

# DO YOU HAVE A NEW HRW CLASS OPERATOR?

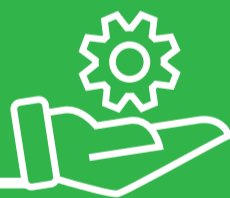
If you have a worker with a new HRW licence or licence class, you have responsibilities.

## BEFORE STARTING

- Check licence holder validity details at [licencecheck.nsw.gov.au](http://licencecheck.nsw.gov.au)
- Check the workers level of experience in the high risk work before directing work
- Experience and skills are gained by doing tasks, not by passing a licence test
- The licence is new - the work they will be doing is **HIGH RISK**
- Be realistic about your expectations of their ability and experience, as well as their risk and hazard perceptions
- Don't expect too much too soon. New licence class holders have only been training under supervision.



## PROVIDE SUPPORT AND SUPERVISION



- You must ensure proper training, supervision and instruction for all workers
- Ensure new high risk work licensed workers are familiar with the plant and equipment used at the workplace
- Talk about risks and hazards
- Planning and communication are key.



## BE PATIENT, EXPERIENCE TAKES TIME

- Over time, with the right support and supervision, the operator will develop their skills and experience
- Determine when an operator can move to the next task or is now capable of working on their own
- Experienced, safe and competent operators are an asset to your business and your industry.