



Mitigating Risk during COVID-19

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A measured and proactive approach to responding and adapting to COVID-19, especially as Ontario moves into the next phase of loosening pandemic restrictions, will be key as organizations reopen or begin reintroducing workers into shared workspaces.

Conducting a Job Hazard Analysis

COVID-19 introduces an additional hazard into your workplace. Conducting a job hazard analysis (JHA) is the most effective way to mitigate potential sources of exposure within your operations.

Occupational health and safety professionals within your organization can use a framework called the 'hierarchy of controls' to select ways of controlling these workplace hazards.

To ensure the process is thorough, look at all aspects of work, look at the way the work is organized or completed, and follow each process from start to finish. Involve your workers in the JHA process; they have a unique understanding of the job, and this knowledge is invaluable. Involving workers will help minimize oversights, ensure a quality analysis and result in shared ownership in the job hazard analysis process.

Remember, applying layers of controls to reduce the risk of transmission is more effective than controls applied in isolation:

- **Elimination/ Substitution** – can the work plan be adjusted to include physical distancing requirements?
- **Engineering** – can physical barriers be installed?
- **Administrative Controls** – can work schedules or work crew compositions be adjusted to limit worker proximity?
- **PPE** – should be considered a last line of defence (e.g. respiratory protection)



Establishing a COVID-19 Prevention Plan

You can use the results of your JHA to inform your prevention plan, which should include control strategies, health and safety policies and procedures.

Considerations for prevention:

- Establish policies and practices for physical distancing, hygiene and sanitation
- Educate workers on steps to protect themselves at work and at home
- Use technology to promote physical distancing
- Select and provide appropriate distancing
- Actively encourage sick workers to stay home
- Conduct daily in-person or virtual health checks
- Identify where and how workers might be exposed to COVID-19 in the workplace

Clearly communicate your COVID-19 prevention plan with workers and ensure expectations are understood.

The Ministry of Labour, Training and Skills Development (MLTSD) had also released construction sector guidance for on-site best practices, protecting yourself and your co-workers,

reporting illness, getting information on infection prevention and control, reporting requirements, applying physical distancing, on-site sanitation, adjusting on-site and production schedules, tracking and monitoring your workforce.

When Risk Planning Meets Technology

In this new world we find ourselves in, and as we move through various phases of the response to the pandemic, becoming agile and adaptive has become even more advantageous to cope with restricted movement, altered work spaces, new control measures, and remote working teams.

For many organizations, technology has become the glue facilitating operations as they move from response into recovery. Accelerating the digitization of operations has supported business continuity and sustainability as we learn to adapt and shape the “new normal” and to new ways of working, in order to emerge stronger.

Safety and technology suppliers have answered the call to action:

- Virtual learning for health and safety training
- Digital health pre-screening tools
- Site safety compliance monitoring in real-time

[Leverage technology as you implement your COVID-19 prevention plan.](#)



Safety is Not Proprietary

As governments are responding to the pandemic, organizations are also taking matters into their own hands by offering support to each other. Now more than ever, the construction community must unite to ensure we can continue building safely. In the spirit that *'safety is not proprietary'*, organizations have come together to share collective knowledge, best practices and resources.

WE'RE IN THIS
TOGETHER
JUST A LITTLE
FURTHER
APART



COVID-19 Resources

Canadian Chamber of Commerce:

[COVID-19 Pandemic Preparedness for Business](#)

Canadian Construction Association:

[COVID-19 Standardized Protocols for All Canadian Construction Sites](#)

Centers for Disease Control and Prevention:

[What Construction Workers Need to Know about COVID-19](#)

Ministry of Labour, Training and Skills Development:

[Construction Site Health and Safety During COVID-19](#)



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