

SPECIAL EDITION



NOSHA News

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September 2011

GENERAL MEMBERSHIP MEETING

Wednesday September 21st - "WSI Account Trends Analysis"

Presented by - Nicole Gaab, WSI Loss Control



NOSHA 2011 Safety Conference

"When Accidents Happen..."

Wednesday, October 5th 2011

Howard Johnson (formerly Clarion Inn)

1210 N 43rd St, Grand Forks, ND 58203

8:30 AM – 3:30 PM [Check-In begins @ 7:30 AM]

LUNCH WILL BE PROVIDED 11:30 AM – 1:00 PM

Opening Keynote:

OSHA's Changing Climate

Edward Cassidy – Lori-Ann Jones

Bullying In The Workplace

Kristine Paranca – UND Conflict Resolution Center (CRC)

What Are We Going To Tell Them...

A Communication Primer.

Peter Johnson – UND Public Relations

Who's On Fire?!?

Terry Wynne – GFFD Fire Marshal

Dealing With Universal Waste

Chris Roob – ND Department of Health

What's Really Happening Out West...

Safety in the Oil Fields

Kari Cutting – ND Petroleum Council

On-Line Registration @ www.nosha.net

Free
Conference

BOARD MEETING

Board members meet the first Thursday of the month – 6:00 - 8:00 pm at the Valdak Corp. 1149 36th Ave. S (Valley Dairy)

NEXT MEETING ☞ Oct 6th

2011 BOARD MEMBERS

Eric Pearson (President)

UND Campus Safety & Security

Christin McWaters (Vice-President)

UND EERC

Joe Strang (Treasurer)

Valley Dairy Car Wash

Cindy Holweger (Secretary)

Development Homes

Todd Brady

Marvin Windows and Doors

Davis Hoverson

Workforce Safety & Insurance

Rachel Kmecik

Grafton Equipment Company

Rick Else

Workforce Safety & Insurance

COMMITTEES

Communication Committee

(Linda Wiley, Annette Shane, Todd Brady)

♦ Visit us at www.nosha.net for the latest updates and announcements!

Education Committee

(Rick Else)

Upcoming GM Meeting Presentations

Oct 19th – "Using 2x2 Matrix to Drive Your Safety Solutions" Dan Mankie, EHS Specialist Cirrus Aircraft Corporation

Membership Committee

(Davis Hoverson, Rachel Kmecik)

60+ MEMBERS STRONG...and GROWING!

If you are interested in becoming a member of NOSHA please visit us at www.nosha.net or contact a board member.

NOSHA is a non-profit organization formed to provide area safety professionals a direct way of sharing safety concerns, goals and ideas to promote workplace safety.



Closing the Gap Between Job Hazard Analysis and Job Safety Analysis

Ever have that discussion on which was the appropriate or best title for the job analysis method used by safety professionals? The use of "Job Hazard Analysis" appears to have been somewhat superseded by the use of "Job Safety Analysis." One reason given has been the use of the term "hazard" connotes a negative perception with focus on the harmful aspects of the job while use of the term "safety" stresses the positive aspects of the job. Other terms are used as well, such as Job Task Analysis or Task Analysis, adding further confusion as to what proper tool or method should be used.

Part of the confusion is in the definition of the word "Job" as it relates to Job Hazard Analysis and Job Safety Analysis. From dictionary.com, the term "Job" has several definitions. The first definition for Job is "a piece of work, esp. a specific task done as part of the routine of one's occupation or for an agreed price: She gave him the job of mowing the lawn." A second definition is that Job is "a post of employment; full-time or part-time position: She was seeking a job as an editor." The traditional Job Hazard Analysis uses the first definition as it analyzes a specific activity. The process is to break the job down into steps, look at each step and determine the hazards in each step, then implement a control for each hazard. The "job" is then considered safe if the person doing the work uses the controls determined by the analysis.

Using this method, a Job as defined by Definition 2 could have a number of Job Analyzes completed for each "Job" as defined by Definition 1. The potential then exist for the accumulative effects of multiple "jobs" and their interactions to be overlooked. As example, the effect of doing multiple Jobs based on Definition 1 may create and lead to longer term safety and/or health related issues such as an ergonomic injury. In other words, the traditional method does not take into account time and the accumulative effects of multiple "jobs" being done by that particular "job" or occupational title. Finally, while a number of Job Analysis methods are gradually beginning to incorporate risk into the analysis, this is not occurring to the degree it should be done. Risk is the combination of the potential severity and the frequency of exposure to hazards. If the focus of the Analysis is Job as defined by definition 1 (a specific task), then the potential overall risk might be estimated lower for Job as defined by definition 2 (full-time or part-time position) since that incorporates many specific activities. Are you confused yet? Let's look at what is consider a better way.

First, let's define how to use Job Hazard Analysis and Job Safety Analysis by putting a time scale on each. Definition 1 Jobs are individual specific activities, their hazards can be immediate or considered acute. The better way is to use the Job Hazard Analysis for analysis of one specific activity with its multiple steps and tasks along with the potential associated risks. Many of the hazards may be immediate in nature as these steps and tasks are completed at a specific point in time. The analysis would consider the tools, material, equipment, environment, procedures and physical/mental skills required to do that specific activity.

The Job Safety Analysis terminology would be used for Definition 2 (the overall occupational title) and consider the sum total of the chronic impact of the hazards and risks of the many individual specific activities required over a longer period of time. The concern here is with the total safety and health of the job as an occupation. You can then evaluate the accumulative effects of doing multiple activities. The analysis would consider all the tools, all materials, all equipment, multiple environments, all procedures as well as the overall physical ability and mental skills required to do all the required specific tasks. The Job Safety Analysis would also incorporate the non-routine activities as their Job Hazard Analyzes is completed reducing potential gaps in the safety and health process.

With this as an overall framework, you may find that the overall risk and hazard impact of a Job (Definition 2) may require serious changes in how assignments are made; what the hiring criteria will be as to mental and physical skills, how tools, materials and equipment are selected and designed, standard operating procedures, and training are devised and implemented. A Job Safety Analysis then may be able to determine both acute and chronic injury potential. As example, the ergonomics effects, the fatigue induced, impact over the course of a shift or long term and other workplace environmental exposures.

As an example, many of the "fitness for duty" studies are targeted towards assuring the person hired can do the individual activities, usually from an ergonomic perspective (lifting, pushing, pulling, reaching, etc.) or to meet cardiopulmonary needs. These studies may or may not approach the Job Title or Occupation with the intent of improving the design of the overall scope of activities. The Job Safety Analysis as a roll up of all Job Hazard Analysis offers the potential to better improve the total safety and health requirements of each occupational title. In essence, the Job Safety Analysis is the sum total of all the Job Hazard Analysis necessary for the implementation of hazard controls for that Job Title or Occupation.

<http://www.myjobhazardanalysis.com>