The Occupational Health and Safety Regulation defines a “young worker” as a any worker under the age of 25 and defines a “new worker” as anyone who is:

* New to the workplace.
* Returning to the workplace where hazards in the workplace have changed.
* Affected by a change in the hazards of the workplace.
* Relocated to a new workplace.

The regulation considers the need to ensure youth are employed safely without restricting important activities. Occupations that are now prescribed as light work appropriate for youth 14 and 15 include but are not limited to: cashier, camp leader, computer programmer, and lifeguard. Occupations or situations that are generally treated as unsafe for youth under 16 may include: repairing or operating heavy machinery, construction sites, and lifting/carrying/moving heavy items.

**The Risks to a New and Young Worker:**

New and young workers are typically at a higher risk of injury due to inexperience, lack of training/orientation/supervision, lack of understanding of the workplace, lack of preparation, exposure to more dangerous jobs, and/or hesitancy to ask questions.

Everyone has the right to a safe work environment. Know your rights and responsibilities in the workplace:

1. **Right to know** about hazards in the workplace.
2. **Right to participate** in health and safety activities in the workplace.
3. **Right to refuse** unsafe work without getting punished or fired.

Some responsibilities in the workplace include:

* Be aware of hazards and report them immediately to your supervisor.
* Follow safe work procedures.
* Use Personal Protective Equipment.
* Get treatment quickly should an injury occur on the job.

**Employer Obligations under the Regulation**

The way one employer complies with the regulation may be slightly different from another employer. What is required of an employer is to provide orientation to new and young workers. The orientation should include but is not limited to:

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| * Information on rights and responsibilities | * Safe work procedures |
| * Workplace hazards | * Personal Protective Equipment |
| * Health and safety rules | * Emergency Procedures |



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| **MEETING DESCRIPTION** | | | |
| **Meeting Date:** |  | **Time:** |  |
| **Location:** |  | **Supervisor:** |  |
| **Number in Crew:** |  | **Number Attended:** |  |
| **Attended By:** |  |  | **Absent** |
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| **REVIEW ITEMS FROM PREVIOUS MEETING** | **INCIDENTS/INJURIES REVIEWED** |
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| **TOPICS DISCUSSED** |
| 1. **New and Young Workers** |
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| **WORKERS CONCERNS** |
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| **CORRECTIVE ACTIONS TO BE TAKEN** |
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| **MEETING CONDUCTED BY** | | | |
| **Supervisor:** |  | **Manager:** |  |
| **Date:** |  | **Date:** |  |