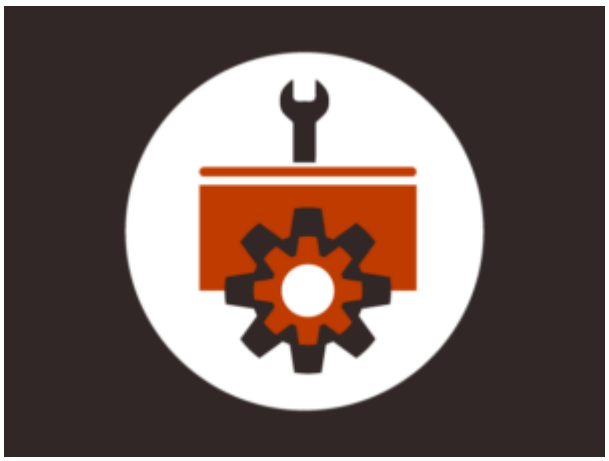
OSHA NIOSH Protecting Temporary Workers



A description of recommended practices for staffing agencies that have a responsibility to place workers in safe workplaces.

Workers employed through staffing agencies are generally called temporary or supplied workers. For the purposes of these recommended practices, “temporary workers” are those supplied to a host employer and paid by a staffing agency, whether or not the job is actually temporary. Whether temporary or permanent, all workers always have a right to a safe and healthy workplace. The staffing agency and the staffing agency’s client (the host employer) are joint employers of temporary workers and, therefore, both are responsible for providing and maintaining a safe work environment for those workers. The staffing agency and the host employer must work together to ensure that the Occupational Safety and Health Act of 1970 (the OSH Act) requirements are fully met. See 29 U.S.C. § 651.

The extent of the obligations of each employer will vary depending on workplace conditions and…