C4 STSC Exam Preparation

Safety on the Job
Welcome

• Safety on the job, day-to-day construction safety
• Safety and health programs, company safety policies, practices, and procedures
  • Safety inspections
    • Safety audits
    • Safety walks
    • OSHA inspections
Learning objectives

In this module, we will look at the knowledge and skills involved with safety on the job, including:

- Company safety and health programs
- Safety inspections
OSHA General Duty Clause

Employers must provide a place of employment...

“free from recognized hazards that are causing or are likely to cause death or serious physical harm...”
OSHA 29 CFR 1926 Subpart C

Safety and health program documents

• Competent person to identify hazards
• Role of management
• Employee training

Competent Person
The concept of a competent person is used throughout OSHA standards and documents. See 29 CFR 1926.32(f), which defines a competent person as "one who is capable of identifying existing and predictable hazards in the surroundings or working conditions which are unsanitary, hazardous, or dangerous to employees, and who has authorization to take prompt corrective measures to eliminate them."
Effective programs

- Look beyond specific requirements of law
- Seek to prevent injury, illness—whether or not compliance is an issue
- Systematically identify, evaluate, prevent, control current, foreseeable hazards
Documentation

- Program in writing less important than effectiveness
- Size, complexity of operations may require written program
  - Policies
  - Priorities
  - Application of rules
Major elements

Standards, policies and procedures for:

- Management commitment
- Supervisor responsibility
- Employee involvement
- Worksite analysis
- Hazard prevention, control
- Safety, health training
Worksite analysis

- Include changes that may create hazards
- Unawareness of hazard is sign of ineffectiveness
- Effective safety management actively anticipates hazards
Worksite analysis measures

- Conduct a comprehensive baseline survey
- Involve employees
- Analyze new and future facilities, processes, materials, equipment
- Perform job safety analyses (JSAs)
- Assess ergonomic risk factors
- Conduct regular site safety and health inspections
- Investigate accidents and incidents
- Analyze injury and illness trends for patterns
Hazard notification system

- For hazardous conditions, responses
- Encourage use, without fear of reprisal
- Use employee insight, experience for safety, health
- Use to address employee concerns
Identify items for further review

Safety and health programs

Are there gaps in your knowledge regarding the following items? If so, make a note in your Study Guide for further review.

• OSHA 29 CFR 1926 Subpart C
• Effective programs
• Documentation
• Fitness for duty
• Major program major elements
• Worksite analysis
• Hazard notification system
Field audit roles

- Formal inspections (field audits) help with tracking project conditions, jobsite behaviors
- Conduct inspections with project personnel, management
- Management sees safety challenges, involves them in solutions
- General contractors may require weekly audits with subcontractors
- Involvement gets collective observations, timely responses, management talking with employees
Recognizing positives and negatives

- Don’t just emphasize negatives, weaknesses, violations
- Recognize good behavior, practices
  - Wearing PPE
  - Going above and beyond for safety
  - Following rules every day
- Positive recognition a powerful tool to stimulate good safety culture
Inspection focus

- Immediately dangerous to life or health (IDLH)
- Focus Four hazards
  - Falls from heights
  - Struck by objects, vehicles
  - Caught-in, -between hazards, including excavation cave-ins
  - Electrical hazards—overhead power lines, power tools, cords, outlets, temporary wiring
- Fatality prevention program areas

TIP
The terms “audit” and “inspection” are used interchangeably in this course for the process used to track project conditions and jobsite safety behaviors.
Safety walks

• Assess day-to-day safety
• Assess safety program effectiveness
• Get direct feedback
Housekeeping

Poor housekeeping contributes to:

- Injuries
- Incidents
- Negative attitudes toward safety

TIP

Poor housekeeping is the number one cause of injuries due to slip, trip, and fall hazards.
Sanitation

• Bad conditions include
  • Insufficient, dirty bathrooms
  • Lack of hand washing facilities
  • Unsanitary lunch areas
• Good sanitation a morale boost, positive influence on safety culture
• OSHA requires one toilet, urinal per 40–50 people, depending on number on site

TIP
Portable toilet manufacturers will typically provide specifications on the number of toilets necessary for a jobsite.
Access, egress

- Walking around contributes to a majority of injuries
  - Designate travel paths, separate from vehicles
  - Working surfaces level, stable, with signage
  - Signs, lighting for emergency exits
- Stairs, ladders, ramps
  - Required for elevation change over 19 inches
  - Stairs over four steps must have railing, handrail
  - Job-built ladders must follow 29 CFR 1926.25
- Aerial work platforms (AWPs)
  - Inspected
  - Certification, authorization to operate
Electrical

• Temporary power systems
  • 120 v must have GFCIs or assured equipment grounding conductor program

• Temporary lighting must have guards to protect bulbs

• Electrical cords
  • Good repair; not frayed, cut, nicked
  • Kept off ground to avoid tripping, damage from equipment

TIP

Combining power cords with multi-outlet power strips—a practice called “daisy-chaining”—is an electrical hazard typically found on construction sites. Do not daisy-chain power strips.
Basic safety compliance

- 100% compliance
  - Hardhats
  - Safety glasses
  - Gloves
  - Work boots
- When safety is viewed as a hindrance, the result is high rates of incidents, injuries

**TIP**

Employee rejection of PPE is the major reason why PPE is not used
Identify items for further review

Safety inspections

Are there gaps in your knowledge regarding the following items? If so, make a note in your Study Guide for further review.

- Field audit roles
- Recognizing positives and negatives
- Inspection focus
- Safety walks
- Housekeeping
- Sanitation
- Access and egress
- Electrical
- Basic safety compliance
Responding to unsafe acts and conditions

- Conduct yourself in a professional manner.
- Do not assign blame or spotlight those involved.
- Use safety stand-downs to stop work, notify others, make corrections.
- Have a stop work policy that empowers all when unsafe acts, conditions are observed.
- Document and communicate discoveries, actions, corrections.
Correcting observed deficiencies

• Strategies for correcting, mitigating unsafe conditions often come from:
  • Best practices
  • Group discussions, input
  • Subject matter experts
  • Equipment manuals
• Correcting unsafe behaviors is often more challenging than correcting unsafe conditions.

TIP

Best practices for correcting deficiencies include the use of engineering and administrative controls from the hierarchy of controls.
Disciplinary actions

Willful disregard of safety and health

- Have a disciplinary policy, jointly developed with human resources.
- Discipline in private, professionally.
- Have documentation (photos, videos).
- Be a good listener.
- More drastic action may be unnecessary.

TIP

Recording all corrective contacts and actions, even minor infractions, is important for monitoring and handling poor safety behavior.
Lessons learned

- Learn from near miss incidents, unsafe conditions, behaviors.
- Use incident details for team building, but respect privacy.
- Ask for team members’ opinions, ideas.

TIP

Use lessons learned over time to find and evaluate safety trends at your company.
Identify items for further review

**Post-inspection**

Are there gaps in your knowledge regarding the following items? If so, make a note in your Study Guide for further review.

- Responding to unsafe acts and conditions
- Correcting observed deficiencies
- Disciplinary actions
- Lessons learned
OSHA inspections

- OSHA may conduct unannounced workplace inspections.
- Inspections are prioritized.

TIP
OSHA only inspects U.S. locations.
OSHA inspection priorities

Urgency Level:
• Priority #1 – Imminent danger
• Priority #2 – Fatalities, serious injuries, illnesses
• Priority #3 – Employee complaints
• Priority #4 – Programmed, high-hazard inspections
• Follow-up inspections
• Random inspections

TIP
Many safety incidents come from the hazards created when there are multiple employers on the same worksite. OSHA has policy for citing multi-employer worksites.
Types of violations

- Other than serious
- Serious
- Willful
- Repeat
- Failure to abate
Identify items for further review

OSHA inspections

Are there gaps in your knowledge regarding the following items? If so, make a note in your Study Guide for further review.

- OSHA authority
- OSHA inspection priorities
- Citations
- Types of violations
Safety on the Job

Final Words

Summary of safety on the job

• Safety and health programs
  • Company safety policies, practices, and procedures
• Safety inspections
  • Safety audits
  • Safety walks
  • OSHA inspections
• Post-inspection
  • Responding to unsafe acts, conditions, concerns
  • Lessons learned