

Lessons Learned

Lessons Learned Developed Following:

- Fatality;
- Injury;
- Incident; or
- Near Miss

Why Aren't More Lessons Learned Reported and Published?

- Employee concerns:
 - Disciplinary action
 - Embarrassment
- University concerns:
 - Negative impact on reputation
 - Trigger a Cal/OSHA inspection
 - Campus Counsel
 - EH&S staff workload

Lessons Learned Format

- What happened?
- What went right?
- What should have been done differently
- What was the cause?
- What corrective actions have been (or will be) taken?
- What are the Lessons Learned?

Health & Safety Program Elements - Incorporate into the Lessons Learned

Inspections:

- Periodic - Documented
 - Identify & correct unsafe conditions & work practices
- Machinery
- PPE, tools, equipment
- New equipment/process
- Before beginning the job/task

Hazard Analysis:

Labor Occupational Health Program (LOHP), UC Berkeley
8 Hour Emergency Response HAZWOPER Refresher Course, 2026

- Job Hazard Analysis (JHA)
 - Involve affected worker in development of JHA
 - [Job Safety Analysis | Office of Environment, Health & Safety \(berkeley.edu\)](#)
- Standard Operating Procedures (SOPs) to address hazards
- EH&S Fact Sheets
- Hazard Analysis in Laboratories – American Chemical Society (ACS) RAMP
 - Recognize hazards
 - Assess the risks from the hazards
 - Minimize risks of the hazards
 - Prepare for emergencies
- Lab SOPs must include how to control exposure(s)

Training:

- Initial – First assigned to task
- Supervisors - Hazards their employees may be exposed to
- Group Meetings
 - Start with Safety Moment
- Tailgate safety meetings
- Periodic (At least annually)
- New equipment, process, SOP, JHA
- Worker observed not having requisite knowledge/skill to perform the task safely
- Following an accident, incident, fatality, near miss

Use of Machinery, Equipment, Instruments, PPE:

- Machinery & equipment - Inspected and maintained as recommended by the manufacturer [Title 8, Cal. Code Regs., Section 3328(b)]
- Follow OSHA regulations, consensus standards (ANSI, ASHRAE, UL, NEC, NFPA, etc.)

H&S Programs:

- Injury Illness Prevention Program (IIPP)
- Personal Protective Equipment
- Hazard Communication
- Respiratory Protection
- Emergency Action Plan
- Fire Prevention Plan
- Chemical Hygiene Plan
- Toxic Gas Program
- Bloodborne Pathogen Exposure Control Plan
- Confined Space

- Forklift/Elevated Work
- Carcinogens
- Lock Out Tag Out
- Hazardous Waste
- Radiation Safety

Supervisor/Management Responsibilities:

- Ensure employees receive initial & ongoing training on hazards unique to the job assignment
 - Review incidents and Lessons Learned with affected employees
 - Tailgate safety meetings and/or Safety Moments
- Monitor employees regarding H&S practices
- Review & approve SOPs, JHA's, H&S policies & procedures
- Receive training on hazards their employees may be exposed to
- Ensure inspections are conducted
- Consult EH&S as needed
- Implement progressive discipline for employees not complying with H&S policies