

Fatality Assessment & Control Evaluation

Prevention through comprehensive research and investigation

INVESTIGATION/RESEARCH

Temporary Worker Safety – A Shared Responsibility

From 2001 to 2012, 54 Michigan temporary or contract workers have died on the job. The most common cause of death was struck by an object (14 deaths). Motor vehicles (11 deaths), falls (8 deaths) and machines (6 deaths) were the other major causes of death. Most of the temporary worker deaths occurred in Construction (11 deaths – 5 due to falls). Administrative and Support and Waste Management and Remediation had 9 deaths. Agriculture and Manufacturing had 8 deaths each. Worker ages ranged from 15 to 76 years of age; 7 workers were 21 years of age or younger. MIFACE has found a lack of health and safety training to be an issue in many of these deaths. Both the placement agency and the host employer are responsible to provide health and safety training to the temporary worker.

18-year-old male died from head injuries when he was pulled by a rotating barrel into the barrel's hoist support bar. He had worked at the host employer for three months.

IN ORDER TO PREVENT SIMILAR INCIDENTS IN THE FUTURE

Temporary agency and the site employer work contracts should clearly define who is responsible for which aspects of worker safety and health, including the extent of safety and health training, provision of personal protective equipment, medical tests, etc.

Temporary Placement Agency: Minimum General Training BEFORE Employee Begins Work

- Type of work to be performed,
- Temporary agency policies (e.g. worker to inform the temporary agency if job assignment different than planned job, worker to report injuries to both the temporary agency and host employer),
- MIOSHA employee rights and responsibilities,
- MIOSHA Hazard Communication,
- Personal protective equipment types and reasons for use,
- General Safety (e.g., Housekeeping, lockout/tagout basics, written emergency plans, understanding machine use and guards, confined space, bloodborne pathogen, ladder use, working around forklifts, fall protection, as applicable).

Host Employer: Minimum Site-Specific Training to Worker BEFORE Work Begins

- Specific safety/health hazards in work area and at site
- Employer-required safe work practices and procedures to be followed
- Worker's supervisor and coworker introductions
- Site-specific Hazard Communication – hazardous chemical usage,
- Personal protective equipment use requirements
- Site's emergency action plan,
- Physical layout of facility.

DID YOU KNOW?

- Safety and health training should be provided in a language the worker can understand. This may require the use of interpreters who are familiar with safety and health concepts and terminology.
- The temporary agency employer has the responsibility to ensure that its employees have been properly trained by the host employer. If a host employer provides training, the temporary agency employer should determine if the host employer's training is adequate.
- The temporary agency is responsible to record on the MIOSHA log all injuries/illnesses for any temporary worker directly supervised on a day-to-day basis by agency personnel (i.e. the agency has a person at the host site).

MSU Occupational and Environmental Medicine:

www.oem.msu.edu/

OSHA Clarification Temporary Staffing Agencies and Host Employer:

www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=INTERPRETATIONS&p_id=28598

Ohio Bureau of Workers' Compensation Safety Training for Temporary Workers

<http://www.ohiobwc.com/basics/videos/SafetyVideoArchive.asp>

Hazard Alert #17 – 5/23/13

TO REPORT A NEW WORKPLACE FATALITY TO MIOSHA

1.800.858.0397

MICHIGAN FATALITY ASSESSMENT & CONTROL EVALUATION

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