
ANTHONY'S INTEGRATION

INTO THE JOB OF OVERSIZED DUMP
TRUCK OPERATOR

DI-973-2



**EXAMPLE OF A WORKER
INTEGRATION PROCESS**



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Robert-Sauvé en santé
et en sécurité du travail

SOURCES

Ledoux, É., Beaugrand, S., Jolly, C., Ouellet, S. and Fournier, P.-S. (2015). Les conditions pour une intégration sécuritaire au métier — Un regard sur le secteur minier Québécois (Rapport R-898), Montréal, IRSST, 139 pages (in French only).

Ledoux, É., Beaugrand, S. (2017). Safe Integration of New Workers in Mining Companies — Self-Diagnostic Tool (DI-973-1), Montréal, IRSST, 28 pages.

COMMENTS

Please contact the webmaster if you have any comments or suggestions about this document: webmestre@irsst.qc.ca

AUTHORS

Élise Ledoux, UQAM
Sylvie Beaugrand, IRSST

COORDINATION

Linda Savoie and Charles Gagné, IRSST

GRAPHIC DESIGN

Samarkand

TRANSLATION

Leslie Macdonald

PHOTOGRAPHY

iStock

LEGAL DEPOSIT

Bibliothèque et Archives nationales
du Québec 2017

ISBN 978-2-89631-948-0

ISSN 2292-9444

IRSST

Communications and Knowledge Transfer Division
505, boul. De Maisonneuve Ouest

Montréal (Québec) H3A 3C2

Telephone: 514 288-1551

publications@irsst.qc.ca

www.irsst.qc.ca

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en santé et en sécurité du travail
July 2017

In the interests of readability, use of the masculine gender in this document includes persons of both sexes.

EXAMPLE OF A WORKER INTEGRATION PROCESS

This example illustrates the various steps in the worker integration process and the roles played by the key actors. It gives a concrete picture of the content of the document titled *Safe Integration of New Workers in Mining Companies – Self-Diagnostic Tool*, available on the IRSST's Web site.

This fictitious example was developed on the basis of observations in mines. While the process illustrated includes a number of factors conducive to integration, it should not be considered perfect.

Consult the self-diagnostic tool on the safe integration of new workers at irsst.qc.ca/integration-travailleurs-mines.



THE HIRING CONTEXT

- Anthony is 35 years old. He has a secondary school diploma (DES) and a diploma of vocational studies (DEP) in truck transport. After working in a variety of trades, he spent 10 years driving long-haul tractor trailers.
- He has just been hired at the mine as a mining equipment operator. He will be driving an oversized dump truck at this open-pit mine.
- The mine, which was recently bought by a new company, operates around-the-clock.
- Anthony was hired following the recent retirement of two highly experienced employees who held jobs as loader and bulldozer operators. Other employees who drove trucks applied and obtained the vacant jobs, freeing up their own jobs in the process.



Food for thought...

- *The importance of an integration process for new employees who have relevant experience should not be overlooked or neglected.*
- *Changes resulting from the purchase of one company by another can generate training needs for all employees, for example, to bring their skills up to the level of the OHS requirements set by the new administration.*
- *A few departures can trigger a cascade of training needs.*

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