



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: Skid Steer - Loading & Unloading	Supervisor(s):	JHA Author: HSE Manager	

PPE Required:

- Gloves appropriate for task
- Hearing protection above 85 dBA
- CSA approved eye protection
- CSA "Green Triangle" Safety Footwear

- FR Coveralls as per task
- High Viz Vest/Stripes
- CSA Approved Hard Hat as per task
- Fall Protection when required - above 10 feet

List any other PPE below

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TASK	Pre Control	HAZARDS	CONTROLS	Post Control
Pre-job planning, PPE	L	• Inadequate hazard awareness • Unauthorized/untrained personnel entering work area • Struck-by/pinch hazards from operating equipment	• Review this JHA and complete a Field Level Hazard Assessment (FLHA) with all crew members before starting task. • Establish and clearly mark an exclusion (no-go) zone around the equipment's full operating/swing radius; no unauthorized personnel permitted inside. • Confirm operator holds a valid equipment ticket/competency evaluation for the specific skid steer model. • All workers in the area to don full PPE before entering the work zone. • Confirm operator has a functioning radio or other communication method before starting work.	L
Inspect skid steer prior to use	L	• Faulty or damaged equipment • Incompetent operator	• Complete a documented daily pre-use inspection prior to starting task, including: tires/tracks, hydraulic hoses and fittings for leaks, forks/attachments and locking pins, backup alarm and horn function, lights, ROPS/FOPS structure for damage, and seatbelt condition/function. • Operator to be competent and suitably trained/certified to operate the skid steer; competency evaluation to be completed and on file with supervisor. • Operator to review the operating manual and complete the pre-use checklist prior to starting task. • Any deficiencies found are to be reported immediately and the equipment tagged and removed from service until repaired.	L
Adjust fork width to suit the load, then mount equipment	M	• Pinch points when adjusting forks • Slips, trips, falls when mounting or dismounting equipment • Door/window slamming	• Always use proper hand placement when adjusting forks; keep hands and body parts clear of pinch points at all times. • Use three-point contact when mounting and dismounting equipment. • Seatbelt to be worn and fastened at all times whenever the equipment is in operation. • Adjust seat and mirrors for full visibility before beginning work. • Ensure the door entrance is latched when entering the cab, and slowly lower the cab window/door by holding it until fully closed.	L

TASK	Pre Control	HAZARDS	CONTROLS	Post Control
Load material onto forks	H	- Poor ground conditions - Congested work area - Blind spots - Unsecured or unbalanced load - Damage to load/objects from improper fork contact - Injury or damage from a falling load - Suspended loads - Contact with trailer - Incompetent spotter	- Inspect ground conditions prior to operating in the area; reduce speed if ground is poor or uneven. - Move equipment and materials out of the way to reduce congestion at the work location; no unauthorized personnel in the work area. - Use a spotter in congested areas or wherever visibility is limited; spotter to be adequately trained and competent, and to remain in the operator's clear view at all times. - Ensure the load is secured on the pallet, balanced, and stabilized before any lifting or movement takes place. - Do not exceed the equipment's manufacturer-rated operating capacity. - Center forks under the load or pallet before picking up; drive forks into the load until contact with the mast, then lift approximately 4 inches and tilt forks back to secure the load for travel. - Loads are never to be lifted or traveled over any worker or object in the work area. - Use a spotter when off-loading materials from a flat deck trailer.	L
Remove load from trailer or stacked materials	M	- Contacting equipment or materials in the area - Ground personnel in the area - Load shifting - Limited vision and blind spots	- Use a designated spotter when backing up in a congested work area. - Ensure unauthorized ground personnel are removed from the loading area before the move begins. - Once the load is in place, slowly reverse the skid steer clear of the deck or stacked materials, using a spotter. - Ensure the load is stable and secured on the pallet and will not shift during travel. - Loads are never to be lifted or traveled over any worker or object in the work area.	L
Move load to the pre-determined off-loading location	M	- Traveling too fast - Limited vision/blind spots - Traffic in the area - Unfamiliar or unplanned route of travel - Tip-over on uneven ground or side slopes	- Do not travel with a load at high speed. - Do not travel with a load height that obstructs the operator's vision. - Travel with the load carried low, approximately 6 inches above ground, and tilted back. - Designated spotter to be competent and trained. - Ensure the route of travel is completely clear of obstructions and pre-planned by the operator before moving. - Avoid traveling across slopes that exceed the manufacturer's rated limit; if a slope must be crossed, keep the load oriented toward the uphill side. - Use a flagger to control traffic where needed. Always shoulder-check when backing up to confirm the area is clear of other workers and objects.	L
Off-load materials	M	- Incompetent operator - Damaged load or material from contact with forks - Pinch/crush points between load and ground	- Lower forks to approximately 1 inch below the pallet slot or load, then back out until clear of the load. - Ensure the load is placed under control and set down level. - Ensure forks do not contact load materials in a way that would cause damage.	L



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TASK	Pre Control	HAZARDS	CONTROLS	Post Control
Park equipment after use	M	- Traveling too fast - Backing up into structures other vehicles/equipment - Improper placement of equipment	- Do not travel at high speed when parking equipment. - Inspect the parking area before parking; park on level ground and away from high-traffic areas. - When parked, lower forks fully to the ground and tilt slightly forward to prevent worker contact with the fork ends. - Shut off equipment and apply the parking brake before exiting the cab. - Ensure the door entrance is latched when exiting the cab, and slowly lower the cab window/door by holding it until fully closed. - Place cones/delineators around the parked equipment.	L
Emergency response/ rollover or tip-over	H	Equipment rollover or tip-over due to uneven terrain, overloading, excessive speed, or turning with an elevated/extended load	- Seatbelt must be worn and fastened at all times whenever the equipment is in operation. - If the equipment begins to tip or roll: stay seated, keep the seatbelt fastened, brace firmly, and lean away from the direction of impact — do NOT attempt to jump clear of the equipment. - Do not exceed the manufacturer's rated operating capacity; travel with the load carried low and tilted back. - Avoid abrupt turns and excessive speed, particularly with an elevated or extended load. - Report any tip-over or near-miss immediately; remove the equipment from service pending inspection before further use.	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 loca- tion, 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 dis- ability or fatality	Damage >\$100,000	Any into flowing water system	On-going public response with lasting impacts	M	M	H	H	H