

A Shotcrete feature:

SAFETY SHOOTER

New Hire Safety Orientations Explained

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At Joseph J. Albanese, Inc. (JJA), we take great pride in preparing our new employees for work out in the field. We give them information on our safe work practices as well as safe work practices in our industry. Whether the new employee is a laborer or an operating engineer, the safety orientation differs very little and can be given in English or Spanish. Our goal is to provide a safety orientation that encompasses all trades so that all field workers can recognize what is safe and what is not for themselves and their fellow coworkers.

The JJA safety orientation consists of four informative videos on our general industry and safe practices that should be followed at all times to avoid injuries.

The first video is the JJA company safety video. This video explains our company's various safety policies and the type of work we do. It is made very clear that we expect all work to be done with safety in mind.

The second video is a back safety video. This video explains the importance of lifting correctly as well as how to avoid back-related injuries. This video opens the eyes of a lot of new employees who probably take better care of their tools than they do their own backs. In our industry, back injuries are not uncommon, but with the right message, they can be minimized

by making the workforce aware of the dangers of incorrect lifting practices.

The third video deals with the subject of blood-borne pathogens. It is very detailed and educates the worker on how to safely handle a situation where blood-borne pathogens may be involved.

The fourth and last video is a trenching, excavation, and shoring video that explains and visually educates the worker on the proper safety measures required when working on, in, or around an open excavation. At JJA, we believe it is our responsibility to provide every worker with the safety tools and information needed on any of our job sites.

The next step in the safety orientation process is going over our Code of Safe Practices. As we review our various safety policies, workers are encouraged to be interactive and ask questions about something that they had encountered in the past or about something that isn't clear or doesn't make sense to them. The company drug and alcohol policy is also explained in detail and signed off by the employee.

All of this combines to create a very powerful and educational safety orientation. Injuries are reduced on job sites



because the workers are given the knowledge they need to notice and correct a dangerous situation before an injury occurs. This helps make safety not only a Safety Department issue but a company-wide practice.

One specialized type of safety orientation is our fall protection certification. This certification can be given in either Spanish or English. We provide our workers with the type of fall protection or fall arrest system they need to complete their particular task. However, they must first go through the certification process.

To begin, we explain when and why fall protection is required and how it keeps them safe. Workers need to understand that this is a serious safety issue. The first part goes over inspecting the equipment. In the JJA Safety Department, we personally inspect every piece of fall protection/arrest system from the time we first receive it to the time we replace it, and every time it is used in between. We take pride in only giving out equipment that we would use ourselves. We explain that all fall protection has to be inspected every day before it is used.

The second part is showing the worker how to properly put on the fall protection they are using. We are extremely clear that any misuse of this equipment could create a greater hazard to the worker than not wearing it at all. The third and fourth parts tie together, as we go over how, and to what, to safely tie off. We make sure they understand how serious it is to be safely and correctly tied off. It can mean the difference between an uncomfortable fall and a serious injury or fatality.

The last part of the orientation includes going over what fall protection works at certain heights and what does not. Employees need to know that when they are working 10 ft (3 m) high they must use a retractable fall arrest system, not a 6-ft (2 m) lanyard that can extend another 3-1/2 ft (1 m), possibly allowing them to hit the ground before stopping. A retractable is the only type of fall arrest system that allows a maximum 2-ft (0.6 m) free fall. We want our workers to be comfortable with the fall protection/restraint/arrest system we give them to use and to know why we gave them that particular system. When we finish the certification, we answer any questions the worker may have.

When both sides are comfortable that they have received and given all the required information possible on this subject, the worker signs a JJA Fall Protection Certification sheet acknowledging that they have been trained and are certified to use our fall protection equipment.

New Hires Orientation

Videos

- *Company Safety*—10-minute video that explains JJA policies and what is expected of all employees concerning safety on the job site;
- *Back Safety*—10-minute video that reviews safe practices concerning how to lift objects without causing injury to the back;
- *Blood-Borne Pathogen*—20-minute video that explains the dangers caused from possible blood contamination or infections; and
- *Trenching and Shoring Safety*—22-minute video that reviews trenching and shoring regulations. Good video because it states the same rules and policies followed by JJA.

Lecture/discussion

- *Code of Safe Practices*—Review the JJA Code of Safe Practices, including the “three strikes and you’re out” policy, and discuss in more detail what is expected from all JJA employees; and
- *Substance Abuse Prevention Program*—Review the policy with the worker, including an explanation of what it is about and when someone can be tested.

Fall Protection Orientation

- When it is required—6-ft (2 m) drop or greater
- How to inspect—wear and tear
- How to put on—correct way to wear and adjust
- How to tie off—correctly
- What to tie off to—dos and don’ts
- What you can’t tie off to—never accepted
- What works at different heights—appropriate and inappropriate

