



COVID-19 PANDEMIC RETURN TO WORK CRITICAL JOB TASKS

As employees are brought back during the COVID-19 pandemic, now is a good time to stop and think about critical job tasks and employee safety. Before resuming tasks as before, employees should be trained and/or retrained, specifically on critical job tasks.

A **critical job task** is a task that has the potential to produce major loss to people, property and the environment if not performed properly. Training and retraining employees is one of the greatest forms of risk reduction. Training and/or retraining should:

- Improve or refresh skills and knowledge needed to perform a critical job task;
- Decrease the risk and potential severity of an injury;
- Increase recognition, awareness and avoidance of hazards; and
- Reduce insurance premiums, saving the company money.

EXAMPLES OF CRITICAL JOB TASKS

- Flagger responsibilities
- Nail gun operation
- Heavy equipment operation
- Driver safety
- Tasks that take place in confined spaces
- Tasks that require working from heights
- Oil and gas extraction

RESEARCH SHOWS THE BENEFITS OF TRAINING TO REDUCE RISKS OF INJURY - AND YOUR COST OF DOING BUSINESS

- According to the Institute for Work & Health (IWH), new employees have about three times the risk of suffering an injury that results in lost time than an employee who has been on the job for more than one year.
- The National Institute for Occupational Safety and Health (NIOSH) published a study showing that employees under the age of 24 are two times more likely to be injured on the job than those over 25.
- The National Safety Council states that work injuries total over \$161.5 billion per year.
- Data from the National Council on Compensation Insurance (NCCI) shows the average cost for lost-time claims is \$41,003.

Take the time now to train and/or retrain your employees on critical job tasks to avoid injuries, lost time and increased costs in the future.