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|  | **Industry/Sector:** | Overnight Accommodation | **Department/Job Position:** | Culinary |
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| **Common Tasks and Duties:** | * Using knives, blades and other sharp objects * Working near hot surfaces and equipment * Handling heavy pots/pans and food supplies * Using equipment (e.g. mixers) and appliances * Dishwashing and using cleaners * Food preparation under pressure | **Reasonably Foreseeable or Common Hazards:** | * Musculoskeletal injuries (MSI) and ergonomics * Slips, trips and falls * Struck by/against incidents * Chemical cleaners * Burns from steam or hot surfaces * Small cuts and lacerations * Heat stress and dehydration * Violence and harassment * Fatigue and psychological hazards |

Employers are to review this HIRA document and customize to their location, job tasks and site-specific hazards. To edit a row, simply use Microsoft word to edit (e.g. edit text, change risk ratings, delete a row, or add a new row). When determining risk follow the Guidance Document - Assessing Risk for HIRA Tools. When identifying controls, be sure to use the [Hierarchy of Controls](https://www.go2hr.ca/explore-all-resources/health-safety/identify-hazards-manage-risk) to control risk through elimination, substitution, engineering controls, administrative controls and Personal Protective Equipment (PPE). Once complete, this should be reviewed by the JHSC or a Worker H&S Rep, and reviewed annually thereafter.

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|  | **Full Name** | **Job Position** | **Signature** | **Date** |
| **Completed By:** |  |  |  |  |
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| **Task** | **Hazards/Risks** | **Inherent (Before Controls) Risk** | | | **General Control Measures** | **Residual (After Controls) Risk** | | | **Additional Notes** |
| **Probability** | **Severity** | **Rating** | **Probability** | **Severity** | **Rating** |
| Working in the kitchen (e.g. walking between stations, moving materials) | * MSI risks e.g. repetitive motion, overexertion, reaching, awkward postures (see more below) * Slips and falls due to wet surfaces * Trips and falls due to objects or materials on the floor or cords * Violence and harassment * Heat stress and dehydration | Likely | Moderate | Med. Risk | * Keep work area clear (do not store materials on the floor) * Wear slip-resistant footwear, maintain lines of sight * Flooring to provide adequate traction, kitchen mats in place * Clean up spills immediately, and use “Wet Floor” signage * Use step stools to reach higher areas and shelves, do not stand on tables, chairs or other objects * Maintain situational awareness, avoid distractions and rushing * Violence/harassment policies, risk assessments and training * Policies on respectful workplace and psychological safety * Announce your presence e.g. “behind” or “corner” * Ensure breathable uniforms, adequate breaks and hydration | Possible | Moderate | Med. Risk | Other tasks within this HIRA identify more specific risks and associated controls for work with increased risk e.g. working with knives/sharp edges, hot surfaces, kitchen equipment and chemical cleaners |
| Overnight coverage and fatigue | * Mental well-being and health * Fatigue, lower reaction times * Increased absenteeism * Safety and service quality affected | Likely | Moderate | Med. Risk | * Limit shift length and avoid excessive overtime * Avoid scheduling critical tasks during low-alert periods * Train staff to recognize signs of fatigue and a supportive culture that prioritizes rest and wellness * Encourage healthy sleep habits and work-life balance | Possible | Moderate | Med. Risk | See resources for employers from WorkSafeBC and go2HR on psychological safety, mental health and fatigue |
| Using knives, blades and other sharp objects (e.g. meat slicer, cutting food, blender etc.) | * Sharp objects and knives * Blades and moving objects * Cuts and lacerations * Improper use and storage | Likely | Serious | High Risk | * Provide training for workers on kitchen hazards and controls * Use the right knife or equipment tool for the job * Maintain sharp blades and use proper knife techniques * Store knives properly, never leave a knife in the sink * Use other controls e.g. cutting boards, cut-resistant gloves etc. * For meat slicers or other equipment with sharp edges or blades, de-energize and unplug equipment and follow manufacturer’s instructions for cleaning and maintenance | Possible | Serious | Med. Risk | See WorkSafeBC Culinary videos for working safely in the kitchen: [https://www.worksafebc.com/ en/resources/health-safety/videos/kitchen-safety-focusing-on-safety](https://www.worksafebc.com/en/resources/health-safety/videos/kitchen-safety-focusing-on-safety?lang=en) |

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| Musculoskeletal injuries (MSI) and ergonomics | * Repetitive motions such as chopping, stirring, or plating * Awkward postures when reaching into ovens, under counters, or overhead shelves * Overexertion when lifting heavy pots, trays, or bulk ingredients * Pushing or pulling carts, bins, or kitchen equipment * Improper lifting techniques when handling supplies, deliveries, or waste | Likely | Serious | High Risk | * Training on MSI prevention, ergonomics and safe lifting * Reminders during pre-shift briefings on MSI prevention * Warm-up, stretch and take breaks * Use proper lifting techniques or mechanical aids * Push carts instead of pulling to reduce risk of strain * Keep carts maintained and organized to avoid overloading * Rotate tasks throughout the shift to reduce repetitive motions * Use ergonomic (anti-fatigue) mats to reduce foot fatigue when standing for long periods of time * Report and replace worn or broken equipment * Store heavier items at waist height to avoid unnecessary lifting | Possible | Serious | Med. Risk | See resources for employers from WorkSafeBC and go2HR on MSI prevention specific to culinary and hospitality |
| Working with hot materials and surfaces (e.g. cookware and surfaces, hot oil, steam etc.) | * Exposure to hot substances or surfaces causing burns * Eye injuries due to splashes * Spills of hot oil, liquids etc. * MSI risks e.g. repetitive motion, overexertion, reaching, awkward postures (see more above) | Likely | Serious | High Risk | * Provide training for workers on kitchen hazards and controls * To avoid steam burns, stand to the side when opening/pouring and maintain slow steady pouring, do not overfill containers * When opening steamed or hot bags, use gloves and ensure opening is pointed away from workers and hands, open slowly * Follow safe work procedures for handling hot oil and using/ cleaning deep fryers, do not put wet food in deep fryers * Turn handles in, ensure hot surfaces are known and identified * Use PPE e.g. heat-resistant gloves, apron, eye protection etc. | Possible | Serious | Med. Risk | See WorkSafeBC Culinary videos for working safely in the kitchen: [https://www.worksafebc.com/ en/resources/health-safety/videos/kitchen-safety-focusing-on-safety](https://www.worksafebc.com/en/resources/health-safety/videos/kitchen-safety-focusing-on-safety?lang=en) |
| Working with equipment (e.g. mixers, ovens etc.) | * MSI risks e.g. repetitive motion, overexertion, reaching, awkward postures (see more above) * Struck by/against incidents * Entanglement hazards * Faulty or defective tools or equipment * Electrical hazards | Likely | Moderate | Med. Risk | * Provide workers with instruction on equipment and electrical safety, including following procedures and using PPE * For meat slicers or other equipment with sharp edges or moving parts, de-energize and unplug equipment and follow manufacturer’s instructions for cleaning and maintenance * Ensure no loose clothing or jewelry, hair should be tied back to reduce risk of entanglement or caught in hazards * Do not defeat or bypass safety guards or devices * Ensure equipment is turned off and in safe state before opening or accessing * Keep lids or covers in place during operation * Encourage staff to report faulty or broken equipment | Possible | Moderate | Med. Risk | Reminders on electrical safety: use GFCIs (particularly in wet environments), not overloading outlets, unplugging by the plug (do not pull cord), reporting damaged equipment (including cords and plugs), and always unplugging equipment before cleaning (e.g. meat slicers, mixers or blenders) |
| Restocking materials and suppliers, performing inventory checks | * MSI risks e.g. repetitive motion, overexertion, reaching, awkward postures (see more above) * Slips, trips and falls * Cold stress from walk-in fridges or freezers * Working alone or in isolation | Possible | Serious | Med. Risk | * Where possible, just in time delivery to minimize excess stocks * Use proper lifting/carrying techniques, maintain lines of sight * Keep work area clear (do not store materials on the floor) * Use carts, trolleys or lifting aids for transporting materials * Use step stools to reach higher areas and shelves, do not stand on tables, chairs or other objects * For walk-in fridges/freezers – ensure jackets, work in pairs or working alone policy and check-in protocol in place, and unimpeded egress (e.g. push latch) from inside | Unlikely | Serious | Low Risk | Follow storage requirements for food safety and ensuring that materials are organized and safely stored based on weight and type, not exceeding rack and storage capacity |
| Working alone or in isolation | * Personal safety risks * Delayed response to medical and H&S incidents or emergencies | Possible | Serious | Med. Risk | * Working Alone Policy with established check-in procedures * Ensure adequate lighting for work tasks * Violence/harassment policies, risk assessments and training * Maintain situational awareness, avoid distractions * Devices for immediately summoning assistance e.g. radios, apps, panic button, whistles etc. | Unlikely | Serious | Low Risk | Avoid work with increased risk when working alone. When possible, have staff work in pairs or groups, particularly in locations or at times with increased risk |

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| Using chemical cleaners | * Exposure to chemical hazards e.g. chemical burns, splashes to eyes, respiratory or skin irritation * Unlabelled or illegible containers * Spills and environment concerns | Possible | Serious | Med. Risk | * WHMIS training for staff using chemical cleaning products * Supplier and workplace labels in place and legible * Safe handling and dilution practices * PPE as required by label/SDS * Employer to assess products for hazards before procuring * Safety Data Sheets (SDS) referenced and available * Ensure adequate and good ventilation in working areas * Regular inspections for WHMIS compliance * Ensure proper storage of cleaners in secured area/cart * Spill response procedures with SDS * First aid on site with emergency eyewash | Unlikely | Moderate | Low Risk | Educate workers on hazards of WHMIS and consumer products (and associated symbols) e.g. Windex or other products that may not be WHMIS-controlled |