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Technical Report:
Protecting Temporary Workers:
Best Practices for Host Employers

A Technical Report prepared by ASSP and registered with ANSI



AMERICAN SOCIETY OF
SAFETY PROFESSIONALS

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ASSP Technical Report

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**American Society of Safety Professionals
520 N. Northwest Highway
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(847) 699-2929 • www.assp.org**

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Foreword

This ANSI registered technical report addresses how to protect temporary workers and outlines best practices for host employers.

The future of work brings new challenges to occupational safety and health, including how to best protect and promote the safety and health of a workforce employed through a variety of non-standard work arrangements. Whether workers are permanent or temporary, unsafe working conditions, unclear job assignments, inadequate training, and poor hazard communication put all workers at risk for being injured or becoming ill at work. The best practices in this document are organized into three sections: 1) Evaluation and Contracting, 2) Training for Temporary Workers and Their Worksite Supervisors, and 3) Injury and Illness Reporting, Response, and Recordkeeping. By integrating these best practices into their safety management systems and going beyond compliance with OSHA laws and regulations, host employers can do their part to ensure a safe, healthy, and productive workforce, which may ultimately contribute to an increased competitive advantage.

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Protecting Temporary Workers: Best Practices for Host Employers

INTRODUCTION AND OVERVIEW

Having a safe, healthy, productive workforce leads to an increased competitive advantage.



The future of work brings new challenges to occupational safety and health, including how to best protect and promote the safety and health of a workforce employed through a variety of non-standard work arrangements. Temporary agency workers (hereafter "temporary workers" or "TWs") are those who are paid by a staffing company (SC) and assigned to work for a host employer¹ (HE), including both short- and long-term assignments. This document is intended to apply to HEs across all industries that employ (or are planning to employ) TWs at their worksites.

Analysis of workers' compensation data indicates that the risk of experiencing work-related injuries may be higher for TWs than for non-TWs.^{2,3,4}

Many factors may contribute to an elevated risk of work-related injuries among TWs, including these:

- Newness to the workplace and unfamiliarity with the job/tasks
- Insufficient or lack of communication between the HE, SC, and TWs
- Insufficient or lack of training
- Unexpected changes to TW job duties that are not reported to the SC
- Issues related to subcontracted, dual employment arrangements

1. Host employers may also be referred to as worksite employers, clients of staffing companies, or secondary employers.
2. Al-Tarawneh IS, Wurzelbacher SJ, Bertke SJ [2020]. Comparative analysis of workers' compensation claims of injury among temporary and permanent employed workers in Ohio. *Am J Ind Med* 63:3–22.
3. Foley M [2017]. Factors underlying observed injury rate differences between temporary workers and permanent peers. *Am J Ind Med* 60(10):841–851.
4. Howard J [2017]. Nonstandard work arrangements and worker health and safety. *Am J Ind Med* 60:1–10.