

## New and Young Workers

New and young workers are at a higher risk of workplace injuries due to lack of experience, unfamiliarity with hazards, and insufficient training. Employers, supervisors, and workers must work together to ensure a safe and compliant work environment in NCC Transmission & Distribution (T&D) projects.

### Definitions

- **Young Worker** – Aged 25 to 29, working as an employee, intern, or apprentice.
- **New Worker** – Any worker, regardless of age, who has been on the job less than six months or has been reassigned to a new role.

### NCC T&D Project Leaders' Key Responsibilities

Project leaders play a key role in mentoring, training, and ensuring the safety of new and young workers:

- **Comprehensive HSE Orientation** – Implement a structured onboarding program covering job-specific hazards and safe work practices.
- **Clear Communication** – Ensure that HSE policies are clearly explained in a way that new and young workers understand.
- **Supervised Training** – Assign experienced mentors or supervisors to monitor and guide young workers.
- **Regular HSE Meetings** – Conduct toolbox talks and reinforce safety awareness tailored to young workers.
- **Risk Assessment** – Identify and address hazards specific to inexperienced workers (e.g., manual handling, equipment operation, working at heights).

### Workers' Responsibilities

New and young workers must take an active role in ensuring their safety by:

Understanding Their Rights – Under the Saudi Labor Law workers have the right to:

- Know about workplace hazards.
- Participate in HSE discussions.
- Refuse unsafe work without fear of retaliation.
- **Following HSE Procedures** – Adhere to NCC T&D HSE IMS guidelines, SOP's, and PPE requirements.
- **Asking Questions** – Seek clarification on unclear tasks, hazards, or safety measures.
- **Reporting Hazards** – Notify supervisors immediately of any unsafe conditions or near misses.

### Additional Considerations for NCC T&D Projects

- **High-Risk Tasks** – New and young workers should not be immediately assigned to hazardous jobs without proper training and supervision.
- **Fatigue & Mental Well-being** – Young workers may struggle with work-life balance, shift work, or stress. Encourage open communication and support programs.
- **Hands-on Training** – Practical, on-the-job demonstrations are more effective than just theoretical training.
- **Cultural & Language Barriers** – Ensure safety instructions are clearly communicated and understood, especially for workers with limited experience in the industry.

### Key Takeaways

- Young and new workers are at a higher risk of injury – proper onboarding and HSE training are essential.
- Project leaders must implement structured safety programs tailored to new and young workers.
- Workers must understand their rights, responsibilities, and safe work practices to prevent accidents.
- Communication, supervision, and continuous training are key to ensuring a safe and productive work environment.

For more information, refer to NCC T&D's relevant IMS procedures or consult our HSE Department for expert guidance and training resources aligned with Saudi Arabian regulatory requirements.