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Hazard Assessment – Warehouse Employees

This Hazard Assessment covers Warehouse Employees only

Hazard	Exposure effects	Mitigation	PPE Suggested
1. Chemical Hazards			
Alcohol hand sanitizers	May cause skin dryness. Product is flammable	Appropriate storage of product (away from ignition sources and incompatible products). Provision of hand cream to soothe hand dryness.	None
Low level disinfectants	Most are eye, skin, and respiratory irritants, particularly when concentrated. Some products may produce sensitization Toxic effects depending on nature of chemical, may react with other products to create hazardous products.	Substitution with less harmful product. Properly designed and maintained ventilation systems. Automatic diluting machines. Closed systems. Practice to purchase products in ready to use concentrations to minimize handling. Safe work procedures. WHMIS program and maintenance of MSDS's. Worker education. Accommodation for sensitized workers or those with health issues.	Gloves, eye protection, and appropriate clothing.
Personal care products, scents, and fragrances.	May cause a variety of mild to severe symptoms. Allergic, asthmatic, and sensitive workers may experience reactions.	Elimination of scented products. Substitution with less harmful products. Properly designed and maintained ventilation systems in posts and Medic structures. Development, implementation and enforcement of scent free policies. Signage in work areas where affected workers work. Worker education.	



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<p>Second hand smoke</p>	<p>Lung cancer and other cancers. Associated with heart disease, respiratory irritation, aggravation of allergies and other pre-existing conditions. Impacts developing fetus.</p>	<p>Elimination of smoking within and around facilities. Properly designed and maintained ventilation systems. Isolation of areas where smoking is permitted with dedicated ventilation systems. Substitution with smoking cessation aids. Development, implementation, and enforcement of no smoking policies related to worker exposure in homes. Substitution with smoking cessation programs. Collection of patient smoking information on EPCR's in home or community settings. Worker education. Good housekeeping. Provision of services in an alternate location if clients are uncooperative with no smoking policies.</p>	<p>Attempt to limit exposure.</p>
<p>Smoke from other sources</p>	<p>Lung cancer and other cancers. Associated with heart disease, respiratory irritation, aggravation of allergies and other pre-existing conditions. Impacts developing fetus. Other unknown effects when smoke from multiple burning substances are encountered</p>	<p>Avoidance when possible of smoke or the products of incomplete burning is present. Development of policies regarding the operation around areas that contain smoke or other products of incomplete combustion. Restrict operations in areas that require the use of any SCBA type respirator.</p>	
<p>Hazmat Chemical exposure</p>	<p>Numerous health risks based on the type, quantity, and concentration of hazardous materials. May affect respiratory, circulatory, or Integumentary systems depending on areas exposed.</p>	<p>Avoidance when possible. Staging in a safe location upwind and uphill from the hazmat area. Implementation of policies regarding safe use of hazardous materials for cleaning or maintenance tasks. Safe work practices. Worker training.</p>	<p>Eye protection. Gloves. Gowns. Appropriate footwear.</p>



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Misc. chemicals	Can pose a health risk depending on the type, concentration, and amount used. Health risks are numerous.	Proper use of PPE. Spill prevention and cleanup program. Purchasing practices which focus on using less hazardous materials. Hazardous materials communication program. Worker training. Safe work practices.	Eye protection. Gowns. Appropriate clothing. Appropriate foot wear.
Fossil fuels	Fossil fuels are skin, eye, and respiratory irritants. They have also been proven to cause cancers in lab animals from prolonged exposure. Fossil fuels are also flammable when in contact with an ignition source.	Provide PPE at fueling stations for use when refueling agency vehicles. Keep all ignition sources away from fueling stations and fuel storage areas. Place spill containment equipment and cleanup materials near fueling stations and fuel storage areas. Provide adequate ventilation near vehicle exhaust to prevent the buildup of products of exhaust. Safe work practices. Worker training in proper vehicle refueling and spill containment and cleanup. Develop, implement, and enforce safe vehicle fueling and fuel storage policies and procedures. Regular maintenance of fuel pumps and ventilation systems for exhaust ventilation. Installation and maintenance of fire control systems at the fueling station, inside buildings where vehicles are stored and on vehicles.	Gloves. Gown or other protective clothing. Eye protection. Adequate footwear.
2. Physical Hazards and Controls			



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<p>Ergonomic hazards associated with material handling of equipment, furniture, and supplies including lifting, carrying, pushing, pulling, etc.</p>	<p>When moving any object or materials there is a risk for potential personal injury. This includes muscle sprains and strains or orthopedic injuries.</p>	<p>Ergonomically designed equipment with adequate space and handles. Ergonomically designed equipment with appropriate casters and handles. Provision of appropriate materials handling equipment such as carts, trolleys, cots, stair chairs, mega mover etc. Labels that say "heavy" to be placed on equipment and other materials to alert workers that an object that may appear light are in fact of a substantial weight.</p> <p>Safe work procedures including proper lifting procedures. Worker education and awareness sessions. Early reporting of signs and symptoms of ergonomic concerns. Stretches and micro breaks. Purchasing standards for ergonomically designed equipment, furniture and supplies. Purchasing standards for material handling equipment. Maintenance program for equipment and furniture. New policy on a "max weight" for one person to lift. IE if an object is over a certain weight then no one person should attempt to lift that object or material alone.</p>	<p>Additional lifting help. Proper use of equipment such as hand trucks, carts, or lifting devices</p> <p>.Orthopedic type braces such as back, elbow, or knee braces.</p>
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<p>Falling hazards associated with slips, trips, and falls.</p>	<p>Slips, trips, and falls pose a risk of bodily harm to include muscular and orthopedic injuries.</p>	<p>Install slip resistant flooring. Slip resistant strips in the showers and on outdoor stairs, i.e. the metal stairs leading to the training room. Design stairwells according to accepted safety standards. Ensure adequate lighting. Provide slip resistant foot wear. Slip resistant coatings on ambulance surfaces susceptible to getting wet or dirty. Use of appropriate safety harnesses when working on the roof or other elevated areas.</p> <p>Perform regular maintenance on flooring, stairwells, hallways, handrails, etc. Worker education. Implement a spill prevention program that includes prompt spill cleanup, use of warning signs, etc. Maintain good housekeeping practices and minimize clutter and tripping hazards. Discourage the storage of materials in hallways or near doors. Purchasing standards for anti-slip mats that resist "wrinkling" and turning over. Worker education and policies for approved climbing devices. Policies put in place regarding safe footwear, i.e. no high heel type footwear, or require business type shoes with antiskid surfaces on the soles.</p>	<p>Proper footwear with slip resistant soles. Safety harness. Proper climbing devices. Chain barriers for open loading dock doors.</p>



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<p>Cuts from sharp instruments including scissors, bow cutters, needles, broken glass, sharp metal surfaces, knives, and other misc. sharp objects.</p>	<p>Sharp instruments pose the risk of cuts and scrapes as well as blood borne pathogen exposure to other workers.</p>	<p>Avoid the use of sharps when not required. Proper storage of sharps. Proper PPE usage. Worker education. Safe work procedures. Use of knives or razors that lock in the open or closed position when in use or stored. Follow product safety guides when using tools that have sharp edges. Ensure that all safety guards are in place on power or hand tools.</p>	<p>Gloves. Eye protection. Use of tool safety guards. Appropriate clothing. Proper footwear. Sharps containers.</p>
<p>Electrical hazards arising from use of electrical cords, appliances, damaged power lines, and other misc. sources of electricity.</p>	<p>This poses a risk of electric shock, falls, and fire.</p>	<p>Ground fault circuit interrupters when used close to water sources. Secure loose electrical cords out of the path of travel. Follow Lock out Tag out procedures. Safe work procedure's that include use of electrical cords, power bars and appliances that include facility approval requirements. Worker training. Ensure that drop cords and extension cords are unplugged after use. Ensure that power strips and wall outlets are not overloaded. Worker training on safe work practices around damaged electrical wires and appliances.</p>	<p>Avoidance when possible. Proper foot wear. Eye protection. Lock out tag out equipment</p>



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Thermal Hazards	Poses the risk of sustaining burns.	Provide approved fire extinguishers in accessible areas at Medic used structures and on ambulance units. Keep vehicles in good working order. Maintenance program for all shore lines and electrical appliances. Safe work practices. Worker training for fire extinguisher use. Regular fire drills and fire prevention training. Develop, implement and enforce fire safety training and fire ground operation policies. Use of fire watch procedures during welding, metal cutting, or metal grinding procedures.	Eye Protection. Proper footwear. Appropriately rated fire extinguishers. Appropriate protective clothing.
Environmental hazards	These pose the risk of heat or cold related injuries. As well as other types of "exposure" illnesses or injuries.	Provide adequate clothing for varying temperatures depending on the time of year. Make water easily accessible to workers working in hot environments. Properly maintain climate control units in buildings and in agency vehicles. Develop, implement, and enforce policies designed to protect workers from environmentally related illness or injury. Rehab policies for prolonged outdoor operations. Safe work practices. Worker training for recognizing heat or cold related illness.	Proper clothing for working in hot or cold environments. Proper footwear.



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Vehicle Operation hazards	Potential for physical harm secondary to vehicle crashes, near miss's, and providing patient care while moving.	Provide seatbelts and other vehicular safety measures. Ensure all loose equipment is secured in the vehicle. Safe work practices. Worker training for vehicle operations using the SMITH system defensive driving course. Worker training in moving about the patient care compartment while vehicle is in motion. Develop, implement, and enforce policies for safe vehicle operations.	Proper footwear. Eye protection.
Confined space work areas	Pose the risk of personal injury secondary to buildup of harmful gasses, getting trapped, or a low oxygen environment.	Use of safety harnesses. Proper PPE. Adequate ventilation. Oxygen and chemical sensors. Safe work practices. Worker training. Development, implementation, and enforcement of confined space work procedures.	Eye protection. Safety harness. Atmosphere monitoring devices. Tethers. Ventilation equipment. Gloves. Proper clothing and footwear.
High Decibel hazards	Poses a risk of permanent or temporary hearing damage.	Proper use of PPE. Hearing protection. Safe work practices. Worker training. Development, implementation, and enforcement of work procedures and PPE requirements in high decibel work situations.	Appropriate hearing protection.
3. Psychological Hazards and controls			



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<p>Abuse by patients or members of the public</p>	<p>This can promote fear and stress in a worker that can limit productivity and promote attendance problems.</p>	<p>Alarm systems and panic buttons. Video surveillance. Restricted entry to the building by traditional key or badge access. Onsite security. Management policies and procedure's related to no tolerance of violence or abuse. Worker education in violence awareness, avoidance, and de-escalation procedure's. Liaison and response protocols with local police. Working alone policies. Reporting procedures for incidents and near misses. Regular safety drills for events involving bomb threats, active shooters, and chemical attacks. Training on suspicious packages or individuals.</p>	
<p>Abuse by Co-workers</p>	<p>This can promote fear in the employee to come to work as well as psychological stress.</p>	<p>Alarm systems and panic buttons. Video surveillance Management policies and procedure's related to no tolerance of violence or abuse. Worker education in violence awareness, avoidance, and de-escalation procedure's. Working alone policies.</p>	
<p>Hazards related to working alone Threats of violence Medical emergencies when alone</p>	<p>This causes fear in a worker that they will not be able to get help if they need it.</p>	<p>Communication devices. Vehicle design considerations. Panic alarms. Bright lighting. Surveillance cameras. Scheduling to avoid having workers work alone. Worker training. Working alone policies.</p>	
<p>Stress related to critical incidents</p>	<p>Causes potentially long term stress</p>	<p>Training to increase awareness of signs and symptoms of critical incident stress. Critical incident stress team to respond to incidents. Communication and call procedure's to mobilize team. Defusing's and debriefings as appropriate.</p>	



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<p>Techno stress related to the introduction of new technology</p>	<p>Causes stress in workers forced to deal with new technological hardware or software</p>	<p>Design of instruments or equipment with user-friendly features. Selection procedures to ensure user-friendly technology choices. Provision of sufficient training for workers. Worker participation in selection and implementation of new technology. Provision of problem solving resources and support workers. Back-up plans in the event of failures. Change management strategy for introduction of new technology. Realistic expectations regarding use of communication technology. Limit use of technological monitoring of worker productivity. Setting and communication of priorities.</p>	
<p>Substance abuse as a response to excessive workplace stressors</p>	<p>Can cause performance issues in the workplace as well as dangers to clients and other workers. Can promote a higher risk of violence or theft from the company or other workers</p>	<p>Worker involvement in substance abuse policy and procedure's development. Worker education about substance abuse. Training workers and supervisors to recognize the signs and symptoms of substance abuse. Procedures to limit individual access to narcotics. Provisions of counseling services and return to work plans.</p>	
<p>Depression, anxiety, and sleep disorders or other mental illness as a response to excessive workplace stressors.</p>	<p>Can cause performance issues as well as a lower level of personal awareness which can lead to a higher risk of injury to themselves or others. Can increase the risk of conflict or violence towards other workers or clients.</p>	<p>Worker education about the signs and symptoms of depression, anxiety, sleep disorders, or other mental illness. Elimination of workplace risk factors for depression, anxiety, sleep disorders, or other mental illnesses. Provision of support services and programs such as EAP referrals. Benefit plans provision. Effective return to work programs.</p>	



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<p>Hazards related to impacts of aging on workers</p>	<p>Can cause mental as well as physical stress on a worker, resulting in injury or the level of productivity.</p>	<p>Mechanical devices and power equipment for lifting/moving. Storing objects at appropriate heights, packing in smaller quantities, or containers. Supportive, adjustable seating and workstations. Cell phones and pagers that incorporate vibration. Proper lighting. Adjustable temperature controls. Management policies and procedures that ensure no age discrimination. Proactive policies to accommodate aging workers. Training opportunities for aging workers. Education for all workers on intergenerational communication. Aging workers as trainers/mentors. Flexible work arrangement. Job redesign to accommodate aging workers.</p>	
<p>Stress related to work life conflict</p>	<p>This can cause stress that could limit productivity as well as an increase in the risk for work place violence.</p>	<p>Management policies and procedures that support work-life balance (e.g. voluntary reduced hours, voluntary part-time work, phased in retirement, telecommuting, job sharing, paid and unpaid leaves, dependent care initiatives, etc.) Work designed to address workload and work demands issues. Reliance on paid and unpaid overtime is reduced. Supportive management culture. Work-life balance policies are communicated to workers. The use and impact of work-life balance policies measured.</p>	



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<p>Exposure to nuisance or irritating noise levels that may induce stress</p>	<p>This stress can lead to workplace conflict and stress in the workers home life.</p>	<p>Any engineering controls required to abate noise to allowable levels, if over PEL. Sound absorber panels. Personal communication devices rather than overhead pagers. Maintenance and repair of facility equipment, including the ventilation system. Lubrication of equipment with moving parts. Design considerations related to noise reduction in new/renovated facilities. Padded chart holders and pneumatic tube systems. Sound masking technology.</p> <p>Lower rings on telephones. Encourage use of soft soled shoes. Worker education on noise levels created by various activities. Posted reminders to reduce noise. Purchasing decisions that take into account noise levels of equipment. Location of noisy equipment to more isolated areas. Work organization at workstations to reduce noise.</p>	<p>Proper use of hearing protection.</p>
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Exposure to poor indoor air quality that may induce stress	Can cause stress as well as health concerns	Proper ventilation system design. Ventilation system maintenance activities. Isolation/segregation of work processes that may create contaminants. Contractor requirements to reduce air contamination. Selection of low-pollutant cleaning chemicals. Cleaning schedules. Infection prevention and control standards. Rules regarding the use of personal appliances that may impact HVAC operations. Procedures to report and investigate indoor air quality complaints. Worker involvement in indoor air quality investigation. Communication to enable frank and timely discussion of IAQ issues and what is being done to solve them.	
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I acknowledge that I have read and understand this Field Risk Assessment. By signing I agree to adhere to the requirements set forth in this document for the use of Personal Protective Equipment/Other Protective Measures.

Print Name _____

Date _____

Employee Number _____

Sign _____