

Department: Finance & Corporate Services	Position: Payroll Administrator	Prepared Date: August 19, 2022	Revised Date: February 11, 2024
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Instructions: upon reviewing the hazards and applicable hazards associated with tasks - if being reviewed at time of orientation, worker is to complete acknowledgement section of form, if being reviewed for accuracy i.e., annual, post incident, inspection etc., leader assessor and supporting assessor (if applicable) is to be complete the accuracy review section of form. Once completed, please scan to health and safety.

Acknowledgement - Orientation	Accuracy Review
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Date of acknowledgement:	Date of Review:
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Signature acknowledges hazards and the required hazard controls for job position	Print Name	Worker	Print Name	Lead Role	Supporting Role (optional)
	Signature			Signature	

RISK RANKING = PROBABILITY + SEVERITY + EXPOSURE

PROBABILITY 1 NEVER - NEVER GOING TO HAPPEN 2 IMPROBABLE - NOT LIKELY TO HAPPEN 3 REMOTELY PROBABLE - HAZARD VERY RARELY OCCURS 4 PROBABLE - OCCURS OR IS PRESENT OCCASIONALLY 5 VERY PROBABLE - OCCURS OR IS PRESENT FREQUENTLY	SEVERITY 1- MINOR- NO LOST TIME, NO LOSS 2 - MODERATE - MEDICAL AIDS, RESTRICTED WORK, DMG >\$0 3 - SERIOUS - LOST TIME, DMG <\$5,000 4 - VERY SERIOUS - SEVERE INJURY, ACUTE HEALTH EFFECTS, DMG > \$5K 5 - CATASTROPHIC - FATAL, CHRONIC HEALTH, EXTREME DMG >\$25	EXPOSURE 1 - REMOTE - ONCE PER YEAR 2 - INFREQUENT - WEEKLY OR LESS 3 - OCCASIONAL - ONCE PER DAY 4 - FREQUENT - MORE THAN TWICE DAILY 5 - CONTINUALLY - ON A HOURLY BASIS	3-6	LOW RISK
			7-10	MEDIUM RISK
			11-15	HIGH RISK

Task	Existing and/or Potential Hazards	Potential harm	Hazard Health(H) Safety (S)	Probability	Severity	Exposure	Risk Rating (P+S+E)	Hazard Control(s)
Walking to and from the building, walking around worksites	Slip/trip/falls	Lacerations	S	3	2	4	9	Eng: Handrails on stairs Admin: SWP - housekeeping PPE:
	Air quality	Coughing, throat irritation, headaches, or shortness of breath	S	3	1	2	6	Eng: Ventilation preventative maintenance program Admin: SWP - air quality PPE: masks - optional
	Contact with sharps (needles) - blood born pathogens or biohazardous materials	Diseases, illness (acute or chronic)	S	2	1	1	4	Eng: Admin: SWP - housekeeping, exposure plan, SWP - drugs and drug paraphernalia

JOB FORMAL HAZARD ASSESSMENT
SAFETY

Task	Existing and/or Potential Hazards	Potential harm	Hazard Health(H) Safety (S)	Probability	Severity	Exposure	Risk Rating (P+S+E)	Hazard Control(s)
Dealing with people (in person, at meetings, internal and external)	Public/Worker Interaction during/after office hours– workplace violence: stranger violence (i.e. robbery, bomb threats, cyber theft etc), client/customer violence, co-worker violence, violence related to domestic issues	Psychological (flashbacks, nightmares, coping thru avoidance, loss of interest, feeling of guilt, irritability, sleep disorder, hypervigilance, difficulty concentrating)	H	4	1	3	8	Eng: Firewall Admin: Workplace Violence prevention plan, workplace violence training, counselling, emergency response for mental health, shelter in place and lock down, Psychological Directive, personal security, tri leisure e-mails password requirement to change every 90 days PPE:
		Physical (bruises, stabs)	S	2	1	2	5	Eng: Open floor plan, FOP door access Admin: Workplace Violence prevention plan, workplace violence training, SWP – personal security PPE:
	Harassment & bullying	Psychological (flashbacks, nightmares, coping thru avoidance, loss of interest, feeling of guilt, irritability, sleep disorder, hypervigilance, difficulty concentrating)	H	2	2	1	5	Eng: Admin: Harassment prevention plan, harassment prevention training, counselling PPE:
	Mental Stress	Headaches, upset stomach, chronic stress - heart condition, depression, lower back pain	S	2	2	1	5	Eng: Admin: Adequate assigned work tasks, managing stress training, employee assistance provider PPE:
	Handshaking	contracting a pathogen through repeated hand shaking (pathogen – staphylococcus aureus)	H	2	2	1	5	Eng: Admin: Exposure plan, hand sanitizer PPE
	Contact with sick member of public or co-worker (influenza, covid-19,)	Illness	H	3	3	3	9	Eng: Vaccinations (optional) Admin: Exposure plan PPE: Masks (optional)

JOB FORMAL HAZARD ASSESSMENT

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Task	Existing and/or Potential Hazards	Potential harm	Hazard Health(H) Safety (S)	Probability	Severity	Exposure	Risk Rating (P+S+E)	Hazard Control(s)
Dealing with people (in person, at meetings, internal and external)	Worker has a pre-existing medical condition	Illness	H & S	2	2	1	5	Eng: Admin: Emergency response procedure – medical aid, first aiders on shift, first aid kit, emergency response – procedure- mental health PPE
Working on projects, assignments, audit etc. – tight deadlines	Mental Stress	Headaches, upset stomach, chronic stress - heart condition, depression, lower back pain	H & S	3	1	2	6	Eng: Admin: Psychological Directive, managing stress training PPE:
Filing and Storage of supplies and materials	Filing cabinet falling	Crush/pinch	S	3	2	3	8	Eng: Filing cabinets secured. Admin: SWP – filing and storage PPE:
	Materials falling	Struck by/struck against injuries	S	3	2	3	8	Eng: Designated storage areas Admin: SWP – filing and storage PPE:
	Ergonomic issues - Material Handling	Musculoskeletal injuries	S	3	2	3	8	Eng: Counters at elbow level, carts Admin: SWP – ergonomic – lifting/carrying manual, safe lifting training, ergonomic training, SWP - cart PPE:
	Physical hazards – objects falling from overhead	Struck by/struck against injuries	S	3	3	3	9	Eng: Adequate storage area Admin: SWP – filing/storage PPE:
Using chemicals for cleaning etc.	Inhalation issues, topical issues, chemicals entering blood stream and internal organs	Occupational illness (determined by SDS)	H&S	2	1	2	5	Eng: general ventilation Admin: WHMIS, SDS PPE: as required by SDS
Using telephone (land line or cell phone)	Stationary position	Musculoskeletal injuries	S	2	2	3	7	Eng: Speaker option Admin: Limited use, SWP-ergonomic – basic office PPE:
	Biohazards – germs for phone	Illness	S	2	2	3	7	Eng: Speaker option Admin: SWP – housekeeping PPE:
Using equipment with energy source – computer, multipurpose printer	Contact with energy source	Struck by/struck against, burns, electrocution, fire	S	2	2	1	5	Eng: Admin: SWP – managing hazardous energy (lock out/tag out), SWP- multipurpose printer, SWP – electricity – working with or near, inspection process, manufacturer warning signage, emergency response procedure, fire extinguisher training

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Task	Existing and/or Potential Hazards	Potential harm	Hazard Health(H) Safety (S)	Probability	Severity	Exposure	Risk Rating (P+S+E)	Hazard Control(s)
Computer use – data entry	Ergonomic issues – biomechanical (biomechanical = awkward or sustained postures, excessive forces, repetition, and/or compression/impact forces) associated with computer use or workstation design,	Repetitive Strain Injuries in and office environment such as neck, back, wrist, and other related issues. (high computer use)	S	5	2	5	12	Eng: Two monitors, keyboard, ergonomic chair, sit/stand desk, ergonomic mouse Admin: Limited computer use, SWP – basic office PPE:
Computer use – data entry	Inadequate lighting	Eye strain	S	4	1	5	10	Eng: Open workstation, lights, fitting table behind desk Admin: Variety in tasks PPE::
Manual & Material handling (lifting, pushing, pulling etc.) [paper, manual office equipment]	Ergonomic - biomechanical associated with material handling of equipment, furniture and supplies including lifting, carrying, pushing, pulling etc.	Repetitive Strain Injuries in and office environment such as neck, back, wrist, and other related issues.	S	2	2	1	5	Eng: Elbow level counters, carts Admin: Ergonomic program, ergonomic training, safety lifting training, SWP - cart, SWP – festive decorating PPE:
	Sharp edges - lacerations	Infection, compensation for injured body area by another body part (i.e. using left hand more)	S	2	2	1	5	Eng: Guards, rounded edges Admin: SWP – ergonomics – lifting/carrying manual, SWP – festive decorating, SWP – ladder: storage and handling, use of portable, SWP – ladder: use of step PPE:
	Body parts -caught in or between items - pinch, crush	Compensation for injured body area by another body part (i.e using left hand more)	S	2	2	1	5	Eng: Guards, rounded edges, Admin: SWP – ergonomics – lifting/carrying - manual, SWP – festive decorating, SWP – ladder: storage and handling, SWP - ladder: use of portable, SWP – ladder: use of step PPE:
Social events – potluck	Hot surfaces	Burns	S	2	1	1	4	Eng: Admin: SWP - potluck PPE: oven mitts
	Contaminated food	Food poisoning	S	2	1	1	4	Eng: Admin: SWP - potluck PPE:
Working in building	Internal Fire	Burnt, asphyxiation	S	2	4	1	7	Eng: Fire sprinklers, fire alarms Admin: Emergency response procedure – general evacuation PPE:
	External fire (grass catches on fire near building)	Burnt, asphyxiation	S	2	4	1	7	Eng: Admin: Maintenance program of grass around facility PPE:

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Task	Existing and/or Potential Hazards	Potential harm	Hazard Health(H) Safety (S)	Probability	Severity	Exposure	Risk Rating (P+S+E)	Hazard Control(s)
	Natural disasters (tornadoes, wildfires, floods)	Fatality, internal body injuries	S	2	4	1	7	Eng: Admin: Emergency response procedures PPE:
Handling cash	Workplace violence	Psychological (flashbacks, nightmares, coping thru avoidance, loss of interest, feeling of guilt, irritability, sleep disorder, hypervigilance, difficulty concentrating)	H	2	2	2	6	Eng: Secured office Admin: Workplace Violence prevention plan, workplace violence training, counselling, emergency response for mental health, shelter in place and lock down, Psychological Directive, personal security PPE:
		Physical (bruises, stabs)	S	2	2	2	6	Eng: Open floor plan, FOP door access Admin: Workplace Violence prevention plan, workplace violence training, SWP – personal security PPE:
	Pathogens on paper and coins	Influenza, acute illness	S	2	2	2	6	Eng: Admin: SWP – CEX – cash handling PPE: Nitrile gloves (optional)

Detail work process hazards, risk rating and controls are located in applicable work process formal hazard assessment for any task which may be performed that is not listed above

Recommended Additional Control(s) Required

Hazard	Types of Control(s) Required	Person Responsible	Target Date	Date of Completion

Hazard Control

If the hazards cannot be **eliminated** as close to where the problem is created as possible, reduce the risk of exposure to the hazard by:

Engineering

- Substitution
- Redesign of workplace
- Isolation/closed processes
- Automation/material handling devices
- Ventilation (general dilution/local exhaust)
- Purchasing criteria (tools/equipment etc.
- Storage
- Air monitoring

Administrative

- Policies/practices/procedures
- Work/rest schedules
- Limiting hours of work
- Scheduling/rotation of exposed workers
- Wet methods as opposed to dry sanding or sweeping
- Training
- Organizing and planning work

Personal Protective Equipment

- Eye/face protection
- Head protection
- Foot protection
- Hearing protection
- Respiratory protective equipment
- Fall protection
- Protective clothing/Gloves

Or a **combination** of any of the three above