



Short Service Employees SSE

Safety and Environmental Management System

SEMS 8-3

Short Service Employee (SSE): an employee with less than 6 months in the same job type or less than six months with their present employer”.

How many companies have you worked for in your career? How many different projects have you worked on? How many times have you changed occupations – from a fast food worker to a team leader; from a laborer to a carpenter; from a galley hand to a night cook, then to a steward? Every time you have made one of these changes you’ve faced a higher probability of being injured on the job.

All SSEs working for SONOCO will be assigned a mentor for the first 6 months of employment. The SSE will not be sent to locations where they are required to work alone without input of their mentor. The mentor and other employees on the job will monitor the SSE for compliance with SONOCO and customer HSSE compliance of policy and procedure. SSEs will be required to wear the SONOCO SSE sticker on their hard hat so that peers working in the same area realize they are new to the job, position or location. Paperwork will be filed with the customer at each location to notify them when an employee is an SSE.

Studies show that in heavy industries up to 1 in every 4 workers will be injured within the first 30 days of starting work. The majority of you have years of experience, BUT you still fall into this category. Every time you change companies or change jobs you play the odds, and risk falling into the 1-in-4 statistic. New hires are not just green, inexperienced workers; they are also people who are new to their occupation, their job, or a specific work environment or location.

In your profession, you’ve learned the ‘tricks-of-the-trade’ that allow you to work safely and efficiently. Through this on the job training, from practice and from those already experienced in the trade. Now, as *you* work beside new hires, it is your experience that must be passed on. It doesn’t matter whether this person is a 25-year veteran in the business who is simply new to SONOCO, or if they’re a green trainee on their first hitch offshore. Everyone deserves to work in a safe work environment.

Keep a helpful eye on new hires in your crew. Introduce them to the Behavioral Based Safety Program. Take the time to describe the layout of the project, the best method to access the work, or how to work a tool they have never used before. Everyone wants to learn the best way to do a job. Someone probably showed you how to do things, so take the time to help out your co-worker. When you show your co-worker the safest and smartest way to do a job, it helps to keep *you* safe as well.

Over 90% of all injuries are caused by an unsafe act – someone doing things the wrong way. How many of these injuries do you think happened because the worker just didn’t *know* the safest or smartest way to get it done, or didn’t want to ask?

Reduce your chances of becoming an accident statistic by asking questions if you’re new to the job. Help someone else by teaching them the tricks-of-the-trade you’ve learned from your experiences.

SONOCO does not use contractors nor subcontractors, therefore, an inclusion of them is not required in this program.