

Department: Operations & Maintenance	Position: Maintenance Worker	Prepared Date: August 19, 2022	Revised Date: October 21, 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, working outside	Slip/trip/falls	Laceration	S	3	2	1	6	Eng: Handrails on stairs Admin: SWP - housekeeping PPE:
	Trips/fall - ice	Sprain/strains	S	3	2	2	7	Eng: Admin: SWP- ice surface - working on, SWP - ice edging PPE: ice cleat
	Air quality	Coughing, throat irritation, headaches, or shortness of breath	S	2	1	1	4	Eng: Ventilation preventative maintenance program Admin: SWP - air quality PPE: masks - optional
	Heat i.e.. Sun	Heat stroke, heat exhaustion, heat cramps	S	4	1	1	6	Eng: Access to shade Admin: SWP - heat stress, heat stress training, SWP - landscaping PPE: sunscreen

JOB FORMAL HAZARD ASSESSMENT

SAFETY

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Walking to and from the building, walking around worksites, working outside	Insects	Insect bites	S	3	1	1	5	Eng: Admin: SWP – wasps – control of PPE: insect repellent
	Inclement weather - thunderstorms	Lighting - Electrocutation	S	2	5	1	8	Eng: Admin: Emergency response procedure, SWP - landscaping PPE:
	Cold weather	Frostbite	S	5	3	3	11	Eng: Admin: SWP – cold stress, cold stress training, SWP – ice edging, SWP-litter clean up (outside), SWP - shoveling snow PPE: warm clothing
	Contact with sharps (needles) – blood born pathogens or biohazardous materials	Diseases, illness (acute or chronic)	S	3	5	1	9	Eng: Admin: SWP – housekeeping, exposure plan, SWP – drugs and drug paraphernalia, SWP – litter clean up (outside) PPE
	Noise from tournaments and patrons	Fatigue impairment	H	3	1	3	7	Eng: Admin: Fatigue impairment procedure, noise exposure testing, adapting work schedule (work in areas not PPE:
	Carbon dioxide leak	Respiratory issue	S	3	1	3	7	Eng: Alarm Admin: Carbon dioxide exposure plan, Carbon dioxide emergency response plan, emergency response training PPE
	Chlorine leak	Respirator issue	S	3	2	3	8	Eng: Chlorine bottle in secured location outside of building Admin: Chlorine exposure plan, chlorine emergency response plan, emergency response training PPE: SCBA
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	3	2	2	7	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 procedure, tri leisure e-mails password requirement to change every 90 days PPE:
		Physical (bruises, stabs)	S	2	3	1	6	Eng: Open floor plan, FOP door access Admin: Workplace Violence prevention plan, workplace violence training, SWP – personal security PPE:

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)
	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:
Dealing with people (in person, at meetings, internal and external)	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	2	3	1	6	Eng: Vaccinations (optional) Admin: Exposure plan PPE: Masks (optional)
	Worker has a pre-existing medical condition	Illness	H & S	2	3	1	6	Eng: Admin: Emergency response procedure – medical aid, first aiders on shift, first aid kit, emergency response – procedure- mental health PPE
	Feeling of disconnect with team	Mental stress	H	3	1	2	6	Eng: Admin: social well being directive, mental health well being directive, employee assistance provider
	Working on projects, assignments etc. – tight deadlines	Mental Stress and/or physical stress – don't fully understand role and responsibilities	Headaches, upset stomach, chronic stress - heart condition, depression, lower back pain	H & S	3	1	2	6

JOB FORMAL HAZARD ASSESSMENT
SAFETY

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	Mental Stress and/or physical stress – unable to control the way one does the work	Headaches, upset stomach, chronic stress - heart condition, depression, lower back pain	H & S	3	1	2	6	Eng: Mental health well-being directive, managing stress training Admin: Mental health well-being directive, managing stress training PPE:
Working on projects, assignments etc. – tight deadlines	Mental Stress and/or physical stress – not receive enough information and support	Headaches, upset stomach, chronic stress - heart condition, depression, lower back pain	H & S	3	1	2	6	Eng: Mental health well-being directive, managing stress training Admin: Mental health well-being directive, managing stress training PPE:
	Mental Stress and/or physical stress – having trouble with relationships at work	Headaches, upset stomach, chronic stress - heart condition, depression, lower back pain	H & S	3	1	2	6	Eng: Mental health well-being directive, managing stress training Admin: Mental health well-being directive, managing stress training PPE:
	Mental Stress and/or physical stress – not engaged in change management	Headaches, upset stomach, chronic stress - heart condition, depression, lower back pain	H & S	3	1	2	6	Eng: Mental health well-being directive, managing stress training Admin: Mental health well-being directive, managing stress training PPE:
	Mental Stress and/or physical stress – having trouble with relationships at work	Headaches, upset stomach, chronic stress - heart condition, depression, lower back pain	H & S	3	1	2	6	Eng: Mental health well-being directive, managing stress training Admin: Mental health well-being directive, managing stress training PPE:
	Extended work hours	Fatigue impairment	H	3	1	3	7	Eng: Fatigue management procedure Admin: Fatigue management procedure PPE:

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)
Manual and material handling – field end gates, hockey nets, , ladder use, grinding, hacksaw, hammer (hand), hedge trimmer, leaf blower, ice edging, hockey net (maintenance), landscaping, field glass – cleaning, field glass – replacement, shoveling snow, turf in and out, wheelbarrow	Materials falling	Crush/pinch	S	3	3	2	8	Eng: Designated storage areas Admin: SWP – filing and storage PPE:
Manual and material handling – field end gates, hockey nets, , ladder use, grinding, hacksaw, hammer (hand), hedge trimmer, leaf blower, ice edging, hockey net (maintenance), landscaping, field glass – cleaning, field glass – replacement, shoveling snow, turf in and out, wheelbarrow	Musculoskeletal injuries	Sprain/strains	S	5	3	2	10	Eng: Elbow level counters, cart, wheelbarrow Admin: Ergonomic program, ergonomic training, safety lifting training, SWP – cart, SWP – festive decorating, SWP – garbage compactor, SWP – ladder: storage and handling, SWP - ladder: use of portable, SWP – ladder: use of step, SWP – grinding, SWP – hack saw, SWP – hammer (hand), SWP – hedge trimmer, SWP- leaf blower, SWP – maintenance, field end gates, SWP – ice edging, SWP – hockey net (maintenance), SWP – landscaping, SWP – field glass – cleaning, SWP – field glass – replacement, SWP - wheelbarrow PPE:
	Awkward or sustained position (MSI)	Sprain/strains, carpal tunnel	S	2	2	2	6	Eng: Elbow level counters, cart, wheelbarrow Admin: Ergonomic program, ergonomic training, safety lifting training, SWP – cart, SWP – festive decorating, SWP – garbage compactor, SWP – ladder: storage and handling, SWP - ladder: use of portable, SWP – ladder: use of step, SWP – grinding, SWP – hack saw, SWP – hammer (hand), SWP – hedge trimmer, SWP- leaf blower, SWP – maintenance, field end gates, SWP – ice edging, SWP – hockey net (maintenance), SWP – landscaping, SWP – field glass – cleaning, SWP – field glass – replacement, SWP - wheelbarrow PPE:
	Force – excessive, compression and/or impact (MSI)	Sprain/strains, carpal tunnel	S	2	2	2	6	Eng: Elbow level counters, cart, wheelbarrow Admin: Ergonomic program, ergonomic training, safety lifting training, SWP – cart, SWP – festive decorating, SWP – garbage compactor, SWP – ladder: storage and handling, SWP - ladder: use of portable, SWP – ladder: use of step, SWP – grinding, SWP – hack saw, SWP – hammer (hand), SWP – hedge trimmer, SWP- leaf blower, SWP – maintenance, field end gates, SWP – ice edging, SWP – hockey net (maintenance), SWP – landscaping, SWP – field glass – cleaning, SWP – field glass – replacement, SWP - wheelbarrow PPE:

JOB FORMAL HAZARD ASSESSMENT

SAFETY

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	Sharp edges - lacerations	Infection, compensation for injured body area by another body part (i.e. using left hand more)	S	4	2	2	8	Eng: Guards, rounded edges Admin: SWP – ergonomics – lifting/carrying manual, SWP- cable, clips and clamping, SWP – festive decorating, SWP – utility knife, SWP – toilet maintenance, SWP – ladder: storage and handling, SWP - ladder: use of portable, SWP – ladder: use of step, SWP – grinding, SWP – hack saw, SWP – hammer (hand), SWP – hedge trimmer, SWP- leaf blower, SWP – maintenance, field end gates, SWP – ice edging, SWP – hockey net (maintenance), SWP – landscaping, SWP – field glass – cleaning, SWP – field glass - replacement PPE:
Manual and material handling – field end gates, hockey nets, , ladder use, grinding, hacksaw, hammer (hand), hedge trimmer, leaf blower, ice edging, hockey net (maintenance), landscaping, field glass – cleaning, field glass – replacement, shoveling snow, turf in and out, wheelbarrow	Physical hazards – objects falling from overhead	Compensation for injured body area by another body part (i.e using left hand more)	S	3	4	2	9	Eng: Guards, rounded edges, Admin: SWP – ergonomics – lifting/carrying – manual, SWP – chisel & punch, SWP – festive decorating, SWP – ladder: storage and handling, SWP - ladder: use of portable, SWP – ladder: use of step PPE:
Using chemicals for cleaning etc.	Inhalation issues, topical issues, chemicals entering blood stream and internal organs	Occupational illness (determined by SDS)	H	3	3	2	8	Eng: general ventilation Admin: WHMIS, SDS, SWP – graffiti removal PPE: as required by SDS
Using equipment with energy source – computer, multipurpose printer	Contact with energy source	Struck by/struck against, burns, electrocution, fire	S	4	4	3	11	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, SWP – grinding, SWP – hedge trimmer, SWP – Sawzall (reciprocating saw) PPE:
Using telephone (land line or cell phone)	Stationary position	Musculoskeletal injuries	S	2	1	1	4	Eng: Speaker option Admin: Limited use, SWP-ergonomic – basic office PPE:
	Biohazards – germs for phone	Illness	S	2	1	2	5	Eng: Speaker option Admin: SWP – housekeeping PPE:
Working in building	Internal Fire	Burnt, asphyxiation	S	2	3	1	6	Eng: Fire sprinklers, fire alarms Admin: Emergency response procedure – general evacuation, hot work permit, SWP - grinding PPE:
	External fire (grass catches on fire near building)	Burnt, asphyxiation	S	2	3	1	6	Eng: Admin: Maintenance program of grass around facility PPE:
	Natural disasters (tornadoes, wildfires, floods)	Fatality, internal body injuries	S	2	2	1	5	Eng: Admin: Emergency response procedures PPE:

JOB FORMAL HAZARD ASSESSMENT
SAFETY

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Driving	Vehicle not suited for task	Collision	S	2	4	1	7	Eng: active hazard controls - vehicle features may include: automatic emergency braking, forward collision warning, adaptive cruise control, lane departure warning, lane-keeping assistance and blind spot monitoring, passive hazard control – seat belt Admin: Journey Management Directive, SWP – vehicle use PPE:
Driving	(road conditions) – weather conditions i.e. fog, snow, ice, heavy rain, sun in eyes	Collision	S	3	4	2	9	Eng: active hazard controls - vehicle features may include: automatic emergency braking, forward collision warning, adaptive cruise control, lane departure warning, lane-keeping assistance and blind spot monitoring, passive hazard control – seat belt Admin: Journey Management Directive, SWP – vehicle use PPE:
		Fatigue	H	2	2	2	6	Eng: Admin: Psychological Directive, SWP – vehicle use PPE:
		Mental Stress	H&S	2	2	2	6	Eng: Admin: Psychological Directive, SWP – vehicle use PPE:
Driving	(road conditions)– high traffic volume on the route i.e. potential for aggravation	Mental Stress	H&S	2	2	2	6	Eng: Admin: Psychological Directive, SWP – vehicle use PPE:
Driving	(road conditions) – road maintenance and construction activity while on road	Mental Stress	H&S	2	2	2	6	Eng: Admin: Psychological Directive, SWP – vehicle use PPE:
Driving	(driver) – worker doesn't have the required licensing for the class of vehicle	Collision	S	1	3	1	5	Eng: active hazard controls - vehicle features may include: automatic emergency braking, forward collision warning, adaptive cruise control, lane departure warning, lane-keeping assistance and blind spot monitoring, passive hazard control – seat belt Admin: Journey Management Directive, SWP – vehicle use PPE:
Driving	(driver) – worker is too tired to travel	Collision	S	2	3	3	8	Eng: active hazard controls - vehicle features may include: automatic emergency braking, forward collision warning, adaptive cruise control, lane departure warning, lane-keeping assistance and blind spot monitoring, passive hazard control – seat belt Admin: Journey Management Directive, SWP – vehicle use PPE:
Driving	(driver) – worker is too sick to drive	Collision	S	2	3	3	8	Eng: active hazard controls - vehicle features may include: automatic emergency braking, forward collision warning, adaptive cruise control, lane departure warning, lane-keeping assistance and blind spot monitoring, passive hazard control – seat belt Admin: Journey Management Directive, SWP – vehicle use PPE:
Driving	(driver) – worker is too stressed or distracted to focus on driving i.e. from having to make up time, passengers in vehicle etc.	Collision	S	3	3	3	9	Eng: active hazard controls - vehicle features may include: automatic emergency braking, forward collision warning, adaptive cruise control, lane departure warning, lane-keeping assistance and blind spot monitoring, passive hazard control – seat belt Admin: Journey Management Directive, SWP – vehicle use PPE:

JOB FORMAL HAZARD ASSESSMENT

SAFETY

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Driving	Driving on a variety of road surfaces throughout the year. – mechanical breakdown	Mental Stress	H	2	2	3	7	Eng: Admin: Psychological Directive, SWP – vehicle use PPE:
		Collision	S	2	3	3	8	Eng: active hazard controls - vehicle features may include: automatic emergency braking, forward collision warning, adaptive cruise control, lane departure warning, lane-keeping assistance and blind spot monitoring, passive hazard control – seat belt Admin: Journey Management Directive, SWP – vehicle use PPE:

Detail work process hazards, risk rating and controls are in applicable work process formal hazard assessment			
Operating aerial lift	Administering first aid	Backpack sprayer	Batter charger
Belt sander	Using cable, clamps and clips	Carts	Drill press
Working around electricity	Filing/storage	Garbage (litter) clean up	Garbage compactor operations
Graffiti removal	Grinding (grinder)	Hacksaw	Hammer (hand)
Hand saw	Hedge trimmer	Housekeeping	Jig saw
Ladder use	Landscaping	Lawn mower (push)	Lawn mower (ride)
Lawn trimmer (weed whacker)	Leaf blower	Maintenance – field end gates	Maintenance – field floor cover
Maintenance – field glass maintenance	Maintenance – field glass replacement	Maintenance – hockey net (maintenance)	Maintenance – turf in and out
Meeting room set up	Painting	Pallet jack	Power tools
Pressure washer	Propane torch	Punch/struck tool	Rado charging
Rake	Sawzall	Scaffold use	Shovel
Shoveling snow	Skid steer	Sledgehammer	Snowblower
Stage – set up and take down	Toilet maintenance	Transplanting trees	Utility knife
Utility terrain vehicle	Vacuum	Vehicle with sander	Washing vehicles
Wasp – control	Water bottle – changing	Water leak maintenance	wheelbarrow
wrenches			

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

Workers have an obligation to report to leadership a concern about an unsafe or harmful work site act that occurs or has occurred or an unsafe or harmful work site condition that exists or has existed