

# Young and inexperienced workers



## At Perth Airport we have a diverse and complex workforce with varied levels of experience and workers of different ages.

It has been identified that this variability brings challenges that require additional attention and focus for these workers. Young and Inexperience workers can increase the likelihood of an incident if the necessary controls are not implemented.

Starting a job at (Perth Airport) requires adjusting to a new safety culture, new learnings, training and understanding of site-specific rules and requirements in order to comply with the Airports safe systems of work.

### What you need to know?

Young and inexperienced workers play a significant role in the workforce, often bring fresh ideas, creativity, and innovative thinking to the workplace. Their different perspectives can challenge existing practices and contribute to improved processes, increased efficiency, and innovation within organisations:

#### Risks of young and inexperienced workers

Inexperience can lead to unfamiliarity with potential hazards and inadequate risk assessment. Young workers may be less familiar with safety protocols and may need additional guidance and training:

- **Limited training:** Young workers may not have received comprehensive training on workplace hazards, emergency procedures, or proper equipment usage. This knowledge gap increases the risk of incidents and injuries.
- **Peer pressure:** In some cases, young workers may feel pressured to take risks or cut corners to fit in with more experienced colleagues. It's essential to prioritise safety over peer pressure and follow proper procedures at all times.
- **Reduced hazard awareness:** Due to limited exposure to workplace risks, young workers may have less developed hazard awareness skills. This can result in overlooking potential dangers and an increased likelihood of accidents.
- **Physical and emotional maturity:** Young workers may still be developing physically and emotionally, which can impact their ability to handle physically demanding tasks and stressful situations. This can increase the risk of injuries and accidents.
- **Workplace bullying:** Young and inexperienced workers may be particularly vulnerable to workplace bullying, which can have detrimental effects on their well-being, job satisfaction, and performance. Bullying can take various forms, including verbal abuse, humiliation, intimidation, or exclusion.





## What you must do

### Follow instruction

Ensure you have been given the appropriate instructions and permission to commence works. Ensure you have met the requirements as detailed in Perth Airports other Safety Essentials. Pay close attention to the instructions provided by your supervisor. Understand and comply with safety procedures, protocols, and guidelines specific to your tasks and work environment.

### Prioritise safety

Familiarise yourself with safety protocols, guidelines, and procedures specific to your job role and work environment. Follow Perth Airport safety rules and use personal protective equipment (PPE) as required. Report any hazards or near misses to your supervisor immediately.

### Job-specific training

Ensure you receive detailed training specific to your job tasks and potential hazards they may encounter. Specifically ensure you have reviewed and signed on to relevant Safe Work Method Statements (SWMS).

### Avoid rushing tasks

Rushing tasks can lead to mistakes, oversights, and potential hazards. It is essential for young and inexperienced workers to prioritise thoroughness and take the necessary time to complete tasks safely and accurately.

### Seek knowledge and learn

Take advantage of every opportunity to learn and acquire new skills. Be curious, ask questions, and actively seek guidance from experienced colleagues or your supervisor.

### Embrace feedback

Be open to feedback and constructive criticism. Actively listen to the advice and guidance provided by supervisors, colleagues, or mentors. Use feedback as a tool for growth and improvement, and implement suggested changes to enhance your performance.

### Take initiative

Be proactive and take ownership of your work. Volunteer for new tasks, seek additional responsibilities, and demonstrate a willingness to learn and contribute. Show initiative, reliability, and a strong work ethic.

### Stop work and seek guidance

If at any point during a task, you are unsure about how to proceed safely or if you encounter unexpected difficulties, stop work immediately. Do not continue if you have concerns regarding your safety or the safety of others. Take the time to communicate your concerns with your supervisor or a more experienced colleague, and seek their guidance and assistance before proceeding.