

## Induction of sub-contractors, casual and temporary contract workers

### Purpose

This safety alert has been issued following a recent incident in which two temporary contract workers incorrectly followed emergency procedures after the activation of a safety alarm at a Territory worksite. During the alarm activation, the two workers followed the directions on an outdated safety sign which placed the two workers into a situation which could have lead to fatal consequences.

### Factors

1. The two new contract workers were not familiar with the emergency procedures and were not aware the directions on the safety sign was outdated.
2. The worksite displayed an outdated safety sign providing directions, which if followed, could have lead to fatal consequences.

### Recommendations

1. Employers and workplace supervisors have an obligation to provide suitable induction to all workers, including temporary contract workers who are the least familiar with the worksite. Induction should take the form of:
  - general induction
  - site induction (including emergency procedures), and
  - task specific induction.
2. Employers and workplace supervisors should ensure all warning and safety signs in the workplace are up to date and consultation occurs with workers on any changes that effect workplace health and safety.

### Related Publications

The following publications are available on the NT WorkSafe website.

#### Regulations

- Regulation 43 - Workplace Health and Safety Regulations.

#### Legislation

- Section 55 - *Workplace Health and Safety Act*.

#### Information Bulletins

- 14.01.02 Safety Management: Safety Management Systems - Consultation.
- 09.01.02 Legislation: Workplace Health and Safety Act - Duty of Care.

### Further Information

Information on workplace safety matters is available at NT WorkSafe:

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