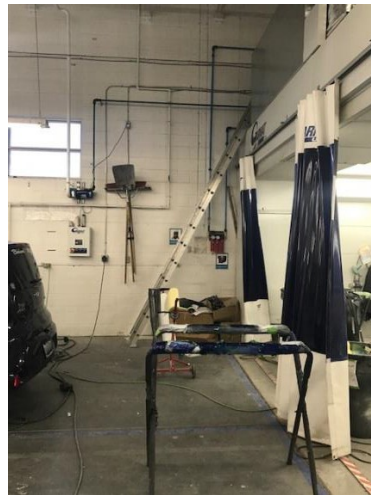




**Incident or Event**

A contracting company was hired to perform maintenance on a paint booth approximately 10ft high. One contractor was assigned to secure the ladder by holding it at the bottom. The contractor decided to leave their post and climb the ladder to access the paint prep deck. As the contractor was climbing, the ladder slid out from under him and he fell. The contractor sustained multiple injuries including a shattered knee, broken leg, and lacerated hand/arm.



**Outcomes**

The incident resulted in serious injury and lengthy time loss claim with WCB.

**Causal Factors**

**Lack of Contractor Management-** Autobody did not have a Contractor Management System in place

**Lack of Hazard Assessment** – Contractor was not required to provide a documented Hazard Assessment to the Autobody to identify hazards and controls for performing work on the paint booth.

**Failure to Follow Instructions** – Worker left post to climb ladder. All ladders must be secured from movement.

**Shared Learning**

**Vet contractors** prior to hiring to ensure they are a safe company

**Orientate contractors** when they arrive at your facility. Contractors need to understand the



requirements when working in unfamiliar environments (ie. emergency muster point, point of contact, usage of your tools and equipment permitted? Etc.)

**Monitor Contractors-** Develop plan to monitor contractors. Educate your staff to report unsafe work behaviour by contracted workers. You as the hiring employer have a right to enforce safe work at your facility by anyone.

**Assess & Control Risks** – This is critical when working with high hazard equipment such as ladders. Hazard assessments are used to identify and control risks.

**Ladder Training** – Train and educate workers on how to climb and work off a ladder safely.

## Discussion

Leaders should review the above at a meeting and use the following questions to engage their teams to identify similar hazards. Leaders should note answers, follow up, implement corrective actions, and positively reinforce worker responsiveness.

1. Where do we have similar hazards?

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2. Where do we or have we performed similar tasks or processes? Contractors?

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3. Which of the causes associated with the incident are common in our facility?

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4. Where else can we apply the shared learning?

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5. For any similar hazards in our workplace, what is the level of risk?

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<b>Probability</b>	<b>3</b> Likely	<b>Medium Risk</b> 3	<b>High Risk</b> 6	<b>Extreme Risk</b> 9
	<b>2</b> Unlikely	<b>Low Risk</b> 2	<b>Medium Risk</b> 4	<b>High Risk</b> 6
	<b>1</b> Highly Unlikely	<b>Minimal Risk</b> 1	<b>Low Risk</b> 2	<b>Medium Risk</b> 3
<b>Risk Matrix</b>		<b>1</b> Slightly Harmful	<b>2</b> Harmful	<b>3</b> Extremely Harmful
		<b>Severity</b>		

<b>Probability:</b> The likelihood of incident		<b>Severity:</b> The degree of consequence if an incident occurs	
<b>1</b>	<b>Highly Unlikely</b> - Could happen, but probably never will	<b>Slightly Harmful</b> -	Minor injuries or discomfort. May require first aid treatment.
<b>2</b>	<b>Unlikely</b> - May occur at some time	<b>Harmful</b> -	Injuries or illness requiring medical aid.
<b>3</b>	<b>Likely</b> - Expected to occur at some time	<b>Extremely Harmful</b> -	Injury or illness resulting in permanent impairment or death.

<b>Assessment</b>	
<b>Risk Rating</b>	<b>Risk</b>
<b>9</b>	<b>Extreme</b> - Urgent action required to eliminate or minimize risk
<b>6</b>	<b>High</b> - Immediate action required to eliminate or minimize risk
<b>3-4</b>	<b>Medium</b> - Short-term action required to eliminate or minimize risk
<b>2</b>	<b>Low</b> - Long-term action required to eliminate or minimize risk
<b>1</b>	<b>Minimal</b> - No action required if risk is eliminated or minimized



6. What can we do to eliminate or reduce the risk?

Hazard	Risk (R/Y/G)	Control Plan	Due Date

**SIGN: Workers Involved in this Shared Learning exercise:**

Name	Signature	Date