



Inexperienced And Young Workers

Just Focus Pty Ltd

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Our Company will aim to ensure that inexperienced and young workers are protected from the risk of injury or illness arising from workplace hazards. Special attention will be paid to the needs of inexperienced and young workers because they lack experience and may not be familiar with workplace procedures.

We aim to ensure inexperienced and young workers receive adequate information and training about work hazards and safe work practices. Our Company will ensure adequate information and training is supplied to inexperienced and young workers, along with ongoing monitoring of inexperienced and young workers employed by our Company.

TRAINING

Our Company will identify the gaps in an inexperienced and young workers' knowledge before they begin work. These gaps may be attributed to:

- Young people usually have limited knowledge and experience; and
- Adults often make judgments based on their knowledge or expertise which grows through life experiences.

We will also assess their ability to work safely before they commence work and periodically throughout their employment with this Company. With this in mind, staff have a responsibility to ensure apprentices are continuously supervised and appraised in order to guarantee their safety.

Inexperienced and young workers will not carry out high risk work without adequate training and direct supervision.

We recognise that young workers may not have the physical capabilities of an average company worker. Their maturity or lack of the same is also part of a development process. The greater responsibility is on Operations Managers and indeed staff to train our inexperienced and young workers to become mature and safety conscious. Training will be continuous and should include consequences if found to be failing to follow safety instructions.

SUPERVISING INEXPERIENCED AND YOUNG WORKERS

Close supervision of inexperienced and young people is essential until they can demonstrate that they can work safely. Documentation of this competence is essential. Records should be kept and retained at the office. Managers will aim to ensure that inexperienced and young persons are adequately trained and work under adequate supervision. Supervision will include:

- Observing and evaluating the competency of the inexperienced and young workers before they are allowed to use any high risk plant, equipment or substances. They will be required to display competency before performing these tasks; and
- Work from heights, e.g. scaffolds and boom lifts.

