

# **Overcoming Hazards Unique to Temporary Workers**

## **Temporary Worker Program Workbook 7.5 Hour**



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# Today's Agenda

- **The Temporary Worker Dilemma**
- **Rights and Responsibilities**
- **All Workers, Permanent and Temporary have a Rights**
- **NEW 2015 Recordkeeping OSHA rule**
- **Managing Temporary Workers in Your Workplace**
  - **Critical Assessment**
  - **Temporary Workers' Safety and Health Bill of Rights**
  - **How Temporary Worker Programs fit into an employer's safety process**
  - **Key Elements to a Temporary Worker Safety & Health Program**
- **“O I F L I E S”**
- **Case Studies**



## Private

From an OSHA Compliance Perspective: The term "temporary worker" is broadly defined. Per the Bureau of Labor Statistics, temporary workers are those who are paid by a temporary help agency, whether or not their job is temporary. For the purposes new coding, temporary workers are those supplied to a host employer and paid by a staffing agency.

## Conditions

Employee is expected to leave the employer within a certain period of time. Such terms; seasonal, interim, temps, emergency response workers.



## Public Temporary Employees

A temporary appointment is an appointment lasting one year or less, with a specific expiration date. It is appropriate when an agency expects there will be no permanent need for the employee. An

agency may make a temporary appointment to:

Fill short-term position that is not expected to last more than one year; or, Meet an employment need that is scheduled to be terminated within one or more years for reasons as the completion of a specific project or peak workload; or,

Fill positions that involve intermittent (irregular) or seasonal (recurring annually) work schedules.

# What does the OSH Act cover?

The OSH Act covers most private sector employers and their workers, in addition to some public sector employers and workers in the 50 states and certain territories and jurisdictions under federal authority. OSHA covers most private sector employers and their workers in all 50 states, the District of Columbia, and other U.S. jurisdictions either directly through Federal OSHA or through an OSHA-approved state program. Workers at state and local government agencies are not covered by Federal OSHA, but have OSH Act protections if they work in those states that have an OSHA-approved state program. Four additional states and one U.S. territory have OSHA-approved plans that cover public sector workers only. State-run health and safety programs must be at least as effective as the Federal OSHA program. Those not covered by the OSH Act include: self-employed workers, immediate family members of farm employers, and workers whose hazards are regulated by another federal agency (for example, the Mine Safety and Health Administration, the Department of Energy, or Coast Guard).

# OSHA Letter of Interpretation: April 30, 1996

**Definition of Employee.** Whether or not exposed persons are employees of an employer depends on several factors, the most important of which is who controls the manner in which the employees perform their assigned work. The question of who pays these employees may not be the determining factor. **Determining the employer of an exposed person may be a very complex question, in which case the Area Director may seek the advice of the Regional Solicitor.**

Two U.S. Supreme Court cases (neither case involved occupational safety and health), that discuss the criteria to be considered in determining the existence of employer-employee relationship:

1. Right to control the manner and means by which work is accomplished.
2. The level of skill required to perform effectively.
3. Source of required instruments and tools.
4. Location of work.
5. Duration of relationship between parties.
6. The right of the employer to assign new projects to the worker.
7. The extent of the worker's control over when and how long to work.
8. Method of payment.
9. The worker's role in hiring and paying assistants.
10. Whether work is the regular business of the employer.
11. Whether the employer is in business.
12. The provision of employee benefits.
13. The tax treatment of the worker.

## **OSHA Letter of Interpretation: November 21, 2012**

In general, both the temporary agency and the host employer have the responsibility to ensure that training, hazard communication, and recordkeeping requirements are fulfilled.

To ensure that there is clear understanding of each employer's role in protecting employees, OSHA recommends that the temporary staffing agency and the host employer set out their respective responsibilities for compliance with applicable OSHA standards in their contract. Including such terms in a contract will ensure that each employer complies with all relevant regulatory requirements, thereby avoiding confusion as to the employer's obligations.



# **Rights and Responsibilities**

## **The Occupational Safety and Health Act of 1970: “General Duty Clause”**

### **5. General Duties**

#### **(a) Each employer**

**(1) 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;**

**(2) shall comply with occupational safety and health standards promulgated under this Act.**

**(b) Each employee shall comply with occupational safety and health standards and all rules, regulations, and orders issued pursuant to this Act which are applicable to his own actions and conduct.**

# Rights and Responsibilities



## A Right to Be Heard: Your Rights as a Whistleblower

OSHA's Whistleblower Protection Program enforces the whistleblower provisions of more than twenty whistleblower statutes. Rights afforded by these whistleblower acts include, but are not limited to, worker participation in safety and health activities, reporting a work related injury, illness or fatality, or reporting a violation of the statutes.

Protection from discrimination means that an employer cannot retaliate by taking "adverse action" against workers, such as:

- ☐ Firing or laying off
- ☐ Blacklisting
- ☐ Demoting
- ☐ Denying overtime or promotion
- ☐ Disciplining
- ☐ Denial of benefits
- ☐ Failure to hire or rehire
- ☐ Intimidation
- ☐ Making threats
- ☐ Reassignment affecting prospects for promotion
- ☐ Reducing pay or hours

# Rights and Responsibilities



## Limited Right to Refuse to Work

Employees have a limited right under the OSH Act to refuse to do a job because conditions are hazardous.

You may do so under the OSH Act only when:

1. You believe that you face death or serious injury (and the situation is so clearly hazardous that any reasonable person would believe the same thing);
2. You have tried to get your employer to correct the condition, and there is no other way to do the job safely; and
3. The situation is so urgent that you do not have time to eliminate the hazard through regulatory channels such as calling OSHA.

Regardless of the unsafe condition, you are not protected if you simply walk off the job

# Rights and Responsibilities



**For Emergencies, please call 911**

**To report a fatality, hospitalization of 1 or more workers, amputation, loss of an eye, or life threatening situation in the workplace, you have these options:**

- 1. Telephone - 1-800-321-OSHA (6742)**
- 2. Telephone - OSHA Regional Office at 212-337-2378 or your local OSHA area office Monday through Friday from 8 am to 4:30 pm excluding federal holidays**
- 3. Note: The new online form will soon be available.**

**To file a safety and health complaint, you have these options:**

- 1. Online - Go to the Online Complaint Form**
- 2. Download and Fax/Mail - Download the OSHA complaint form\* [En Espanol\*] (or request a copy from your local OSHA Regional or Area Office), complete it and then fax or mail it back to your local OSHA Regional or Area Office.**
- 3. Telephone - your local OSHA Regional or Area Office. OSHA staff can discuss your complaint and respond to any questions you have. If there is an emergency or the hazard is immediately life-threatening, call your local OSHA Regional or Area Office or 1-800-321-OSHA.**

# Applicable Federal Code References

## Contractor Requirements

1926.20(a)(1) Section 107 of the Act requires that it shall be a condition of each contract ..., that no contractor or subcontractor... require any laborer or mechanic employed in the performance of the contract to work in surroundings or under working conditions which are unsanitary, hazardous, or dangerous to his health or safety.

## Accident Prevention Responsibilities

1926.20(b)(1) It shall be the responsibility of the employer to initiate and maintain such **programs** as may be necessary to comply with this part.

1926.20(b)(2) Such programs shall provide for **frequent and regular inspections** of the job sites, materials, and equipment to be made by competent persons designated by the employers.

1926.20(b)(4) The employer shall permit only those employees qualified by **training** or experience to operate equipment and machinery.

# Applicable Federal Code References

## **General Training Requirements (Subpart C 1926)**

The Secretary shall, pursuant to section 107(f) of the Act, establish and supervise programs for the education and training of employers and employees in the recognition, avoidance and prevention of unsafe conditions in employments covered by the act.

## **Employer responsibility**

1926.21(b)(1) The employer should avail himself of the safety and health training programs the Secretary provides.

1926.21(b)(2) The employer shall instruct each employee in the recognition and avoidance of unsafe conditions and the regulations applicable to his work environment to control or eliminate any hazards or other exposure to illness or injury.

# 2015 Changes to Recordkeeping Standard CFR 1904

Now, employers have to report the following events to OSHA:

- ☐ All work-related fatalities
- ☐ All work-related in-patient hospitalizations of one or more employees
- ☐ All work-related amputations
- ☐ All work-related losses of an eye

Report work-related fatalities within 8 hours of finding out about it.

For any in-patient hospitalization, amputation, or eye loss employers must report the incident within 24 hours of learning about it.

Note: Only fatalities occurring within 30 days of the work-related incident must be reported to OSHA. Further, for an inpatient hospitalization, amputation or loss of an eye, then incidents must be reported to OSHA only if they occur within 24 hours of the work-related incident.

Employers have three options for reporting the event:

1. By telephone to the nearest OSHA Area Office during normal business hours.
2. By telephone to the 24-hour OSHA hotline (1-800-321-OSHA or 1-800-321-6742).
3. OSHA is developing a new means of reporting events electronically, which will be released soon and accessible on OSHA's website.

# What do I report?

For any in-patient hospitalization, amputation, or eye loss that occurs within 24 hours of a work-related incident, employers must report the event within 24 hours of learning about it.

Employers reporting a fatality, in-patient hospitalization, amputation or loss of an eye to OSHA must report the following information:

- ☐ Establishment name
- ☐ Location of the work-related incident
- ☐ Time of the work-related incident
- ☐ Type of reportable event (i.e., fatality, in-patient hospitalization, amputation or loss of an eye)
- ☐ Number of employees who suffered the event
- ☐ Names of the employees who suffered the event
- ☐ Contact person and his or her phone number
- ☐ Brief description of the work-related incident

Employers do not have to report an event if it:

- ☐ Resulted from a motor vehicle accident on a public street or highway, except in a construction work zone; employers must report the event if it happened in a construction work zone.
- ☐ Occurred on a commercial or public transportation system
- ☐ Occurred more than 30 days after the work-related incident in the case of a fatality or more than 24 hours after the work-related incident in the case of an in-patient hospitalization, amputation, or loss of an eye.

**An in-patient hospitalization is defined as a formal admission to the in-patient service of a hospital or clinic for care or treatment.**

Employers do have to report an in-patient hospitalization due to a heart attack, if the heart attack resulted from a work-related incident



**Question:**

**How do we protect workers?**

**Question:**

**How do we protect temporary workers?**

**Answer:**

**There is NO difference**

# All Workers are Equal under the Law

Host employers must treat temporary workers like other workers in terms of training and safety and health protections. It does not matter how long a worker will be at a worksite or facility; if workers are exposed to safety and health hazards then the employer must take action to equally control their workplace environments. Equal hazards, equal protections must be the rule.

# It All starts with Assessment

What does the host and agency employers assess?

**P** People  
**E** Equipment  
**M** Materials  
**E** Environment  
**S** Systems



**Assess**

# How Temporary Worker Programs fit into an employer's safety process

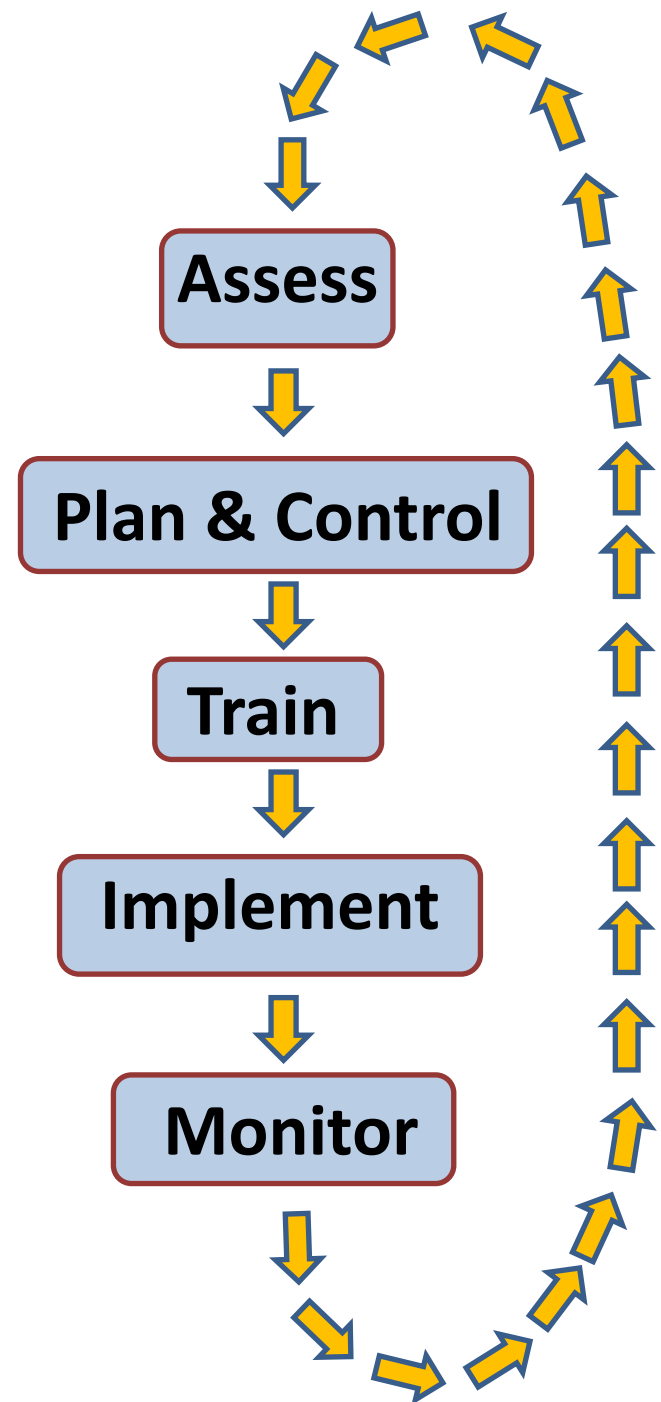
Before



During



After



Task Demands  
Potential Consequence  
Existing Procedures,  
Means and Methods  
Work Environment and  
Externalities  
Human Nature  
Evaluate Tools and Equipment

Identify Sources of Energy  
Past Performances Lessons  
Learned  
Potential hazards of Materials  
Training  
Potential Consequences,  
Emergencies, Contingencies  
Error Traps

Hierarchy of Controls  
Critical thinking training  
Benchmark Best Practices  
Safety and Health Plans  
Task Previews  
Handbooks and Toolbox Talks  
Formalize Operating

Procedures  
Equipment Programs  
Logistics and Estimates  
Determining Level of training  
Formalizing expectations and  
accountability.

Authorized OSHA Training  
Competent Person Training  
Mentoring and Coaching  
On the Job Training

Toolbox Talks  
Skills Training-Hands On  
Practice Drills Rescue  
Safety & Health Bulletins

Sections of Work Permits  
Safety Logs / Daily Reports  
Near Misses/Accidents  
Post-job critiques and  
debriefings.  
Toolbox Meetings  
Dedicated Safety Meetings

Safety Observations  
Lessons Learned  
Debriefings  
Real-time Employee Feedback  
Pausing  
Post-job/task Surveys  
Scope Creep

**Assess**

**Control**

**Train**

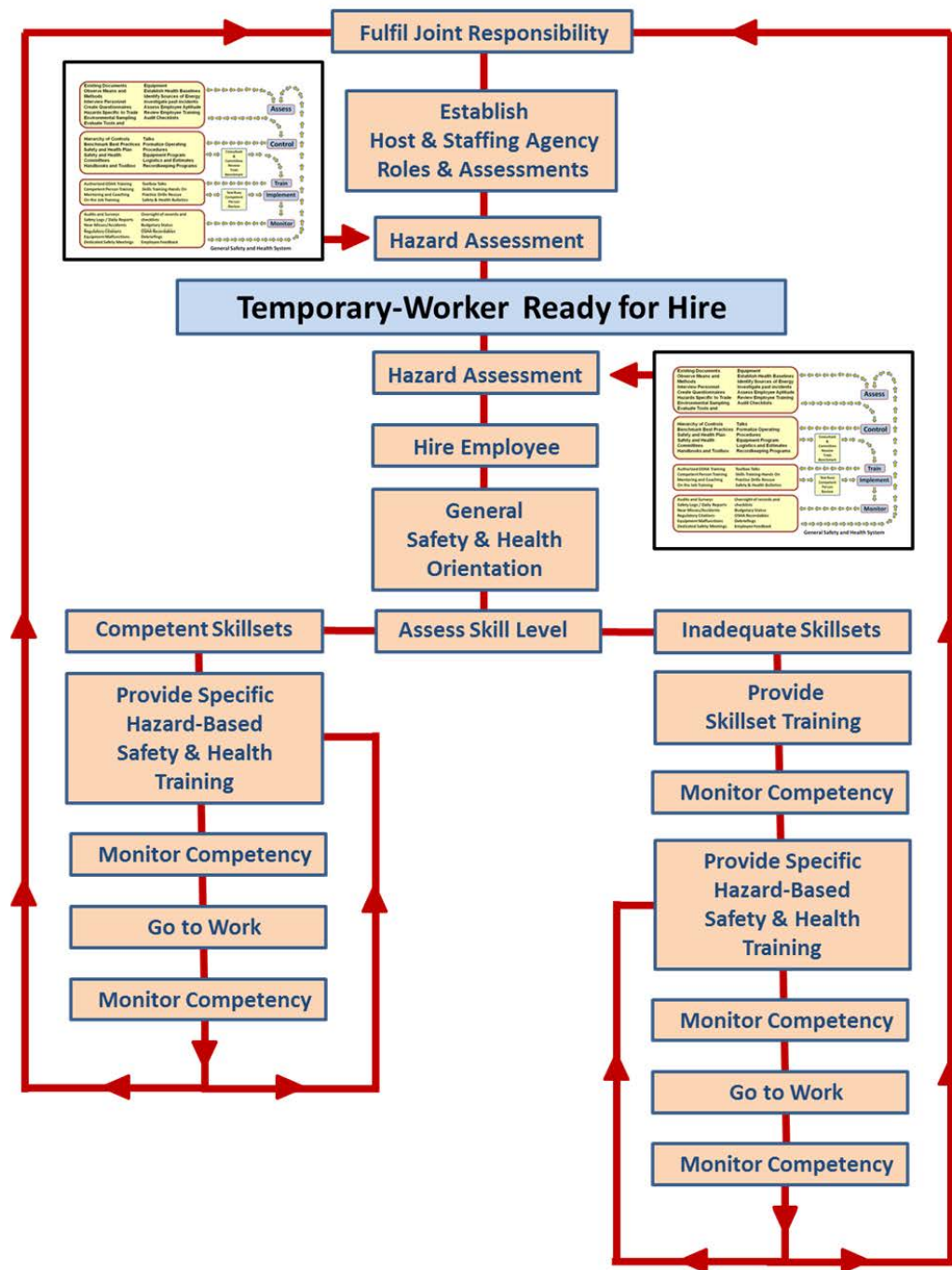
**Implement**

**Monitor**

Review  
Benchmark

Review  
Test Runs

**General Safety and Health System**



**Is a worker “fit” and ready to work and is a worker prepared to work safely in the employer’s working environment and has that work environment been assessed for recognized hazards?**



Employee Credentials & Qualifications				
Employee:			Typical Duties:	
Trade :				
Years of Experience:				
Task	Hazards		Hazard Controls	Date
Total Score:				
<p>ONLY Sign the below affirmation if your Competent Person has thoroughly briefed you on the above described Pre-Task-Hazard -Analysis , reviewed your plan of work and you fully understand your task, the hazards and your prescribed hazard controls.</p>				
Employee Name:			Employee Signature:	
Competent Person Name:			Competent Person Signature:	

# **Key Elements to a Temporary Worker Safety & Health Program**

There are several key elements to a Temporary Worker Safety & Health Program that emphasize the important characteristics of effective programs, including perhaps working with employment agencies, unions, community outreach placement centers and other temporary labor providers.

Although it is very often not noticeable, a staffing agency and a staffing agency's client (the host employer) are both joint-employers of temporary workers and therefore, both are responsible for providing and maintaining a safe work environment for those workers.

There must be vigorous communication between the staffing agencies and their clients the host employers and together they must work ensure that regulatory requirements are met and their employees work in an environment that is free from recognized hazards.



# **Key Elements to a Temporary Worker Safety & Health Program**

- Establish Bilateral Employer Relationship and Fulfil Joint Responsibility
- Establish Host Employers and Staffing Agencies Roles
- Evaluate the Host Employer's Worksite.
- Train Agency Staff to Recognize Safety and Health Hazards
- Ensure the Employer Meets or Exceeds the Other Employer's Standards
- Assign Occupational Safety and Health Responsibilities and Define the Scope of Work in the Contract.
- Injury and Illness Tracking
- Injury and Illness Prevention Program
- Conduct Safety and Health Training and New Project Orientation
- Incidents, Injury and Illness Investigation
- Maintain Contact with Workers
- All Workers are Equal under the Law

# Simple Job Safety Analysis and the Application of Controls

**A Job Safety Analysis JSA 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, the work environment and the necessary steps to control a hazard.**

Job Steps	Hazards/ Potential Accidents	Control Measures	Means of Implementation
Break tasks down to smaller sub-tasks.	List all possible associated hazards preferably in an order of severity	Use the Hierarchy of Controls <ol style="list-style-type: none"><li>1. Elimination</li><li>2. Substitution</li><li>3. Engineering</li><li>4. Administration</li><li>5. Personal Protection Equipment</li></ol>	Should set out procedures that are easy to understand and accomplish in the field. Include the use equipment and requisite training and administrative

Hazard	Description of Hazard
Impact,	Person can strike an object or be struck by
Penetration Laceration	breaks the skin.
Catch, Pull, Crush and Pinch	pulled into moving parts or crushed by structures, machines or soils
Harmful Dust	irritation, or breathing or vision difficulty. May also have ignition potential.
Chemical	Exposure from spills, splashing, or other contact
Temperatures Extreme heat, cold cryogenics	Exposure to radiant heat sources, splashes or spills of hot material, or work in extreme cold or hot environments
Light (optical) Radiation Ionization	Exposure to strong light sources, glare, or intense light exposure which is a byproduct of a process.
Electrical Contact	Exposure , contact or proximity to live or potentially live electricity
Ergonomic hazards	Repetitive movements, awkward postures, vibration, heavy lifting, etc.
Environmental hazards	
Nanomaterials	materials consisting of, or containing structures of between 1- and 100-nanometers (nm).
Overexertion	Stress upon
Fire	Potential for fire and or explosions
Fall	Falls to a lower surfaces or the same surface
Struck by Objects	Where objects from above can fall or workers can rise up into such objects.
Biohazard	Potential for infection , virial or reactions to toxins
Hydraulic	Work requires the storage, handling, or use of hydraulic fluid
Magnetic Fields	Work occurs within a magnetic field or creates one
Toxic and Oxygen enrichment and deficient	Atmospheric

# Hierarchy of Hazard Controls

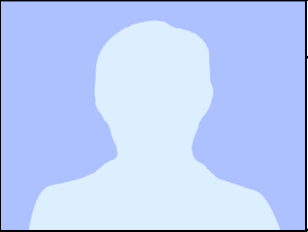
1. **Elimination Control**: Simply eliminate the hazard.
2. **Engineering Control**: Will prevent accident or exposure from occurring.
3. **Mitigation Control**: Minimizes the conditions, lessens the exposures or effects.
  1. Administrative
    - Job Rotation
    - Scheduling
  2. Personal Protective Equipment (Mitigation) PPE
  3. Work Practices
  4. Special Training


# Keeping Critical Thinking Simple




## (Good-Better-Best)

No matter how large or how small a task or job you can apply a logical thought process. It's universal!

1. **ELIMINATE:** Simply ELIMINATE the hazard.
2. **PREVENTION:** prevent accident or exposure from occurring.
3. **PROTECTION:** Mitigate or Minimize effects of hazards i.e.
  - Job Rotation
  - Scheduling
  - Personal Protective Equipment (Mitigation) PPE
  - Work Practices, Training
  - Specialized Training

Employee:				
Host Employer:				
Agency Employer:				
Employee Experience:		Employee Information:		
Employee Training:			Language:	
			Employer that Performed Assessment	
Task	Potential Hazards	Hazard Controls	Host	Agency
Task	Potential Hazards	Hazard Controls	Host	Agency

Employee: John Q. Public				
Host Employer: ABC Landscaping 123 Anywhere Lane Piscataway New Jersey, 01234				
Agency Employer: XYZ People Get Jobs Inc. 789 Everywhere Street Piscataway New Jersey, 01234				
Employee Experience: 1 year food server 8 months carpenter 2 months life guard		Employee Information: 456 Somewhere Place New Brunswick, New Jersey 01235  Emergency Phone: 555-123-3456		
Employee Training: 10-hour OSHA General Industry Machine Guarding 2-hour Lock-out-tag-out Hot work training 1-hour			Language: Eng	
			Employer that Performed Assessment	
Task	Potential Hazards	Hazard Controls	Host	Agency
Cutting Grass	Amputation	Training & guarding	✓	
	Poison Ivy/pests	Avoidance clothing	✓	
	Heat Stress	Shade & hydration	✓	
	Fire, burns, explosion	Work Practice		✓
	Sunburn	Training/ guarding	✓	
Task	Potential Hazards	Hazard Controls	Host	Agency
Changing Blades	Amputation	Lock-out-tag-out		✓
	Chemical	Gloves, goggles	✓	
	Struck-by	Start-up procedure	✓	
	Lacerations	Gloves & work boots	✓	
Task	Potential Hazards	Hazard Controls	Host	Agency
Loading Truck	Struck-by vehicles	cones, hi-vis vest	✓	
	Overexertion	Buddy system	✓	
	Struck-by equipment	Blocking and chocks	✓	
	Slips and trips	Housekeeping, boots	✓	
Host Employer Signature: <i>Burt Bigboss</i>		Agency Employer Signature: <i>Eirene Wantoobe</i>		

Employee: John Q. Public				
Host Employer: ABC Landscaping 123 Anywhere Lane Piscataway New Jersey, 01234				
Agency Employer: XYZ People Get Jobs Inc. 789 Everywhere Street Piscataway New Jersey, 01234				
Employee Experience:		Employee Information:		
1 year food server 8 months carpenter 2 months life guard		456 Somewhere Place New Brunswick, New Jersey 01235  Emergency Phone: 555-123-3456		
Employee Training:			Language: English	
10-hour OSHA General Industry Machine Guarding 2-hour Lock-out-tag-out Hot work training 1-hour			Employer that Performed Assessment	
Task	Potential Hazards	Hazard Controls	Host	Agency
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	Overexertion	Buddy system	✓	
	Struck-by equipment	Blocking and chocks	✓	
	Slips and trips	Housekeeping, boots	✓	
Host Employer Signature:		Agency Employer Signature:		
				



## *A Temporary Worker's Safety and Health*

### *Bill of Rights*

- 1. You have a right to work in a workplace that is free from recognized hazards that can possible harm you.*
- 2. You have a right to know about and receive training on hazardous chemicals that you may work with or come in contact and how to recognize, avoid and prevent exposure.*
- 3. You have a right to receive, at no cost to you, appropriate personal protection equipment and be trained in its proper use and limitations.*
- 4. You have a right to receive clear workplace orientations explaining the scope and tasks you are hired to perform and the associated hazard and controls.*
- 5. You have a right to training in hazard avoidance, prevention and protection for the tasks you are employed to perform in an effective manner in a language you understand.*
- 6. You have a right to refuse to work if you have told your employer of a safety or health concern, they have not abated the condition and you cannot easily reach OSHA.*
- 7. You have a right to speak-up about occupational safety and health concerns without fear of retaliation.*
- 8. You have a right, if you are sent from a staffing agency, that the agency's client (the host employer) and your agency cooperate together to provide you with a safe work environment.*
- 9. You have right to work in an establishment where your employer keeps accurate records regarding recordable injuries and illnesses and follows OSHA standards and all other regulatory requirements under the law.*
- 10. You have a right to workplace where your employer, either the host employer or your agency employer, frequently and regularly evaluates your workplace for new occupational safety and health hazards.*

## Temporary Workers' Safety and Health Bill of Rights

- ☐ You have a right to work in a workplace that is free from recognized hazards that can harm you.
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☐
- ☐ You have a right to speak-up about occupational safety and health concerns without fear of retaliation.
- ☐ You have a right, if you are sent from a staffing agency, that the agency's client (the host employer) and your employer agency cooperate together to provide you with a safe work environment.
- ☐ You have right to work in an establishment where your employer keeps accurate records regarding recordable injuries and illnesses and follows OSHA standards and all other regulatory requirements under the law.
- ☐ You have a right to workplace where your employer, either the host employer or your agency employer, frequently and regularly evaluates your workplace for new occupational safety and health hazards.

# Why do Employers, Managers and Employees get into Trouble?

**“O I F L I E S”** is a quick way to remember how accidents happen that affect the safety and health employees. These are often the excuses safety and health professionals and compliance officers hear in the field at the scene of an accident or significant incident. It’s helpful to recognize these potential traps before work starts as they typically alter “normal” operations. Train everyone in your workplace to look for these leading indicators that point to a problem that may be around the corner.

- ☐ Overconfidence
- ☐ Ignorant or Inexperienced.
- ☐ Faster: “It was faster to do it this way.”
- ☐ Less Expensive: “It was cheaper to do it this way.”
- ☐ Improvised: Used equipment in a manner it was not intended to be used.
- ☐ Easier: “It was easier to do it this way.”
- ☐ Short term Exposure: “Was only going to be there for a short time.”

# O.I.F.L.I.E.S

**O**verconfidence

**I**gnorant or Inexperienced.

**F**aster: “It was faster to do it this way.”

**L**ess Expensive: “It was cheaper to do it this way.”

**I**mprovised: Used equipment in a manner it was not intended to be used.

**E**asier: “It was easier to do it this way.”

**S**hort term Exposure: “Was only going to be there for a short time.”

PLANNING

PLANNING

PLANNING

Pre-Task Hazard Analysis			
Competent Person:			Date:
Location:		Weather:	
Notes:			
Task	Hazards	Hazard Controls	Score
Total Score:			
ONLY Sign the below affirmation if your Competent Person has thoroughly briefed you on the above described Pre-Task-Hazard -Analysis , reviewed your plan of work and you fully understand your task, the hazards and your prescribed hazard controls.			
Employee Name:		Employee Signature:	
Competent Person Name:		Competent Person Signature:	

## Pre-Task Hazard Analysis

Competent Person:

Date:

Location:

Weather:

Notes:

Task

Hazards

Hazard Controls

Score

Total Score:

ONLY Sign the below affirmation if your Competent Person has thoroughly briefed you on the above described Pre-Task-Hazard -Analysis , reviewed your plan of work and you fully understand your task, the hazards and your prescribed hazard controls.

Employee Name:

Employee Signature:

Competent Person Name:

Competent Person Signature:

## Pre-Task Hazard Analysis

Competent Person: Nickolas Competento

Date: May 14, 2014

Location: Tower One WTC (roof)

Weather: Partly Sunny 68° F

Notes: Alteration to building maintenance units on the roof of WTC Tower One, preparation for window washing scaffolds

Task

Hazards

Hazard Controls

Score

Pre-Task Hazard Analysis			
Competent Person:		Date:	
Location:		Weather:	
Notes:			
<div></div>			
Task	Hazards	Hazard Controls	Score
Total Score:			
ONLY Sign the below affirmation if your Competent Person has thoroughly briefed you on the above described Pre-Task-Hazard -Analysis , reviewed your plan of work and you fully understand your task, the hazards and your prescribed hazard controls.			
Employee Name:		Employee Signature:	
Competent Person Name:		Competent Person Signature:	



Task	Hazards	Hazard Controls	Score
Changing a flat tire	Struck-by (vehicles)	1. Hazard Triangles	2
		2. Flares	2
		3. Pulling into a parking lot	10
		4. High-visibility vest	2
		5. Call for Roadside Assistance	5
	Caught-in-between	1. Finding a level area to use jack	5
		2. Blocking	2
	Overexertion (strain)	1. Assistance (buddy system)	5
		2. Work practice control	2
		3. Stretching and flexing	5
	Lacerations	1. Gloves	2
Total Score:			36

ONLY Sign the below affirmation if your Competent Person has thoroughly briefed you on the



ONLY Sign the below affirmation if your Competent Person has thoroughly briefed you on the above described Pre-Task-Hazard -Analysis , reviewed your plan of work and you fully understand your task, the hazards and your prescribed hazard controls.

Employee Name:

Employee Signature:

Anthony Doe Jones

*Anthony Doe Jones*

John Q. Public

*John Q. Public*

Barry Obama

*Barry Obama*

Joseph Shamoe

*Joseph Shamoe*

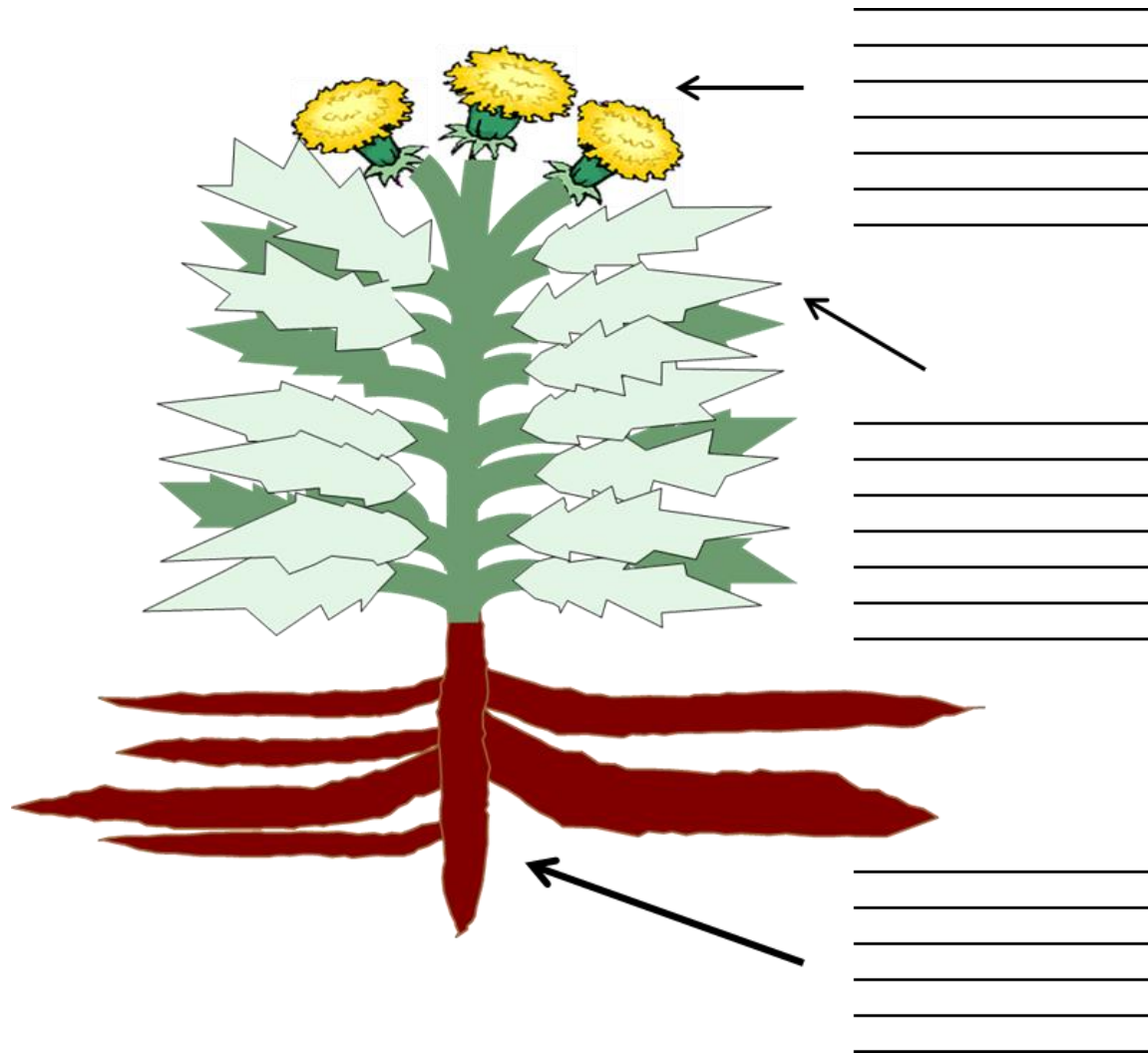
Competent Person Name:

Competent Person Signature:

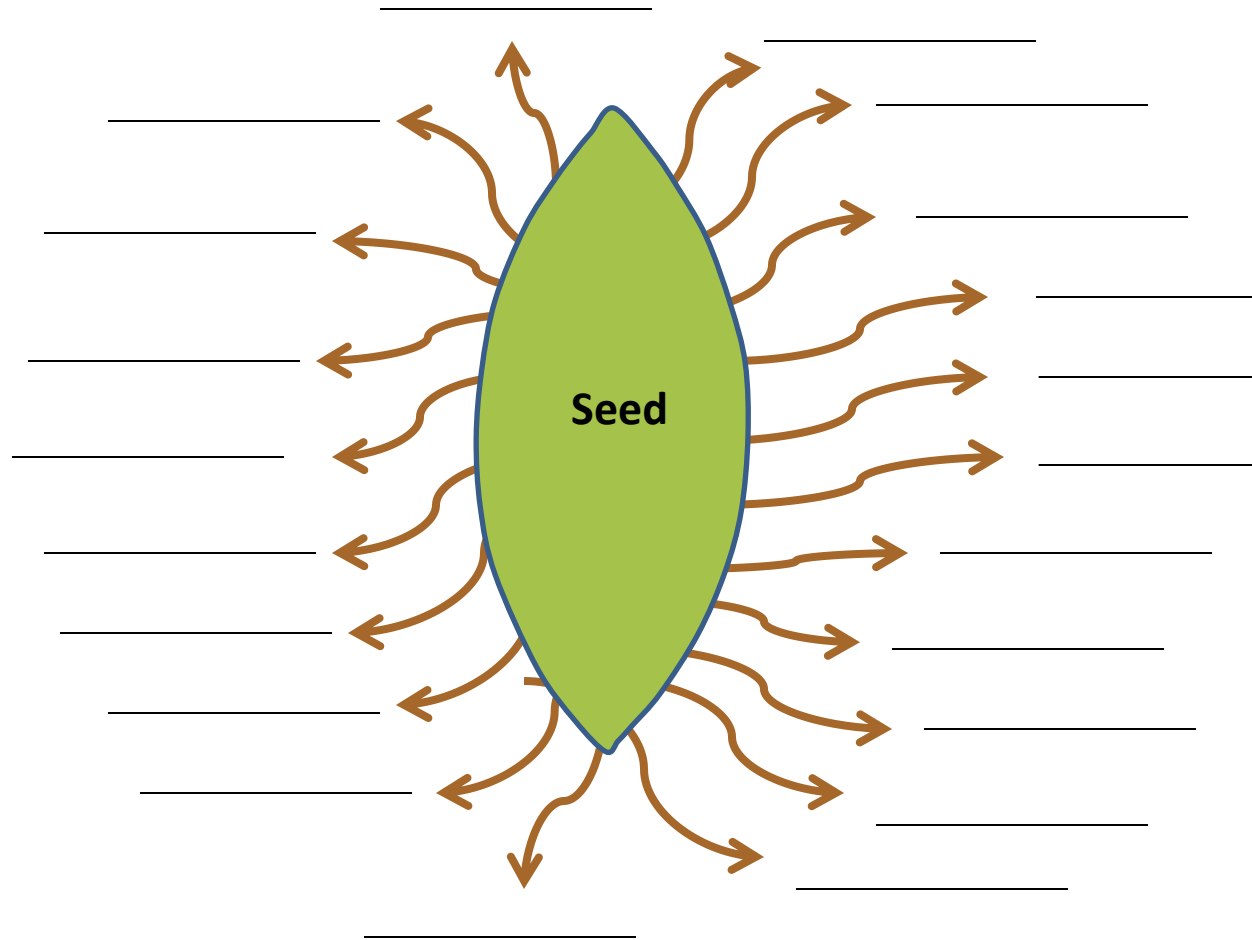
Nickolas Competento

*Nickolas Competento*

# Go Beyond the Root Cause



# Go Beyond the Root Cause



## **Group Exercise Case Study**

# Debriefing Workshop

As is proper with any form of training or education, there should be a means of evaluating the experience and assessing its effectiveness. Let us take a few moments and talk about what this program has achieved and where it can be made better. Also, let's take notes so we can look back on our notes say in the months to come and see if, at all, has this training and what we accomplished today had some longer-term effect on our workplace.