



Job Hazard Assessment - This document is dynamic and subject to revision as conditions change.

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Client/Site:	Project:	JHA Assessment Date: Sept 2026	Task Start Date:
JHA Title: Grinder Use	Supervisor(s):	JHA Author: HSE Manager	

PPE Required:	• Cut resistant Gloves • Hearing protection above 85 dBA • CSA approved Full Face Shield • CSA "Green Triangle" Safety Footwear	• FR Coveralls as required • High Viz Vest/Reflective Stripes • CSA Approved Hard Hat • Fall Protection when required - above 10 feet	List any other PPE below • • •

TASK	Pre Control	HAZARDS	CONTROLS	Post Control
Pre-job planning, PPE, and area preparation	L	• Inadequate hazard awareness • Unprotected bystanders exposed to sparks/flying debris • Grinding near flammable materials or atmosphere	• Review this JHA and complete a FLHA before starting task. • Confirm whether a Hot Work Permit and/or gas test is required for the location (grinding produces sparks and is a hot work ignition source); obtain permit before proceeding if required. • Establish an exclusion zone around the work area to keep bystanders clear of sparks and flying debris; erect spark screens/welding curtains where others are working nearby. • Remove or shield combustible and flammable materials from the spark radius; keep a charged fire extinguisher at the work location. • Confirm operator is trained and competent in safe grinder operation for the task. • All workers in the area to don full PPE, including face shield over safety glasses, before grinding begins.	L
Inspect skid steer prior to use	L	• Faulty or damaged equipment • Missing or modified guard • Incorrect disc for the tool or task	• Complete a documented pre-use inspection prior to starting task, including: housing and cord/battery condition, trigger and lock-off switch function, guard present and not modified or removed, and correct backing plate/flange installed for the task. • Confirm the disc's rated RPM meets or exceeds the grinder's maximum no-load speed, and that the disc type (grinding vs. cutting) matches the task — the two are not interchangeable. • Inspect the disc for cracks, chips, or excessive wear before mounting; discard any damaged disc. • Any deficiencies found are to be reported immediately and the grinder tagged and removed from service until repaired.	L



TASK	Pre Control	HAZARDS	CONTROLS	Post Control
Inspect grinder prior to use	M	- Faulty or damaged equipment - Missing or modified guard - Incorrect disc for the tool or task	- Complete a documented pre-use inspection prior to starting task, including: housing and cord/battery condition, trigger and lock-off switch function, guard present and not modified or removed, and correct backing plate/flange installed for the task. - Confirm the disc's rated RPM meets or exceeds the grinder's maximum no-load speed, and that the disc type (grinding vs. cutting) matches the task — the two are not interchangeable. - Inspect the disc for cracks, chips, or excessive wear before mounting; discard any damaged disc. - Any deficiencies found are to be reported immediately and the grinder tagged and removed from service until repaired.	L
Install or change grinding/cutting disc	H	- Unexpected start-up while changing disc - Pinch points - Disc failure from improper mounting	- Disconnect the power cord or remove the battery before installing or changing a disc. - Use only the correct disc size and arbor for the tool; never force a disc onto a mismatched spindle. - Tighten the mounting nut to the manufacturer's torque spec — do not overtighten. - Perform a visual and ring/tap test on the disc for cracks before mounting. - Confirm the guard is reinstalled and correctly positioned before returning the grinder to service.	L
Secure workpiece and set up work area	M	- Workpiece movement during grinding - Unstable footing - Congested or cluttered work area	- Secure the workpiece in a vise or with clamps; never hand-hold small or loose material being ground. - Clear the immediate work area of trip hazards, loose material, and combustibles. - Confirm stable footing and adequate lighting before starting. - Barricade or tag the area if grinding at height, over an edge, or in an active walkway.	L
Operate grinder: Grinding or Cutting	M	- Kickback - Contact with rotating disc - Flying sparks, metal fragments, or debris causing eye/skin injury - Entanglement (loose clothing, gloves, or long hair caught in disc) - Hand-arm vibration and noise exposure	- Maintain a firm, two-handed grip at all times; use the side handle where fitted. - Position your body out of the plane of disc rotation in case of kickback or disc failure, never stand directly in line with the disc. - Allow the disc to reach full speed before contacting the material; apply moderate, steady pressure — do not force the cut. - Never use the side of a grinding disc for cutting unless the disc is specifically rated for that use. - Remove loose clothing and jewelry, and tie back long hair before starting. - Keep bystanders out of the spark and debris zone established in Task 1. - Take regular breaks and rotate tasks where practical to limit hand-arm vibration exposure. - Ensure adequate ventilation, or use dust extraction, when grinding coated or painted surfaces.	L



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TASK	Pre Control	HAZARDS	CONTROLS	Post Control
Fire prevention during hot work	M	- Sparks igniting nearby combustibles - Fire in a confined space or near a flammable atmosphere	- Do not grind near open flammable liquids, gas cylinders, or in an atmosphere that has not been tested and cleared. - Maintain a fire watch with a charged extinguisher for the duration of grinding and for a period afterward per site Hot Work Permit requirements. - Keep the spark radius clear of combustible material for the distance specified by the site's hot work procedure. - Stop work immediately and report any smoke, smoldering material, or fire.	L
Emergency response: Disc failure or kickback	M	- Sudden disc shattering or binding - Laceration or impact injury - Eye injury from fragments	- Full face shield worn over safety glasses at all times while grinding — this is the primary protection against a disc failure. - Maintain grip and control of the grinder at all times; if the disc binds, release the trigger and withdraw — do not force it. - Stand out of the plane of rotation, as established in Task 5, so a shattering disc throws fragments away from the body. - Report any disc failure or near-miss immediately; remove the grinder from service pending inspection. - Confirm a first aid kit and eyewash station are accessible at the work location before starting.	L
Post-task shutdown and housekeeping	H	- Contact with a hot or still-spinning disc - Trip hazards from cords - Improper disposal of a worn disc	- Allow the disc to come to a complete stop before setting the grinder down. - Disconnect the power cord or remove the battery when the grinder is not in use. - Let the disc and workpiece cool before handling. - Store the grinder with the guard in place; coil cords and clear the area of metal shavings and debris. - Dispose of any worn, cracked, or damaged disc — never reuse.	L
End of Day / Demobilization	M	- Incomplete equipment shutdown or securing, leading to hazards after crew departs - Fatigue-related incidents during clean-up and final tasks - Slips, trips, and falls from end-of-day housekeeping - Tools/equipment left in unsafe condition or location - Unresolved hazards not communicated to next shift	- Shut down, de-energize, and secure all equipment before leaving work area - Conduct end-of-shift housekeeping; return tools and materials to proper storage - Complete sign-out log and confirm all personnel are accounted for - Report any incidents, near misses, or outstanding hazards to supervisor before leaving site - Conduct a brief end-of-day debrief to communicate any changes for the next shift	L
List any other tasks/ hazard or controls				



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Leadership Sign off

Shop Supervisor Name:		Signature:		Date:	
HSE Manager Name:		Signature:		Date:	

Please sign your name below to acknowledge that you understand and will follow the requirements and conditions outlined in this JHA.

[illegible]



All hazard ratings in this JHA shall be validated using the Risk Assessment Matrix. Workers are required to cross-check the selected consequence and likelihood levels against the matrix to ensure compliance with Tri-Energy's risk assessment methodology.

Risk Assessment Matrix									
Potential Consequences					Increasing Likelihood				
					1	2	3	4	5
	People	Property	Environ- ment	Reputation	Negligible	Minor	Moderate	Significant	Severe
0	No injury or illness	No damage	No effect	No impact	L	L	L	L	L
1	First Aid	Damage <\$2,000	< TDG limit	Slight impact	L	L	L	L	L
2	Dr visit req.	Damage <\$10,000	< TDG limit	Concern stays at location	L	L	L	M	M
3	Modified work < 5 days	Damage <\$25,000	> TDG limit on ground	Affect ability to work at location, regulators	L	L	M	M	H
4	Missing work (LTA)	Damage <\$100,000	Any into standing water body	Public response required	L	M	M	H	H
5	Permanent disability or fatality	Damage >\$100,000	Any into flowing water system	On-going public response with lasting impacts	M	M	H	H	H