

Workplace Risk Assessment

Work Site: Grieg Seafood

Persons Conducting the Assessment (Name & Title): Jennifer Llewellyn, HR & Payroll Generalist & David Johnson, Crew Leader

Tasks	Hazards (Existing & Potential)	Level of Risk			Existing Control Measures	Risk Mitigation
		Likelihood (1 – 5)	Severity (1 – 4)	Risk Level (L + S = Low, Moderate, High)		
The Crew navigates the hatchery to get to the vaccination area. There are many hoses, pipes, stairs, benches and grading present.	Crew Members face many tripping hazards as they move throughout the hatchery	High			<p>Safety orientations are provided by Grieg Hatchery staff to all new Crew Members</p> <p>Biosecurity benches are all labelled</p>	<p>Add to either Crew Leader responsibilities, safety training or both to ensure Crew Members are wearing properly sized boots that are not too big for their feet which will reduce risk of tripping</p> <p>Create a designated “home” for cull buckets so Crew know where their location at all times and have them moved out of the way when full.</p> <p>Request that hatchery removes as many tripping hazards as possible to reduce risk of slips, trips and falls.</p>
Clean needles are attached to the NFT machine	Crew Members can suffer from an accidental needle poke	Moderate			<p>Personal on-site training is provided by Chris Hounsell.</p> <p>Only Crew Members who are trained by Chris Hounsell are permitted to perform needle changes</p>	<p>Include a pair of pliers or similar tool in Grieg equipment tote so if the needle falls into the guide area, Crew Member does not have to use their fingers to retrieve it.</p> <p>Provide a pair of turtle gloves or other poke resistant gloves that can be used for tasks involving the needles.</p>
Vaccines are hooked up to the NFT machine	Unintended exposure to the vaccines can occur. The Apex & Alphaject vaccines are considered a skin, eye and respiratory irritant	Moderate			<p>Personal on-site training is provided by Chris Hounsell.</p> <p>Only Crew Members who are trained by Chris Hounsell are permitted to hook up and change vaccine bags</p>	<p>Create health & safety policy which states that all Crew Members must wear additional PPE such as safety glasses and apron/coveralls as per the MSDS to reduce risk of exposure</p>

			<p>MSDS sheets are kept on site in case of exposure</p> <p>WHMIS training is provided to Crew Leader and additional Crew Members</p> <p>Nitrile gloves are worn when vaccine is being handled to prevent exposure to hands</p>	<p>Adding training on MSDS sheets and vaccines to new staff orientation training</p> <p>Upload Alphaject MSDS to website and ensure it is available at the worksite</p> <p>Create a health & safety binder that will be present at the worksite and will include all MSDS sheets</p>
Cull buckets are prepared and clove oil is added to the buckets	Unintended exposure to the clove oil. Clove oil is considered a skin, eye and respiratory irritant	Moderate	<p>Nitrile gloves are worn when clove oil is being added to cull buckets to prevent exposure to hands</p> <p>WHMIS training is provided to Crew Leader & additional Crew Members</p>	<p>Create a health & safety policy which states that all Crew Members must wear additional PPE such as safety glasses with side-shields and face masks as per the MSDS to reduce risk of exposure.</p> <p>Add training on MSDS sheets and product to new staff orientation training</p> <p>Create a health & safety binder that will be present at the worksite and will include all MSDS sheets</p>
Crew Members place fish in moving trays of the NFT machine	Loose clothing, headphones, hair, etc can get caught in the moving NFT machine	Moderate	<p>Emergency stop button is an engineering control in place. Crew Members can either easily reach the button to stop the machine or as one of their coworkers to push the button for them.</p> <p>NFT machine can sense resistance and will automatically stop</p> <p>Personal hygiene policy states that all long hair must be tied back while working</p>	<p>Create a safety procedure on what to do if this happens and communicate this policy during new staff orientation training</p> <p>Continually remind Crew Members of this hazard during OH&S meetings at Grieg Hatchery</p> <p>Add check for loose items to the workplace inspection checklist</p>
Moving around within the vaccination area	Crew can slip on large amounts of water that is present on the floors	Low	<p>Good quality boots with good tread are provided to the Crew</p> <p>Hatchery staff clean up the water once per day when the Crew leaves</p> <p>Although not intended to help with slippage, anti-fatigue matting is provided and can help mitigate slipping</p>	None
Crew Members place fish in moving trays of the NFT machine	Crew Members can experience feeling off-balance or dizzy from the moving trays, especially when the machine stops creating a falling hazard	High	None	<p>Identify a close and safe area that is acceptable for Crew to sit down. Provide a chair/stool where Crew can get to quickly and sit down for a minute if feeling disoriented or dizzy. The fifth Crew Member not feeding the machine should also be prepared to assist the Crew Member get safely to the sitting area if this occurs – stool is brought to the vaccinator in their work spot and they can sit if dizziness does not subside in a few moments – purchase a couple little sitting stools</p>

				Technician announces that the machine is stopping so vaccinators can prepare themselves
Crew Members place fish in moving trays of the NFT machine	Musculoskeletal injury can occur from Crew Members standing in a stationary position with repetitive movements for extended periods of time. This is also caused from Crew Members not using proper ergonomic positioning.	High	<p>Training on ergonomics is provided during new staff orientation</p> <p>Riser, matting and insoles are recommended and provided to staff to alleviate soreness and improper ergonomics</p> <p>Staff are encouraged to stretch during bath changes and breaks</p>	<p>Formal ergonomic training to be provided for all Crew Leaders and health & safety staff. This will allow them to identify ergonomically incorrect positions in the Crew Members and assist in correcting posture and positioning.</p> <p>Creation of a poster/document that outlines recommended stretching to be done on bath changes and breaks. These will also be added to the new staff orientation training & health and safety binder.</p> <p>The boots provided at Grieg do not have insoles and are not as comfortable as other hatchery boots. Look at providing some good insoles to the Grieg Vac Crew.</p>
Crew Members check shot quality before going on each break. A net is provided to catch the fish from the moving sorter on the machine but is not always used.	Injury to a Crew Members hand can occur when grabbing fish from the moving sorter on the machine in order to check shot quality	Low	A net for catching the fish during shot quality checks is available in the shed behind the brailing station	Communicate to Crew Leader that the provided net is to be used when checking shots and hands are not permitted for performing this task
Buckets full of fish that were rejected by the machine are carried over to the brailing station, up a set of metal stairs and dumped back into the holding tank.	<p>Crew Members do not have an extra hand to grip the railing and frequently trip on their aprons while going up the stairs.</p> <p>MSI is a high risk as Crew Members are lifting the heavy bucket shoulder height or higher</p>	High	Water is removed from the buckets to make them less heavy for Crew Members to carry up the stairs	<p>Empty reject buckets more frequently to prevent them from getting so heavy</p> <p>Inquire with hatchery staff on whether the Crew can lift the buckets up to the Brailer who can empty the bucket into the holding tank and pass the bucket back down to the Crew Member.</p>
Used needles are removed/changed on the NFT machine	There is a risk of injury and infection if poked with a needle	High	<p>Sharps containers are present at the workstation for safe disposal</p> <p>Personal on-site training is provided by Chris Hounsell on how to safely attach, change and dispose of the needles.</p> <p>Only Crew Members who are trained by Chris are permitted to perform this task</p>	<p>Include a pair of pliers or similar tool in the Grieg equipment tote so that if the needle falls into the guide area of the machine, Crew Members do not have to use their fingers to retrieve it.</p> <p>Provide a pair of turtle gloves or other poke resistant gloves that can be used for this task</p>
The Crew performs cleaning duties at the end of each shift.	Risk of exposure to Ovadine and Pink Power Degreaser	Moderate	<p>Nitrile gloves are worn during cleaning duties with Ovadine and Pink Power degreaser</p> <p>WHMIS training is provided to Crew Leaders as well as other members of the Crew.</p>	<p>Creation of a health and safety policy which states that all Crew Members must wear additional PPE such as safety glasses with side-shields as per the MSDS to reduce risk of exposure. Additional PPE will be required of everyone in the area when cleaning with Ovadine or Pink Power Degreaser is taking place</p> <p>Add training on MSDS sheets and product to new staff orientation training</p>

				Create a health & safety binder that will be present at the worksite and will include all MSDS sheets
Cull buckets are taken from the vaccination area, down the stairs and disposed of	Slip, trip, fall and MSI hazards are associated with this task	High	Male Crew Members typically take the cull buckets down the stairs as they are usually stronger than the female Crew Members One cull bucket is taken at a time so one hand can be free to grip the stair railing	Empty the cull buckets multiple times throughout the shift so the buckets are not quite so heavy at the end of the day

Name of Assessors	Signature	Date	Name of Owners	Signature	Date
Jennifer Llewellyn David Johnson		February 27, 2020	Heidi Fuerste Chris Hounsell		

This assessment should be reviewed on an annual basis, or earlier if there is a change to the process or assessed tasks, the equipment, location or relevant safety equipment or procedures. It should also be reviewed in the event of an accident or incident.

Name of Reviewer	Signature	Date	Indicate Changes to Assessment