



Name: \_\_\_\_\_ Company: \_\_\_\_\_

## Reducing First Year Injuries

According to research, employees are reporting work-related injuries at a higher frequency than they did 10 years ago. In 2021, the MTRMA program had 408 claims that had incurred values of about \$12,467,000. The following chart shows a snap shot of the claims and incurred claim values of the new employees by their one month, one month to sixth month and sixth month to twelfth month of employment:

Days of Employment	No. of Claims	%	Incurred Value	%
0 - 30	45	11%	822,831	7%
31 - 180	129	32%	3,474,014	28%
181 - 365	73	18%	2,018,916	16%



As you see, employees in their first year sustained 61% (247) of the claims and 51% (\$6,315,761) of the incurred values. Inexperienced workers are generally considered the younger employee but this sometimes is not the case. More mature employees are getting injured because they are sometimes not familiar with certain job functions or can become complacent of the hazards due to repetition. Regardless of their experience, new employees are eager to show their employers their value to the company or do not want to speak up if they do have a problem.

To reduce the chance of new employee injuries, we suggest the following safety onboarding during orientation and beyond:

- Implementing a safety training during orientation to show the hazards of the job and ways to avoid them. Make safety part of the company culture.
- Start a mentoring program with a veteran employee to re-enforce company policies and procedures without penalty.
- Provide on-going and additional training on a monthly, quarterly or annual basis.
- Have a verbal check-in with the new employee at their 30 day, 60 day, 90 day, six month and one year marks. Find out if they have any concerns.

Every new hire deserves the opportunity to be successful and perform his or her job safely. An onboarding process is essential to protecting new employees and preventing them from becoming statistics.

*This report, and any attachments, is based upon conditions and practices observed and information supplied by management personnel (or their representative) and/or the employee(s) at the time of the visit. This report contains information intended for insurance purposes only, and was prepared solely for that purpose. CCMSI assumes no responsibility for the detection, identification, communication, mitigation, or elimination of any unsafe condition or practice associated with the operations of or safety program of any client. Inspections and recommendations made by CCMSI are advisory and designed to assist clients in the establishment and maintenance of their own safety activities. The client shall remain fully responsible for the implementation and operation of its own safety programs and for the detection and elimination of any unsafe conditions or practices. CCMSI assumes no responsibility for management or control of these activities, or for the correction of the conditions pointed out herein. CCMSI assumes no responsibility for any injury sustained by an employee of the client. Any unauthorized review, use, disclosure, or distribution of this information is prohibited.*