

Contractor Lifecycle: Selection, Supervision, Close-Out Meeting Kit



WHAT'S AT STAKE

When contractors come on site, the hazards don't take a day off but sometimes the safety habits do. Contractors are responsible for their own work, but you share the same space. What happens to them can happen to you.

WHAT'S THE DANGER

Contractors bring skills your team might not have, but they also bring unfamiliar habits, unknown training levels, and different ideas about how things should be done. That gap is where accidents happen.

They Don't Know Your Site

- Contractors may not know where the hazards are on your floor or your yard
- Emergency exits, chemical storage, and restricted zones may be completely new to them
- They might not know your lockout/tagout procedures or who to call in an emergency

Different Safety Standards

A contractor's company might have very different safety rules than yours. That doesn't make their standards wrong – but mismatches create confusion, and confusion creates risk.

Unsupervised Work Zones

Contractors sometimes work in areas that regular staff don't monitor. If something goes wrong and nobody notices, response time goes up and outcomes get worse.

End-of-Project Rush

- Deadlines cause corners to get cut
- Fatigue builds on long projects
- Workers on both sides may relax their guard when the finish line is in sight

HOW TO PROTECT YOURSELF

You don't have to manage contractors, but you do need to work safely around them.

Know Who's Working Near You

Pay attention to who's operating in your area. If you see an unfamiliar face in a restricted zone, near a piece of equipment they don't seem to know, or somewhere they clearly shouldn't be, flag it to your supervisor. This isn't about being suspicious it's about making sure everyone on site has the information they need to stay safe.

Share What You Know

- If you're aware of a hazard near a contractor's work area, tell your supervisor right away don't assume someone else already mentioned it
- Let them know about chemical spill zones, restricted access areas, or equipment that has a quirk they might not expect
- A quick heads-up costs you nothing and could prevent a serious incident

Don't Let Their Shortcuts Become Yours

If you see a contractor skipping a safety step and it looks faster or easier, that is not a green light. Your worksite, your rules stick to them. If their shortcuts are creating a hazard for you or your coworkers, report it. You're not tattling; you're doing your job.

Speak Up About Unsafe Work

- You don't need to confront a contractor directly that's not your role
- Report what you see to your supervisor and let them handle the conversation
- Staying silent when you notice a hazard puts you, your coworkers, and the contractor at risk

Extra Care at Project Close-Out

The last days of a project are often the most dangerous. Everyone is tired, deadlines are looming, cleanup gets rushed, and tools or equipment may end up in unexpected places. When the pace picks up around you, that's your cue to slow down and pay extra attention to what's around you.

FINAL WORD

Contractors are on your team for a while treat them like it. Share what you know, stay aware of what they're doing nearby, and don't let a deadline push anyone into a dangerous decision.
