

Risk Assessment – Young People at Work

The aim of this Young Person's Risk Assessment is to;

- Assess the risks to all young people employed by your company – taking into account their psychological and physical immaturity, inexperience and lack of awareness of existing or potential risks
- Introduce control measures to eliminate or minimise the risks so far, as is reasonably practicable

Definition of a 'Young Person' – any person who is not yet 18 years old.

Provision of Training and Supervision

The Company recognises that training, coupled with appropriate supervision, is particularly important for young people because of their relative immaturity and unfamiliarity with the work environment.

Managers must assess a young person's individual ability and knowledge prior to scheduled training in order that the appropriate level of training is provided to bring that individual up to an appropriate and acceptable level of competence.

Following training, adequate supervision must be given at all times until a manager is satisfied that a young person has the necessary maturity and competence to conduct their work duties in a safe manner. This is especially important in relation to manual handling activities, usage of chemicals and when using work equipment.

Competence

To acquire that appropriate degree of competence in the use of particular equipment or procedures, managers must ensure young people understand:

- Basic health & safety induction – housekeeping, first aid, electrical safety, fire safety, reporting and recording procedures, workplace ethics etc.
- The safe means for the preparation of equipment and work area
- How to undertake the appropriate procedures or tasks or use machinery
- Basic maintenance, inspection and fault detection
- The limits of their ability or authority

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Hazard	Risk	Existing Control Measures	Further Control Actions Required
Use and cleaning of any power operated machinery	Cuts, trappings and entanglements	Training provided on safe use of machinery. Provision of guards	Absolute supervision until complete competence on use of machinery is apparent
Use of chemicals	Burns or irritation on skin, splashes in the eyes	Training provided by supplier prior to use. Use approved chemicals only	Absolute supervision until complete competence on safe use of equipment is apparent
Manual Handling Activities	Sprains, strains, musculo-skeletal disorders	Mechanical assistance where possible. Training provided on correct lifting techniques	Absolute supervision until complete competence on correct lifting techniques is apparent
Use of Electrical Equipment	Electrical burns, shock, electrocution	Training on safe use of electrical equipment. Formal visual inspections of equipment to detect defects prior to use	Absolute supervision until complete competence on safe use of electrical equipment is apparent. No young person must attempt to repair or tamper with electrical equipment
Use of knives/scissors and other sharp instruments	Cuts	Training provided on the safe use of knives and other sharp equipment	Absolute supervision until complete competence on safe knife use is apparent
Violence and Aggression	Physical injury Emotional trauma	Instruction on detecting aggressive behaviour and reacting accordingly	No person should be permitted to attempt to resolve customer or employee disputes