

Job Hazard Analysis

What is a job hazard analysis?

A job hazard analysis is a technique that focuses on job tasks as a way to identify hazards before they occur. It focuses on the relationship between the worker, the task, the tools, and the work environment. Ideally, after you identify uncontrolled hazards, you will take steps to eliminate or reduce them to an acceptable risk level.

What OSHA Requires:

1910.132(d)(1)

The employer shall assess the workplace to determine if hazards are present, or are likely to be present, which necessitate the use of personal protective equipment (PPE). If such hazards are present, or likely to be present, the employer shall:

1910.132(d)(1)(i)

Select, and have each affected employee use, the types of PPE that will protect the affected employee from the hazards identified in the hazard assessment;

1910.132(d)(1)(ii)

Communicate selection decisions to each affected employee; and,

1910.132(d)(1)(iii)

Select PPE that properly fits each affected employee. Note: Non-mandatory Appendix B contains an example of procedures that would comply with the requirement for a hazard assessment.

1910.132(d)(2)

The employer shall verify that the required workplace hazard assessment has been performed through a written certification that identifies the workplace evaluated; the person certifying that the evaluation has been performed; the date(s) of the hazard assessment; and, which identifies the document as a certification of hazard assessment.

3 Key Questions: What Could Happen? What are the Consequences? How Could it Happen?

Prioritize By

- High injury rates
- High potential to cause disabling injuries
- One slip up could cause serious injury
- New or changed jobs
- Complex jobs

Now What?

- Involve employees
- Accident History
- Brainstorm how to eliminate hazard
- Make a job list with highest priority first
- Develop job procedure/steps

Step 1: Begin the JHA for a specific job by breaking the job down into the steps or tasks performed

Step 2: Identify and list the hazards associated with each task (do one task first, then another, etc.)

Step 3: Write a hazard description (also called a hazard scenario).

Step 4: Create a plan for controlling each hazard associated with each task.

Record JHA Information

Basic Steps	Potential Hazards	Recommend Protection
Reach into box to the right of the machine, grasp casting and carry to wheel	Strike hand on edge of metal box or casting; cut hand on burr. Drop casting on toes.	Provide gloves and safety shoes.

OSHA is very likely to review your hazard assessment (JHA) program in the event of an accident/illness on the job, especially if the injury/illness results in a worker hospitalization. Completing your JHAs helps ensure you have both a safe and regulatory compliant workplace! Remember to keep this process simple. A general rule of thumb is no more than 10 steps per job. Conduct a "What If" scenario for each step.

The JHA is Completed. What is Next?

Train all employees who perform the job on the JHA steps. Make sure they understand all changes. Review the JHA periodically, when task or process is changed and when injuries or close calls occur. Use the JHA for training. Post JHAs at job site if applicable. Make sure all employees who perform work involving **JHAs** are trained on the JHAs.

If you have any questions concerning JSAs/JHAs please contact The Redstone Group.