

# Safety Bulletin



## Hazard Assessment Participation

Worker participation is central to OHS in general and hazard assessments in particular. At the most basic level, worker participation is a basic right set out in OHS legislation. Worker participation in OHS activities, such as hazard assessments, are critical to identifying and addressing problems successfully. It is necessary to observe hazard as workers experience them in order to effectively identify and control them. However, internal review indicates that improper or poorly executed hazard assessments are, at least in-part, responsible for recordable incidents.

Our HSE Management System indicates a requirement for the completion of hazard assessments prior to completing a task or when the conditions of the work environment change; so why are assessments not being conducted to our standards?

## Barriers to Worker Opportunities to Participate

### Organization of Work

The manner in which work is organized can affect the workers' opportunity to participate in the hazard assessment process. For example, the use of subcontractors may undermine traditional organizational structure.

Subcontracting arrangements may result in a loss of in-house knowledge, the transfer of managerial responsibility and a loss of clarity as to who is responsible for what. The subsequent loss of oversight may create internal dynamics that reduce worker participation in hazard assessments.

On larger worksites, the sheer number of parties involved in performing the work may reduce the opportunity for workers to participate in hazard assessment processes. Small work sites or independent/lone work may negate from the formal hazard assessment process due to the lack of immediate enforcement, or supervision.

# Safety Bulletin



## **Pace of Work**

Work hastening may reduce the opportunities for workers to participate in hazard assessments because such assessments may slow production. It may also trigger superficial hazard assessments. In this case, superficial hazard assessments include repetitive/complacent assessments, or identification of very broad (and unassigned) controls (e.g. 'work safe', 'don't get hurt', etc.)

## **Environmental Limitations**

Environmental conditions can affect the opportunity for workers to participate in meaningful hazard assessments. Bad weather is a hazard in itself, but it may also limit the opportunities to conduct a thorough inspection and assessment. Oftentimes, hazard assessments in bad weather are completed 'in the truck' with no visual contact with the worksite or equipment.

## **Overcoming Barriers to Complete Hazard Assessments**

Managers can ensure that hazard assessments are being conducted in various ways. Some of these methods include, but are not limited to:

- **Quality Review of PJHAs**
  - Ensure that the PJHAs are not only completed for the work through eCompliance, but that they are done well.
  - Review hazards and applied controls and discuss any action items or areas of concern with the employee(s).

# Safety Bulletin



- **Be Visible**
  - Ensuring that the minimum site inspection / task observation targets are being met.
  - Talk with and coach the workers on hazard identification processes and ensure that any questions or concerns are addressed during these visits.
- **Train and Re-train as Required**
  - Ensure workers are trained in hazard identification and control measures.
  - Retrain at intervals to ensure that the techniques and methods used to identify hazards are fresh in workers minds and complacency is mitigated.
- **Project Kick Off Meetings**
  - As appropriate, inclusion or communication of the project organization structure so that workers are aware of the hazard assessment requirements.
- **Inclusion for Ownership**
  - Include workers on the development of Safe Work Practices and Safe Operating Procedures.
  - Include workers on the investigation of incidents and development of Corrective Actions.
- **Communication**
  - Share incidents and lessons learned with all applicable workers.
  - Reiterate the Black & McDonald requirements and standards of PJHA completion.
- **Lead by Example**
  - Participate in PJHA and hazard assessments as a manager.
  - Reiterate the importance of hazard assessments and general safety.
- **Celebrate Achievements**
  - Recognize and reward your employees for Good Catches