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**WORK
ZONE**



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Employers' Role in Temporary Worker Safety

Working in unfamiliar environments, temporary workers face exposure to hazards that increase the risk of injury. In fact, the Occupational Safety and Health Administration ([OSHA](#)) reports an average of 12 fatal workplace injuries every day, with contractors accounting for 16 percent of all fatal work injuries (2013, [Worker Fatalities Report](#)). Despite these daunting numbers, employers of temporary workers can make a strong effort to reduce accidents and injuries. With fervent dedication to workplace safety and use of resources for ongoing education, industrial staffing firms and clients can do their part in improving workplace safety.

By closely following best practices, policies and recommendations for temporary workers defined by OSHA, staffing agencies and their clients can work together towards providing a safe and healthy workplace for temporary workers.

What do some of these responsibilities and guidelines look like?

A strong partnership in safety between the staffing service and client company is the foundation of a safe workplace. Responsibility is shared – from preliminary evaluation of the work site to thorough staff training at all levels. Each party has specified duties and must make it their priority to practice ongoing, two-way communication throughout the process.

Within the landscape of this joint employment structure, OSHA acknowledges, "questions regarding which employer is responsible for particular safety and health protections are common" ([TWI Bulletin No. 1](#)). Ideally, all parties' respective responsibilities should be agreed upon in a written document. Fortunately, OSHA policies officially dictate into which hands certain responsibilities fall. For example, despite the presence of a representative from the staffing agency, the client company is responsible for recording injuries and illnesses when maintaining day-to-day supervision over a temporary worker. Still, general safety and health training of temporary workers remains a shared responsibility between both parties.

AdvantaStaff endorses and strongly encourages utilizing resources from organizations like OSHA and the [American Staffing Association](#) to maintain on-going education for temporary worker safety and health.

"Whether temporary or permanent, all workers always have a right to a safe and healthy workplace."

– [Recommended Practices: Protecting Temporary Workers](#), OSHA/NIOSH

"Industrial staffing firms should impress upon clients that both the staffing firm and client are essential to creating a successful partnership and fostering work site safety and temporary employees' well-being."

– Employee Safety Best Practices and Operating Information for Industrial Staffing Firms (2013), American Staffing Association

A MESSAGE FROM CHRIS

At AdvantaStaff, we make every effort to ensure the safest conditions, superb training and strongly-managed working environment for temporary workers. Employee applicants can rest assured that they will be equipped with the right skills and tools required for each job. On-site monitoring also provides an enhanced awareness of operational practices.

Safety is our top priority and, as we take great pride in following best practices, we recommend ongoing safety education for all workers and employers, temporary and permanent, in the manufacturing industry. If you have questions related to workplace safety, contact OSHA at 1-800-321-OSHA.

If you wish to speak about opportunities to work with AdvantaStaff, I invite you to contact me at chris.chandler@advantastaff.com.

Best,
Christine Chandler
President of AdvantaStaff

[AdvantaStaff](#), A Wauford Group Company

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