

# OHS Program:

## 6. What is hazard recognition, evaluation and control?

Hazard recognition, evaluation and control (HREC) is the foundation of an OHS program, and is used to identify hazards and manage risk in the workplace. HREC is a set way to make decisions on what could harm workers and how to work safely. It is also an important activity used to get everyone on the same page for what is an acceptable risk and the resources needed to manage them.

### Requirements

Managing risk requires procedures to make sure proper steps are followed to find hazards and ways to protect workers. HREC is most effective when procedures are established, implemented and maintained that:

- Assign responsibility for managing and administering the program
- Make sure all legal OHS requirements for hazards and risk assessments are included
- Identify the nature, scope, timing and responsibilities for HREC activities
- Establishes a process for identifying all hazards, evaluating risks and putting controls in place
- Apply controls according to the hierarchy of elimination, substitution, engineering, administrative and personal protective equipment
- Define measures to ensure HREC is proactive rather than reactive
- Ensure assessments are kept up to date, made available to workers and are reviewed before changes are made
- Review the effectiveness of the HREC program at regular intervals
- Consider risks and controls when establishing, implementing and maintaining the OHS program

## Tips for effective management:

Assessing OHS hazards and risks is part of an OHS program. Workers must be consulted when changes are made that affect their health and safety. Anytime a significant change is made, a risk assessment is completed. Procedures then take into account routine and non-routine work, anyone who has access to the workplace (including visitors and contractors), and what workers are capable to do and how their behaviour may create hazards.



### To increase the effectiveness of HREC and risk assessment processes, make sure to:

- Appoint a senior member of the organization to promote HREC activities
- Appoint a competent person to manage the process
- Determine training for anyone who is involved in HREC
- Develop an inventory for all laws and regulations that apply to the work
- Develop a method to record the results of assessments that include the:
  - o People involved
  - o Date
  - o Details of the work
  - o Hazard(s)
  - o Controls in place
  - o Workers at risk
  - o Likelihood and severity of harm
  - o Actions to be taken following the assessment
- Educate and train workers based on the results of risk assessments
- Develop a process for reviewing risk assessments to make sure they are working as planned
- Develop a reporting process to management on the how well the HREC activities are working

**WorkplaceNL**

Health | Safety | Compensation

Contact us t 1.800.563.9000 w [workplacenl.ca](http://workplacenl.ca)  
e [safety@workplacenl.ca](mailto:safety@workplacenl.ca)