

Welcome to the Hard Hat Training Series!



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JOB HAZARD ANALYSIS (JHA)

Job Task:	Task Title:	JHA Number:
Location:	Job Classification (Employee Title):	
Required PPE:		
List Applicable Safety Procedures:		
SEQUENCE OF		
POTENTIAL HAZARDS		

Go specific

Welcome to the Hard Hat Training Series. Today we will talk about Job Hazard Analysis, or JHA. A JHA program is an important process in making any workplace as safe as possible and should be completed prior to any work being done on a jobsite.

What is a Job Hazard Analysis?

A Job Hazard Analysis is a process used to identify hazards within a worksite in order to implement safety controls. These safety controls are then used to eliminate the identified hazards or reduce the risk that they will occur.



JHA vs. JSA

There is sometimes confusion about the difference between a JHA and a JSA (Job Safety Analysis). The two terms have been interpreted in a variety of ways, and standards are somewhat unclear about whether they are different things. Thus, JHAs are sometimes used interchangeably with JSAs, but they are different. JHAs also includes a risk assessment, whereas JSAs do not.

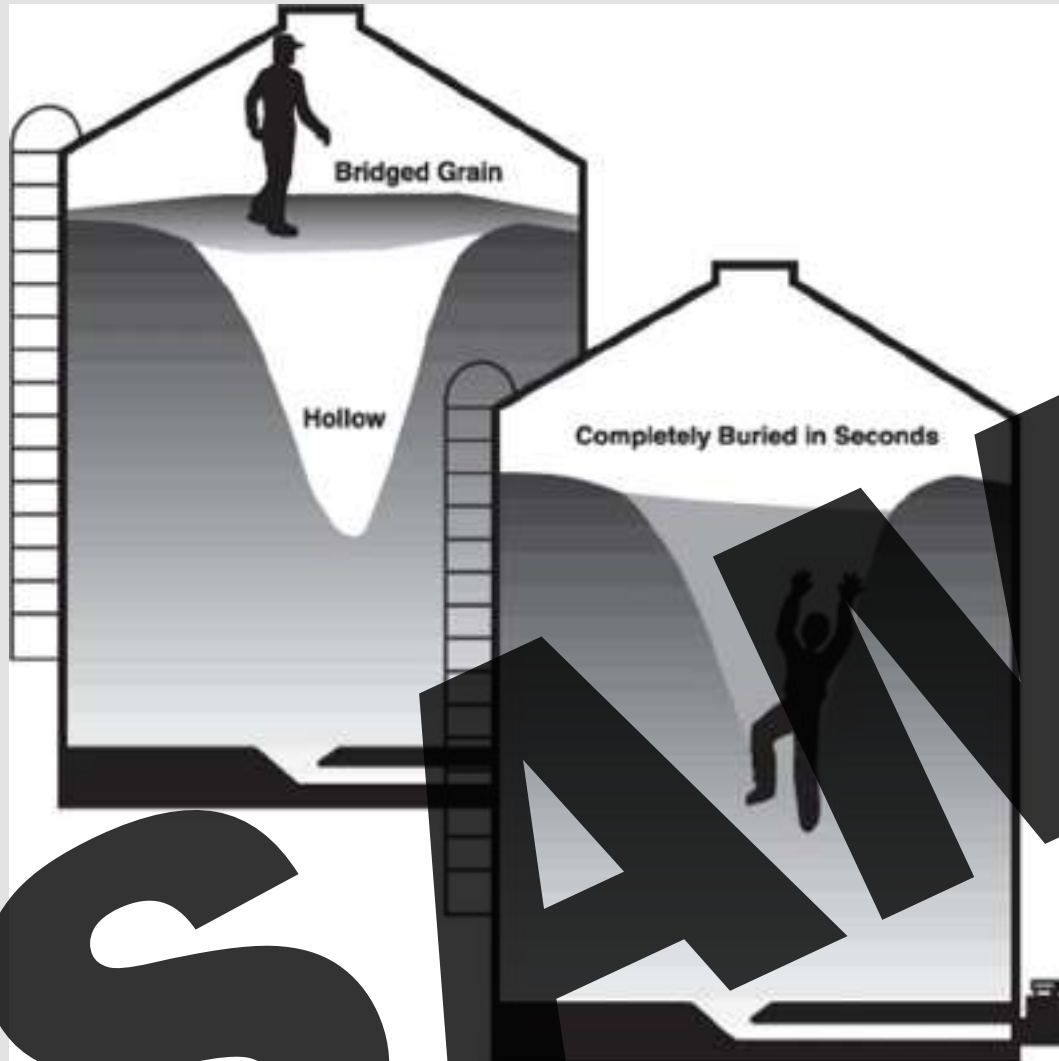


For the purposes of this training, we will be focusing on JHAs and their role in workplace safety. We will also describe how they are performed and how they are used to create solutions for each job's hazards.



When companies fail to perform JHAs, there can be serious consequences. Consider this true story. Miguel was unloading corn from a grain silo using a bottom-mounted auger. During the job, the corn stopped flowing. Miguel decided to climb into the bin to try and dislodge the blockage.





Using a PVC pipe, Miguel pushed and spread the corn around. He didn't realize it was bridged, meaning corn on the surface had clumped together and created a crust while leaving an empty space beneath it. As he pushed and spread, the bridged corn collapsed.



Miguel was engulfed by the corn as it began flowing once more. His coworker couldn't see him when he climbed up the silo to see what happened. Emergency personnel arrived 30 minutes later, but they couldn't recover Miguel for another four hours. By the time they did, he had suffocated.





Miguel wasn't provided training or fall protection gear for hazardous scenarios such as this one. Investigators discovered that this company had never conducted any sort of JHA. If they had, they would have noticed the hazards of entering a grain silo. They would have provided their employees with fall protection gear, rescue lines, and proper confined space training.



Having discussed the dangers of not performing a JHA, in this training we will go over who needs to perform them. We will also look at how to perform them and what steps to take afterward. Remember, a JHA is only effective if it helps employers create a safer work environment.



GIVE PRIORITY TO:

- + Jobs with high injury/illness rates
- + Jobs that had close calls/near misses
- + Jobs that can potentially cause serious injury or illness
- + Jobs that can easily cause severe injury from a simply mistake
- + Jobs that have been changed or added to regular operations
- + Jobs that are complex and require written instructions



Who Needs a JHA?

Any job can benefit from a job hazard analysis; however, some should receive priority. Think about all the jobs taking place on your worksite, and then consider which poses the greatest potential hazards to your employees. Refer to the following graphic to determine which jobs need priority.





JHAs should analyze all potential hazards from the ground up. These could be things such as trip hazards, falling objects, overhead obstructions, weather, poisonous plants, and many others.



While JHAs may seem like a time-consuming precaution, when they're done correctly, they can prevent severe occupational injuries or illnesses. JHAs increase each employee's awareness of workplace hazards and provide an opportunity to identify and control the hazards. Additionally, they can increase productivity.





General Duty Clause 5(a)(1) - *"Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees."*

Although there are no specific OSHA standards concerning JHAs, the General Duty Clause requires employers to protect their employees from recognized hazards. One way to do so is through conducting JHAs. It is your responsibility to be aware of any additional rules or standards that apply to your specific state, province, or worksite.



Why Training?

Training is vital to your safety. And not only training, but a conscious application of that training. The days of sitting through a training class only to return to your same old habits are over. The training culture in our country needs to change, and by that, we mean both employers and workers alike need to take a more proactive role integrating the principles into their daily routine.



Initial training and refresher training, as well as any written and practical evaluations, must be documented and filed. At the very least, in the case of an investigation, OSHA will want to see proof of proper and consistent training (in the way of training outlines, class lists, training goals, tests, certificates, and so on.) These documents should include the name of the person who taught the class or conducted the evaluation.



HARD HAT
TRAINING SERIES

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Job Hazard Analysis
SAFETY TRAINING



Workers are required to receive refresher training when...

- 1 There are changes in their assigned duties.
- 2 There are changes regarding potential exposure to hazards for which the employees have not received training.
- 3 There is any deficiency noted in an employee's work performance that is related to the safety and health of themselves or other workers.
- 4 If an accident or anytime an employee is injured or nearly injured during operations.

NOTE: In some areas, refresher training is required at least every three years (if not sooner).

Training is not just a one-and-done occurrence; it is ongoing. In fact, similar to the guidelines set down for when initial training is required, OSHA is also specific when it comes to “refresher training.” More specifically, OSHA acknowledges the need for “refresher” or “follow up” training whenever there is a demonstrated need for it.





The extent of training will be determined by the employer. However, at the very least it should include classroom instruction followed by a written and practical examination that prove continued competency.

While JHAs may seem like a small thing, they are one of the most important tasks that can be done on any job site because they ensure the safety of all other tasks. The following section will demonstrate some of the more serious risks imposed by not performing a proper JHA.



Responsibilities

SAMPLE

JOB HAZARD ANALYSIS (JHA)

Job Title: _____

Task Title: _____

Job Classification (Employee Title): _____

JHA Number: _____

POTENTIAL HAZARDS

hazards in potential and known

Example:

- Sharp edges on corner of pallet creates laceration hazards
- Failure to LOTO can result in unexpected startup of machine

CONTROL METHOD:

List the approved methods used to control hazards of _____

Example:

- LOTO
- Guards
- PPE

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