



# A Hazard Assessment for COVID-19?

To protect the health and safety of your workers, OHS legislation requires that you perform a hazard assessment to identify all types of existing and potential hazards.

That includes COVID-19.

The OHS Safety Bulletin entitled [COVID-19 as a workplace hazard](#) outlines what you need to consider when doing an assessment. Examples include:

- Orders from the Chief Medical Officers of Health that are applicable to the workplace;
- Active cases or asymptomatic workers at your work site; and
- Active cases in the region.

If a hazard cannot be eliminated, it must be controlled. This bulletin outlines what's expected.

**COVID-19 INFORMATION**  
**COVID-19 as a workplace hazard**

This bulletin addresses the hazard assessment as it relates to COVID-19. Employers must review and update their hazard assessment to address the changing conditions related to COVID-19.

**Key information**

- Hazard assessments must be reviewed and updated to reflect current conditions.
- Employers must assess the health and safety of workers at the work site and others at, or around, the work site.
- Hazards related to the COVID-19 virus must be included in the hazard assessment.

**Hazard assessment**

The hazard assessment must address the potential for all types of hazards, including those related to the COVID-19 virus. Employers must involve affected workers when doing a hazard assessment.

Some factors to consider when assessing the potential hazards from COVID-19 are:

- any orders of the Chief Medical Officer of Health that are applicable to the workplace;
- active cases or asymptomatic workers at your work site, and/or cases in the region;
- number of vaccinated workers, if available;
- presence of persons with health vulnerabilities;
- type and duration of interactions with other workers or the public;
- physical distancing of the workforce;
- type of work or activities performed; and
- how other hazards and controls at the work site might affect COVID-19 controls.

**Hazard controls**

Employers must address all identified hazards. Eliminate a hazard whenever reasonably possible. When a hazard cannot be eliminated, it must be controlled. There is a hierarchy of controls that must be followed.

**First choice: engineering controls.** These control a hazard at the source. Depending on the workplace and processes, measures might include ventilation systems or physical barriers. Modifications are also considered to be an engineering control.

**Second choice: administrative controls.** These change the way people work. Examples include worker training or social hygiene, physical distancing, alternate work arrangements or regular workplace cleaning policies.

**Third choice: personal protective equipment (PPE).** PPE controls the hazard at the worker. PPE measures include gloves, eye protection, face masks or respirators.

If the hazard cannot be controlled by a single control method, the employer must use a combination of engineering, administrative and personal protective equipment to ensure worker protection.

**Vaccination**

Vaccination is an effective control to protect against the COVID-19 virus. The rollout of vaccines provides workers and all Albertans over the age of 12, an opportunity to be protected. Current evidence indicates vaccines are effective in preventing illness due to a COVID-19 infection.

Employers should consider seeking legal advice on issues and laws relating to human rights, labour and employment, privacy, health information and occupational health and safety before asking for proof of occupational health and safety mandatory vaccine requirements.

The CCSA can help. We have created a [Formal Hazard Assessment Template - Outbreak Management](#) to get you started.

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Location:	Assessment Date:	New		Revised	
		File	Name	File	Name
Department: Job Title: Administrative Support/Office Clerk	Hazard Exposure: Event:				
Site: Days:	Task:				
Outbreak Management	Exposure to infectious diseases (influenza, norovirus, MRSA, Covid-19)				Engineering Administrative
	Chemical exposure				Engineering PPE
	Psychological stress (may include increased workload, mental fatigue, grief etc.)				Engineering Administrative PPE
	Physical fatigue from increased workload				Engineering Administrative PPE
	Potential for exposure to verbal aggression, harassment, and bullying				Engineering Administrative PPE
					Engineering Administrative PPE
					Engineering Administrative PPE
					Engineering Administrative PPE

When COVID-19 incidents do occur, it's your responsibility to report them. The OHS Safety Bulletin entitled [COVID-19 Incidents – Reporting to Alberta Occupational Health and Safety](#) outlines what has to be reported and how to go about doing it.