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ob Safety Analysis

A Job Safety Analysis (JSA) is an assessment of work tasks or job activities and the workplace to identify risks and hazards and establish whether adequate precautions are in place. It is closely related to the Risk Assessment Process and in the UK the two are generally treated as a single process.

However JSA is widely used in the USA where it is promoted by the Occupational Safety and Health Administration (OSHA) and Facility Managers working for international businesses should be familiar with the terminology and approach. Some authorities prefer the term Job Hazard Analysis.

Strictly speaking the difference between JSA and Risk Assessment lies in the scope of the process. Risk Assessment identifies hazards related to an activity, evaluates the level of risk involved and proposes control measures to reduce the level of the risk. JSA assesses specific work tasks to ensure that the methodology and equipment used are safe.

In this way some organisations use Risk Assessment at a high level to evaluate the probability of identified risks and the severity of the possible consequences for a whole activity, whereas a JSA is used as a lower level tool on a day to day basis for identifying hazards for a particular job and ensuring that control measures are in place.

JSA's can be produced either by observation of the methods used by the worker actually performing the job or by experienced staff and supervisors completing an analysis through discussion. The job is split down into basic tasks in the order in which they are performed to identify potential hazards and to identify the safest way to perform them.

Any control measures identified should provide a basis for specific job safety instructions, which in turn should be built into standard operating procedures. Any changes to instructions and procedures following a JSA must be immediately communicated to the employees. Risk Assessments can be used to prioritise the review of JSA's.

Some organisations expand the JSA analysis into all aspects of the job, not just safety. This approach is known as total job analysis. This approach is based on the idea that safety is an integral part of every job and not a separate entity.

A JSA, or a written work procedure based on it, can form the basis for useful regular contact between supervisors and workers. It can serve as a teaching aid for initial job training and as a briefing guide for infrequent jobs. It may be used as a standard for health and safety inspections or observations. In particular, a JSA will assist in completing comprehensive accident investigations along with any Risk Assessments covering related activities.

*There are a number of useful books explaining the Job Safety (or Hazard) Analysis process. The most recent being *The Plain English Safety Guide to Job Hazard Analysis* by Gary G Archer published by Createspace ISBN-10: 146109285X*