

## EMPLOYEE INDUCTION

Worker's name:

Employment Start date:

Position / Job:

Manager / Supervisor:

Department:

Section:

### Explain Your Company

- the structure
- the type of work

### List and introduce your key people and their roles:

- manager / owner
- supervisor
- co-workers
- employees' safety representative

### Explain their employment conditions:

- job description and responsibilities
- leave entitlements
- notification of sick leave or absences
- out of hours enquiries and emergency procedures
- time recording procedures
- work times and meal breaks

### Explain their pay:

- name of award or agreement (if relevant) and award conditions
- pay arrangements
- rates of pay and allowances
- superannuation
- taxation and any other deductions (including completing the required forms)
- union membership and award conditions

### Explain your workplace health and safety:

- consultative and communication processes, including the employees' safety representative
- incident reporting procedures, including where to find reporting forms
- policy and procedures
- roles and responsibilities
- workers compensation claims process and rehabilitation

### Show your work environment:

- car parking
- eating facilities
- locker and change rooms
- phone calls and message collecting system
- wash and toilet facilities
- work station, tools, machinery and equipment used for job

### Explain your policies and procedures on:

- equal employment opportunity
- quality management
- sexual harassment
- violence and bullying
- drug and alcohol misuse

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### Show your workplace health and safety

- environment:
- emergency procedures, exits and fire extinguishers
- first aid facilities such as the first aid kit and room
- information on workplace hazards and controls
- safe use and storage of hazardous substances, including material safety data sheets
- safe use and storage of personal protective equipment

### Conduct a follow-up review:

- answer and ask questions
- repeat any training required or provide additional
- training if needed
- review work practices and procedures with the
- worker

### Explain your training:

- first aid, fire safety and emergency procedures
- training
- hazard-specific training (eg manual handling, hazardous substances)
- on the job training in safe work procedures
- job-specific training (eg if a license or permit is required)

### Explain your security:

- cash
- for each worker and for their personal belongings
- procedures for the workplace buildings

Conducted by – (Name): :

Date:

Signature: :

Date:

Position / Job:

Worker's Signature:

Notes:

Workplace Safety