



## FOREST RESOURCES ASSOCIATION INC.

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## COMPREHENSIVE SAFETY PROGRAM FOR NEW EMPLOYEES

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Recent studies show that employees with less than one year on the job incur more than 40% of all logging injuries. While OSHA Logging Safety Standards require a minimum safety training standard for all new employees as described in FRA LCO#22, New Logging Employee Orientation and Training, FRA's Southwide Safety Committee strongly recommends a comprehensive, structured safety program and probationary period for new logging employees, similar to the program outlined below.

- 1) The program consists of an intensive 60 day safety awareness, training, and monitoring "probationary period" for the new employee.
- 2) The new employee is issued a distinctively-marked or specially colored high-visibility safety vest and hard hat that readily identifies him as a new crew member. This attire is a constant visible reminder to other crew members to pay special attention to the new employee and monitor and assist him regarding safety issues.
- 3) A veteran employee with good safety habits is assigned as the new employee's safety "mentor", works closely with him, and takes some personal responsibility for his safety during the 60-day period. The mentor or the supervisor should immediately discuss any "near misses" and unsafe acts and conditions that involve the new employee when they occur.
- 4) The supervisor conducts a regularly scheduled 15 to 20-minute safety training session with the new employee (and other employees, if appropriate) at the beginning of each week. Suggested topics include:

personal protective equipment	lockout/tagout
first aid	proper lifting/stretching
OSHA logging safety standards	mount/dismount equipment
chain saw safety and hazard identification	loader/landing safety
skidder safety	equipment maintenance safety
feller-buncher/sawhead safety	fire safety

Materials readily available for the safety training sessions include FRA's Loss Control Overviews (LCOs), Safety Alerts, Safety Handbooks, Safety Brochures, and Video Safety Training Programs. These items can be downloaded from FRA's website at [www.forestresources.org](http://www.forestresources.org) or ordered from FRA at 600 Jefferson Plaza, Suite 350, Rockville, MD 20852-1155, 301/838-9385.

- 5) The supervisor conducts a regularly scheduled safety "debriefing" with the new employee at the end of each week. Discussion centers around any near-misses, observed safety hazards, review of safety procedures, etc.
- 6) At the end of the 60-day safety probationary period, preferably at a company safety meeting, the employee is declared "safety certified", and is issued a "regular" safety vest and hard hat. At that point, the employee participates in the firm's regular, ongoing safety training program.

The program as described should be modified as needed to fit the specific needs of any logging firm.

*Prepared by the Southwide Safety Committee of the Forest Resources Association Inc.*

*Please follow equipment manufacturers' recommendations for safe operation and maintenance procedures.*