interview process, employers must make it clear to workers that safety is their top priority.

Safety Training and Orientation – All returning workers must complete a safety orientation. Also, regular training sessions for seasonal workers will help ensure that these workers are following safety procedures correctly.