

Selkirk College Policies and Procedures		Title and number	6410 Working Alone or in Isolation		
		Replaces	B6000.4		
		Effective	2003.10.13	Next review :	2014.09.26
Executive Responsibility	Administrative Responsibility	Recommended by Policy Review Committee	2009.09.21		
Director, Human Resources	Health and Safety Coordinator	Recommended/Approved by Education Council	N/A		
		Approved by President	2009.09.26		

1 PURPOSE

This policy:

- (1) outlines procedures to be followed whenever an employee works alone, and
- (2) delegates responsibilities to management, supervisors, and workers regarding safety for employees working alone.

2 SCOPE / LIMITS

This policy applies to all individuals employed by Selkirk College – contractors, staff, faculty, and students – who work alone or in isolation, and whose well-being may be compromised by factors such as health (e.g. unexpected heart attack), hazard exposure (e.g. chemical burn, toxic gas release) and/or physical trauma (e.g. being knocked unconscious as a result of a slip and fall, personal assault, injuries from machineries).

3 PRINCIPLES

The College strives to minimize risks to employees, students, and contractors at worksites while performing their duties. The goal is to minimize disabling injuries to workers by reducing exposures to hazards through risk analysis, ensuring sufficient training, implementing safe operating procedures, and providing appropriate personal protective equipment.

Selkirk College is committed to implementing a system to support the safety and security of employees working alone. Each department or academic school must conduct a risk assessment and eliminate or control the hazards of working alone. The risk assessment must be reviewed on an annual basis or when work processes are introduced or changed.

4 DEFINITIONS

Hazard Means a situation, condition, or thing that may be dangerous to the safety or health of employees.

Working Alone or in Isolation This policy applies if a worker is working alone at a work site where assistance is not readily available in the event that there is an emergency or in the event that the worker is ill or injured.

Work Site Any location where Selkirk College business is performed is considered part of the work site, including traditional office and maintenance environments, field locations, vehicles, or off-site

work locations. This does not include the home office.

5 PROCEDURE

Whenever possible, staff should work in teams or with another worker in a buddy system. It is inevitable that during the course of performing duties on behalf of or related to the College, there are occasions that would necessitate workers to be working alone or in isolation. Under these circumstances, workers will benefit by regularly having their well-being monitored at predetermined intervals, to be set out by employee and manager, so quick emergency response and assistance can be provided if required.

Supervisors must review historical data of injuries and incidents and conduct a detailed risk assessment in consultation with the worker(s) to identify when employees are working alone and the level of risk that this presents. Historical injuries and incidents data is maintained by the Joint Occupational Health & Safety Coordinator and is accessible to supervisors upon request.

Well in advance of a working-alone situation, the supervisor must:

- (1) determine if there is a need to work alone or in isolation,
- (2) complete a Hazard Identification and Risk Management Survey (Appendix A), **and provide this information to the worker**,
- (3) detail a strategy to ensure safety and regulatory compliance, and
- (4) complete a Working Alone or in Isolation Information Form (Appendix B) and submit the form in advance of the scheduled work to the Joint Occupational Health and Safety Committee or Human Resources.

6 RESPONSIBILITIES

5.1 Management will ensure that:

- (1) risk assessments are conducted to identify existing or potential working-alone hazards at Selkirk College (confirmation of the departmental risk assessment which highlights any changes must be submitted to the Joint Operational Health and Safety (JOH&S) Coordinator by December 31 of every year),
- (2) measures are taken to eliminate or control the hazards of working alone at Selkirk College,
- (3) affected workers are informed of the hazards and methods used to control or eliminate hazards,
- (4) employees who work alone have discussed with their supervisor, a means of communication with individuals who can respond to an emergency situation, and
- (5) all Selkirk College employees understand the Working Alone or in Isolation policy and procedures.

5.2 In addition to the responsibilities outlined in the procedure section, supervisors will:

- (1) provide an effective system for communication between any worker who works alone and persons capable of assisting the worker, and
 - (2) ensure incidents of working alone or in isolation are reported and documented.
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5.3 Employees will:

- (1) inform their supervisor prior to working alone,
- (2) report all work site incidents immediately to their supervisor as required by WCB, and
- (3) participate in work site risk assessments and the implementing of procedures to eliminate or control hazards of working alone.

7 REGULATIONS

<http://www2.worksafebc.com/publications/OHSRegulation/Part4.asp#SectionNumber:4.20.1>

8 OTHER RELEVANT POLICIES

6400 Violence in the Workplace

6420 Occupational Health and Safety

Key words: violence, WCB Regulations, incidents, victim

WORKING ALONE OR IN ISOLATION

Hazard Identification and Risk Management Survey

FACULTY/DEPARTMENT: _____

SUPERVISOR: _____ PHONE: _____

It is the responsibility of the supervisor to identify any hazardous agents or activities that arise from the conditions and circumstances of the employee's work.

IT IS STRONGLY RECOMMENDED THAT HANDLING OF HAZARDOUS SUBSTANCES OR PERFORMING HAZARDOUS ACTIVITIES BE PROHIBITED WHEN AN EMPLOYEE IS WORKING ALONE.

Identify hazardous substances the employee may handle while working alone:

- HAZARDOUS WASTE
- PRESSURIZED GASES
- HERBI-PESTICIDES
- INDUSTRIAL CHEMICALS
- LIQUID GASES
- LAB CHEMICALS
- NONE

OTHER SUBSTANCES NOT LISTED ABOVE:

Identify hazardous activities the employee may perform while working alone:

- HEAVY PHYSICAL LABOUR
- WORK WITH POWER TOOLS
- USE LADDERS, SCAFFOLDING
- WORK WITH HEAVY MACHINERY
- WEATHER CONDITIONS
- WORK WITH HIGH ELECTRIC CURRENTS
- JOB DUTIES OCCUR IN ISOLATED LOCATIONS
- WORK WITH EQUIPMENT UNDER PRESSURE OR VACUUM
- JOB DUTIES POSE INCREASED RISK
- ENTER CONFINED WORKSPACE
- JOB DUTIES OUTSIDE OF NORMAL WORK HOURS
- NONE

OTHER ACTIVITIES NOT LISTED ABOVE:

WORKING ALONE OR IN ISOLATION Hazard Identification and Risk Management Survey

FACULTY/DEPARTMENT: _____

WORKING HOURS _____

Document all steps taken to eliminate or reduce the identified risks:

The steps taken **must** include the establishment of an effective communication system that consists of:

A. Effective communication:

- Radio communication, or
- A regular land line phone, cellular phone or satellite phone or other communication device, or
- Any other means that provides effective communication commensurate with the risk involved; or
- Maintaining regular contact with the person working alone.

If applicable include any of the following:

B. Providing:

- written instructions stating limitations _____
and/or
- prohibitions of specific activities while working alone _____

C. Providing sufficient training and instruction for safe work practices and ensuring minimum standards of competence.

- Workplace Hazardous Materials Information System (WHMIS)
 - Transportation of Dangerous Goods (TDG)
 - Respiratory Protection
 - Lab Safety
 - First Aid and CPR
 - Confined Space Entry
 - Fire Extinguisher Training
 - Health and Safety Orientation
 - Emergency Procedures
 - Supervision and Safety
 - Ladder/Scaffolding safety
 - Other _____
-

D. Providing applicable personal protective equipment (PPE)

- Eye Protection
- Head Protection
- Respiratory Protection
- Skin Protection
- Footwear
- Hearing Protection
- Fall protection
- Other _____

It is mandatory that *the supervisor provides site-specific orientation.*

If, in the opinion of the supervisor, *additional site-specific safety training* is required, please indicate the type of training and the person responsible for providing additional safety training. Contact the Joint Occupational Health and Safety Coordinator for assistance.

SITE SPECIFIC ORIENTATION DATE: _____

SITE SPECIFIC SAFETY TRAINING DATE: _____

SIGNATURE OF THE SUPERVISOR: _____

SIGNATURE OF THE DESIGNATED EMPLOYEE: _____

WORKING ALONE OR IN ISOLATION Information Form

Faculty/Department: _____ Date: _____

Supervisor: _____ Phone: _____

Worker: _____

Description of work: _____

Location of work: _____

Worker contact:

Satellite Phone: # _____

Cell Phone: # _____

Land Line: # _____

Personal Contact

Person to contact, or be contacted by worker: _____

Frequency of contact with worker/ time(s): _____

Person responsible for emergency response/first aid: _____

Contact information for above: _____

Risk Identification completed

Working Alone Procedures completed

Supervisor: _____ Date: _____

Employee: _____ Date: _____

Approved by: _____ Date: _____
