



SAFETY ALERT

OF THE MONTH

PLEASE SHARE THIS INFORMATION

Safety Orientations for New Employees

AOM: 2026-02-23

Bringing a new employee on board can be a busy time with a lot of information to share. The challenge is delivering an effective orientation that meets all requirements **and** allows the new employee to absorb and understand the information—especially the details that are critical to their safety and long-term success.

Tips for an Effective Orientation

- **Go beyond reading policies and procedures.**
While some reading is necessary, ensure the orientation includes in-person discussions and hands-on training. Reading alone isn't enough—show employees what those policies look like in real-life situations.
- **Demonstrate the work.**
This requirement is often overlooked. Show the new employee what the job tasks involve and what is expected of them. Have them demonstrate the tasks back to you so you can confirm their understanding.
- **Don't take “yes” for an answer.**
New workers often want to impress and may say they understand even when they don't. Ask open-ended questions that require them to explain, not just confirm, their understanding.
- **Ensure the orientation is comprehensive.**
Regulations require a detailed list of topics to be covered. [Use a checklist, such as this one](#), to make sure nothing is missed.
- **Pay close attention to young workers.**
Workers under 25 typically have less experience and may be less likely to ask questions, even when unsure. Take the time to observe their work, coach them, and provide ongoing training. It's time-consuming but essential to developing a safe, long-term employee.
- **Use stories to reinforce learning.**
Policies and procedures can be hard to remember on their own. Share stories that illustrate why the rules matter. These may include negative examples—such as an injury caused by not locking out equipment—or positive ones—like catching a small fire early thanks to proper fire-watch procedures. Stories help make the information memorable.

Resources:

- 1) [Occupational Health and Safety Regulation – 3.23 Young or new worker orientation and training](#) – This is the regulation that outlines all the items that must be included in the orientation of a new worker.



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BCFSC Latest News & Resources

[New Course – Blasting Techniques](#) - This free online course is one of three included in the Forestry Blasting Program, it provides a comprehensive overview of safe and effective blasting practices. Participants will learn pre- and post-blast procedures, how to develop detailed blasting plans, and essential safety measures. The course also covers the types of explosives, initiation systems, and their proper use to ensure controlled and efficient forestry blasting operations.

[Connection to Care Mental Health Program](#) - The BC Forest Safety Council (BCFSC) is proud to announce the launch of Connection to Care, a free, confidential mental health support service designed to help forestry workers across British Columbia.

[Forest Safety News](#) – read the latest issue of the FSN

[FIRS App](#) – The full version of the BCFSC FIRS App is now available to download from your App store. Use the FIRS App manage forms and documents for safety-related paperwork related to SAFE Companies and COR audit forms management.

BCFSC Training:

April 7 - 10 | [Falling Supervisor – Prince George](#)

Participants will learn the roles and responsibilities of a falling supervisor and will become familiar with processes used by a falling supervisor to support their due diligence.

April 8 - 9 | [Due Diligence for Forest Supervisors – Campbell River](#)

This two-day classroom workshop will equip supervisors with knowledge of their legal responsibilities and how to prove due diligence.

April 10 | [Basics of Incident Investigation – Campbell River](#)

This course provides a basic understanding of the methods, tools, and processes needed to conduct an incident investigation.

April 14 - 17 | [Falling Supervisor – Nelson](#)

Participants will learn the roles and responsibilities of a falling supervisor and will become familiar with processes used by a falling supervisor to support their due diligence.

April 15 - 16 | [Due Diligence for Forest Supervisors – Kamloops](#)

This two-day classroom workshop will equip supervisors with knowledge of their legal responsibilities and how to prove due diligence.



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April 17 | [Basics of Incident Investigation – Kamloops](#)

This course provides a basic understanding of the methods, tools, and processes needed to conduct an incident investigation.

April 22 - 23 | [Due Diligence for Forest Supervisors – Prince George](#)

This two-day classroom workshop will equip supervisors with knowledge of their legal responsibilities and how to prove due diligence.

April 24 | [Basics of Incident Investigation – Prince George](#)

This course provides a basic understanding of the methods, tools, and processes needed to conduct an incident investigation.

May 6 - 7 | [Due Diligence for Forest Supervisors – Golden](#)

This two-day classroom workshop will equip supervisors with knowledge of their legal responsibilities and how to prove due diligence.

May 8 | [Basics of Incident Investigation – Golden](#)

This course provides a basic understanding of the methods, tools, and processes needed to conduct an incident investigation.

Refer to the [Training section](#) for more information on upcoming classroom training and costs.

Worker Assessment and Training

Each forestry occupation requires different knowledge and skillsets to perform the job at hand. BCFSC worked with industry to develop competency-based standards, training, and assessment tools to help employers evaluate workers and complete on-the-job training.

Take a look at our [FREE assessment forms](#) for Basic Forest Workers, Yarding, Mechanized Harvesting and Road Building.

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