

YOUNG AND INEXPERIENCED WORKERS

Policy Statement



While the standard workplace health and safety precautions safeguard the workforce, including young and inexperienced individuals, there are instances where unique or extra measures might be required.

Our commitment

This policy is designed to minimize risks for young and inexperienced individuals and to outline necessary control measures for their protection. It also recognizes applicable laws and underscores our dedication to adhering to them. The Young and Inexperienced Workers Policy applies to all employees, subcontractors, volunteers, clients, and visitors in our workplace.

Exclusion of Hazardous Activities

Ceasefire will safeguard young and inexperienced workers by preventing their exposure to high-risk activities to the extent reasonably possible. This includes ensuring compliance with relevant legal standards and adhering to official guidelines and best practices. We will identify opportunities for experienced workers to accompany young workers during their initial work experiences. To provide appropriate information, instruction, and training to young workers. Ceasefire will regularly review, monitor, and evaluate the effectiveness of such training and maintain documented records of training to ensure comprehensive coverage of essential topics. We endeavour to foster a positive workplace culture that prioritizes the physical and mental well-being of young workers. We encourage young workers to ask questions of their supervisors and colleagues and to promptly report any perceived risks, concerns, or incidents in the workplace.

Assesment of risk

If hazardous activities cannot be eliminated, a competent person will conduct risk assessments to identify residual risks and minimize them to the lowest practicable level. These assessments will evaluate the inherent risks of the work activities and assess whether these risks are heightened by the age, experience, and maturity of young and inexperienced individuals. Specifically, the assessment will address risks related to physical on-site activities, as well as potential issues such as bullying, harassment, psychosocial risks, stress, and fatigue.

Duties of Managers and Supervisors

Managers and supervisors must confirm:

- Young and inexperienced individuals are briefed on and comprehend the risks associated with their tasks, as well as the protective measures in place, before commencing work.
- Prompt reporting and investigation of any adverse incidents.
- Provision of suitable information, instruction, supervision, and training as needed.

Duties of Young and Inexperienced Workers

- Young and inexperienced workers are responsible for taking reasonable care of themselves and others must comply with any reasonable instructions, policies, and procedures in the workplace. This includes any instructions given by your employers, manager or supervisor in accordance with our Safety, Health and Wellbeing management policies, systems and procedures.
- To only perform those tasks and activities that you have been instructed and trained in, or hold the relevant license and competency for.

Slayde Tana
General Manager