

Job Hazard Analysis: Find the Danger Before You Start

Why it matters. Most injuries happen during normal work, at a step everyone thought was routine. A job hazard analysis (JHA) breaks a job into steps, finds what can hurt you at each step, and sets a control before anyone starts.

KEY POINTS

- A JHA looks at one job, step by step — not the whole site.
- For each step, ask: what can go wrong, and how bad could it be?
- Fix the hazard at the source first. PPE is the last line of defence, not the first.
- The people who do the job help write the JHA. They know where it really goes wrong.
- A JHA is a living document. Update it when the job, the tools or the site change, or after a near miss.

STEP BY STEP

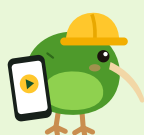
1. Pick the job. Start with jobs that had injuries or near misses, or that are new or rarely done.
2. Break the job into steps in the order they are done. Keep it to the main steps.
3. For each step, list the hazards: moving parts, energy, heights, chemicals, heat, lifting, traffic.
4. For each hazard, choose a control. Try in this order: remove it, replace it, guard or isolate it, change how the work is done, then PPE.
5. Write it down and walk through it with the crew.
6. Check the controls are in place before work starts.
7. Review the JHA after any change, incident or near miss.

NEVER

- ✗ Never copy a JHA from another site without walking the job.
- ✗ Never use PPE as the only control when you can remove the hazard.
- ✗ Never start a job when the JHA does not match what you see.

TALK ABOUT IT

1. Which job in our area had the last near miss? Do we have a JHA for it?
2. At which step of our most common job could someone get hurt badly?
3. Is there a hazard we control with PPE that we could remove instead?



Watch this talk as a short video — and get it in your crew's languages.
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Language used: _____

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