

Risk A/T[®] Work

"An ounce of prevention is worth a pound of cure." Benjamin Franklin 1736



We are pleased to introduce the next edition of **Risk A/T[®] Work**, a forum dedicated to sharing safety and loss control tips with our brokers and insureds.

Risk A/T[®] is our proprietary risk management approach which promotes informed risk analysis based on two behavioral factors — **A**ptitude and **T**olerance.

ABOUT US

Sompo International Insurance works through a global distribution network of retail and wholesale brokers and MGUs to provide high-quality and responsive services to a broad range of clients from large multinationals to small businesses. We offer diverse specialty capabilities across a broad range of products and industry verticals.

If you would like to subscribe to **Risk A/T[®] Work**, please contact Victor Sordillo at vsordillo@sompo-intl.com

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Integrating Safety Into Onboarding

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For new employees, the onboarding process typically includes the completion of human resources paperwork and a thorough review of the new employee's job tasks. It is important to take this opportunity to include safety training as part of the onboarding to establish a safe work environment.

Besides being important for new employees, onboarding, including safety training, is equally important for those who have had an extended leave from the workplace, or are entering a new job position or role. This article addresses the importance of including safety training in the onboarding process and the nuances in application among new employees, returning employees and employees entering a new role.

New Employees

New employees need to learn about, understand, and be capable of demonstrating the safety considerations in each of their assigned tasks. Start with the big picture, meaning the organization's safety mission statement, and work down to detailed job-specific rules or procedures. Along the way, explain how safety programs are designed keep people injury free. This should lead to the larger discussion about hazards present in the workplace, and how they should be treated. By the end of the new hire process, all employees should gain a sense of how important their safety and well-being are to the organization.

Returning Workers

Returning employees may have a better sense for their job as well as the safety expectations within the company culture. However, it would be a mistake to completely exclude them from the onboarding process. Reinforcing the safety rules sets the stage for discussing new processes, new safety measures, and new exposures of which they may not be aware. In addition, it is all too easy for a returning worker to be expected to perform at full capacity before they regain necessary physical conditioning.

Employees Transitioning to New Roles

Existing employees transferring to new roles already have a strong sense of company values and general safety processes. These individuals need the job specific safety and job process training to be successful in their new position. Taking time to get into the details of the new position sets the employee up for success and reinforces to everyone that your company is serious about safety.

A successful onboarding safety program will result in:

- employees understanding the importance of safety to the company;
- employees understanding their roles and responsibilities;
- employees knowing how to operate safety;
- enhancing the safety culture; and
- ultimately, fewer workplace injuries.



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Conclusion

By delivering a robust safety orientation during onboarding, an organization creates a cornerstone building block of a safety program and helps assure employee safety success. By keeping this practice consistent and maintaining these expectations throughout the new hire process, an organization strengthens its overall safety culture for years to come.

For more information on including safety training into your onboarding program, please reach out to your Sompo International Risk Control Specialist or contact us at 1 877 667 5733 or RiskControlQuestions@sompo-intl.com.