

Young and Inexperienced Workers Policy Statement



While standard WHSE precautions that are taken to protect the health and safety of the workforce will also protect young and inexperienced persons, there are occasions when different and/or additional measures may be necessary.

This policy aims to reduce any identified risks to young and inexperienced people and provide guidance on specific control measures required to protect them. This policy also acknowledges relevant legislative provisions and confirms Taylor's commitment to compliance with these provisions. The Young and Inexperienced Workers Policy applies to all our workers, subcontractors, volunteers, clients, and visitors to the workplace.

Arrangements for Securing the Health and Safety of Young and Inexperienced Workers

Elimination of Hazardous Activities

- Taylor will safeguard from exposing young and inexperienced workers to high-risk activities by ensuring risks are eliminated so far as is reasonably practicable. Measures to achieve this include ensuring relevant legal standards are met, and that official guidance and good practice are followed.
- Identifying any opportunities for more experienced workers to work alongside young workers when they first start working.
- Providing appropriate information, instruction, and training to young workers. Review, monitor, and assess the effectiveness of that training.
- Documenting training to ensure that key topics have been covered.
- Maintain a good workplace culture that supports the physical and psychological health and safety of young workers.
- Encourage young workers to feel comfortable asking questions of their supervisor and co-workers and to report any perceived risks, concerns, or incidents in the workplace.

Assessment of Risk

Where hazardous activities cannot be eliminated, risk assessments carried out by a competent person will be undertaken to identify residual risks and to reduce them to the lowest level reasonably practicable. The assessments will consider the actual risks associated with the work activities and whether these risks are increased due to the age, experience, and maturity of the young and inexperienced person.

Specifically, the assessment will consider risks associated with exposure to physical on-site activities, bullying and/or harassment, psychosocial risk, stress and fatigue.

Duties of Managers and Supervisors

Managers and supervisors must confirm:

- Young and inexperienced persons are informed of and understand any risks associated with their work and the control measures taken to protect them before undertaking any work.
- Any adverse incidents are immediately reported and investigated.
- Appropriate information, instruction, supervision, and training are provided.

Duties of Young and Inexperienced Workers

Managers and supervisors must confirm:

- Young and inexperienced workers are responsible for taking reasonable care of themselves and others. To comply with any reasonable instructions, policies, and procedures in the workplace by your employer, manager, or supervisor. That includes the following instructions given in accordance with Taylor's Safety, Health, and Wellbeing Management Policy, 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.

This policy will be reviewed in January 2025

George Bardas
Chief Executive Officer