

Baptism of Fire: The Relationship between job tenure and lost-time claim rates

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Dr. Breslin's current research interests are the personal and situational determinants of work injuries among youth, the long-term consequences of work injury for youth and the association between part time employment and health behaviours among high school students.

Problem under Study

The problem under study is risk factors for occupational injury among young and new workers.

Objectives

The aim of this study was to investigate the relationship between age, job tenure, and lost time claim rates, with an emphasis on determining whether being new on the job is particularly hazardous for young workers.

Methods

Workers' compensation records and labour force survey data were used to compute claim rates per 100 full time equivalents.

Results

At any age, the claim rates decline as time on the job increases. For example, workers in the first month on the job were more than 5 times likely to have a lost time claim than workers in their current job more than one year.

Conclusions

The present results suggest that both youth and adults share in the hazards of being a new worker. Protective programs, supervision, and enforcement of safety policies for all new workers (not just young workers) during the first year of a job, particularly in the first two months, are key preventative actions.