

HAVE TEMP WORKERS? THEN PAY ATTENTION

Temporary workers often require the same attention, if not more than, your other full-time employees... and here's why. Many times the workers filling temporary work positions have done all kinds of jobs with all kinds of training, but if they are not properly trained on safety precautions at YOUR workplace or on how YOUR company operates, things could get messy.

Both host employers and staffing agencies have roles in complying with workplace health and safety requirements and share responsibility for ensuring worker safety and health. The Occupational Safety and Health Administration (OSHA) recommends that the temporary staffing agency and the host employer set out their respective responsibilities for compliance with applicable OSHA standards in their contract. Most of the time, staffing agencies provide general safety and health training, whereas host employers provide specific training tailored to the particular workplace equipment/hazards.

OSHA is allowed to cite staffing firms for situations in which they knowingly assign workers to dangerous environments with no training, *but the responsibility for ensuring worker safety likely falls upon the host employer*. So here's a down and dirty list of items to consider regarding your temporary employees:

Training - Chances are, all employees at your company will need training in one form or another - whether it's regarding the handbook, job duties, safety precautions, emergency plans, etc. ALL EMPLOYEES need required and applicable training specific to job duties.

PPE - Don't skimp on PPE requirements for your workers, temporary and permanent employees alike. If the job requires it, you need to offer it.

Recordkeeping - An injury or illness is exactly that - an injury or illness, regardless of an employee's payroll status. Make sure your logs are up-to-date with all goings-on in your workplace.

Emergency Procedures - Each employee needs to be trained on the specific plan of actions in response to an emergency event at your company. Such plans may depend on your industry and/or location, which is important to note for all temporary workers. Plans may include: fire, medical emergency, natural disaster, active shooter, chemical spillage or release, gas leak, etc.

Workers have a right to a safe workplace. Keep your temporary workers safe so you can stay in compliance. And remember, for all accidents and incidents, call 911.