

Welcome to the Hard Hat Training Series!



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Welcome to the Hard Hat Training Series. The purpose of this training is to increase awareness for fatigue in the workplace. By studying and acting upon this training, you should be able to actively prevent incidents and improve mental health. The goal is that by the end of this training, you will have the tools necessary to deal with stress, fatigue, and exhaustion.



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What is Fatigue?

Fatigue is defined as the feeling of extreme tiredness resulting from mental or physical exertion. This exhaustion is often experienced because of outside factors or an untreated illness. Some of the most common fatigue symptoms include the loss of motor skills, an inability to focus, and even lowered immune systems. This makes employees who are fatigued at work a hazard to themselves and their fellow co-workers.



Did You Know?

According to several recent medical studies, 1 out of 3 Americans are sleep deprived.



Consider the Following Story

The *Exxon Valdez* was on its way through the Prince William Sound, carrying just over 53 million U.S. gallons of oil, when the ship struck the rocks of the Bligh Reef, spilling its oil into the ocean. To this day, this accident is considered one of the worst environmental disasters ever caused by humans and the second largest in U.S. waters.



Within just a few days, 10.8 million gallons of oil emptied into the bay, killing thousands of fish, otters, and seabirds. Additionally, an ocean storm pushed large amounts of oil onto the beaches, coating the bays in a glaze of black oil.



Why did it spill? It was determined that the Exxon Shipping Company wasn't supervising the ship's captain and crew. In fact, the crew was half its old size, with 12 to 14-hour shifts, not including overtime, for each member. The third mate was exhausted and couldn't maneuver the ship properly. Had the crew been monitored or been given the time to manage their obvious exhaustion, this massive environmental disaster may have been avoided.





This story is obviously a worst-case scenario, but that does not mean that accidents can't happen in any given workplace. In fact, there is a large percentage of employees who work without considering their health. However, as we have just read, and will continue to see throughout this training, working without managing fatigue will lead to serious problems for you and those you work with.



Did You Know?

32% of all workplace accidents or near-misses each year occur because of a fatigued employee.



While everyone deals with fatigue and needs to learn how to manage it, there are some people who are put at greater risk than others. These employees include those who operate heavy machinery or work swing/night shifts. Therefore, there will be portions of this training dedicated to employees who work under these circumstances.



Still, the process for learning how to manage fatigue is universal. All the facts and instructions in this training are for all employees, regardless of responsibilities.



For Example:

When it came to the story of the Exxon Valdes, both the shipmen and their supervisors were at fault for the disaster. While the crew members were working excessive hours, the third mate maneuvered the ship poorly. Likewise, the shipping company was not monitoring the ship's captain or crew as they should have been doing.



In this training, we will first define fatigue. We will look at its causes as well as the different ways it is manifested. By recognizing the symptoms and risk factors, you will become better equipped with the tools you'll need to always stay focused at your work site.



You will also receive instruction on how to prepare yourself in order to stay energized. These tips will prevent fatigue from having a damaging influence on your life.





Additionally, you will be able to treat fatigue symptoms if you are already tired and weak on your jobsite. You will be able to recognize the symptoms in yourself before you cause serious damage to your health.



The Life & Times

Monday, September 18, 2019

Safety in the Workplace A3

Investigators looking into recent worker fatality

Federal Way – Early in the morning last Saturday, local construction workers hired to install several utility poles were involved in an accident that killed two and injured four.

The horrific chain of events started with a relatively minor accident at 7 a.m. during which a pole was knocked into a water line.



Throughout this training, we will look at real, investigated accident profiles. In some cases, two or three similar accidents have been combined for the purpose of illustrating key safety principles. They will show just how quickly things can go wrong when safety procedures are ignored, resulting in injuries or fatalities.



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STANDARDS

General Duty Clause 5(a)(1) - *"Each employer shall furnish to each of his employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm to his employees."*

Safety begins with knowledge and a basic understanding of the standards governing your specific industry and work situation. Although there are no standards explicitly covering fatigue, OSHA's General Duty Clause requires employers to provide a workplace free from recognized hazards that could cause death or serious physical harm to employees.



Why Training?

No matter the situation, it is common to hear workers and even employers ask, “Where does it state we need to be trained?” Can’t a worker also be deemed “qualified” based on experience? The answer is “no.” Experience helps, yes, but regulations are very clear that employees must be trained (no matter how long they’ve been on the job) and that it is the employer who is responsible for overseeing that safety training, ensuring employees have the understanding, knowledge, and skills needed to operate safely.



Initial training and refresher training, as well as any written and practical evaluations, must be documented and filed. At the very least, employers need to show proof of proper and consistent training (in the way of training outlines, class lists, training goals, tests, certificates, and so on.) These documents should include the name of the person who taught the class or conducted the evaluation.

WORKERS MUST RECEIVE REFRESHER TRAINING WHEN...

1. There are changes in their assigned duties.

2. There are changes regarding potential exposure to hazards, for which the employee has not received training.

3. If any deficiency has been noted in an employee's work performance that is related to the safety and health of themselves or other workers.

4. If an accident has occurred, or anytime an employee is injured or nearly injured during operations.

Note: In some areas, refresher training is required at least every three years (if not sooner).

Training is not just a one-and-done occurrence; it is ongoing. In fact, training should take place whenever there is a demonstrated need for it. We have listed several instances when refresher training would be required. Can you think of any others?





The extent of training will be determined by the employer, but at the very least it should include classroom instruction followed by a written and practical examination that prove continued competency.



With all that you will learn in this training today, you and your co-workers will be able to set up plans to keep each other safe. Their safety is as much your responsibility as it is theirs. Only by cooperation will you be able to build a community of safety in the workplace.



General Knowledge

SAMPLE



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