FIELD LEVEL HAZARD ASSESSMENT (FLHA)

Business name

Document: FLHA-001 Rev 1
Assessed: 2026-11-09 17:46
Valid for this shift / task only
Highest risk after controls: Medium

1. BUSINESS AND JOB DETAILS

Job	Solar panel removal and reinstall	**Start date**	Nov 9, 2026
Working hours	7:00 am to 3:30 pm	**Trade**	Solar

2. JOB STEPS, HAZARDS AND CONTROLS

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
1	Shut down the system and isolate AC and DC	Electric shock from live wiring Stored energy Rules: Provincial OHS regulation, electrical safety, and CSA Z462	**Critical Possible / Fatality**	1.1 Isolate the power before any work. Do not work live. [Elimination] 1.2 Lock out and tag the isolation point with your own personal lock and danger tag. [Engineering (guarding)] 1.3 Test before you touch: prove dead at the point of work with a tested voltage tester. [Engineering] 1.4 Only licensed electricians do electrical work, to the Canadian Electrical Code and provincial rules. [Administrative] 1.5 Check for back feeds from solar, batteries and generators that can keep a circuit live after the main switch is off. [Administrative] 1.6 If energized work cannot be avoided, use a permit, a safety observer and insulated tools, following CSA Z462. [Administrative] 1.7 Wear insulated gloves, arc-rated clothing and a face shield when testing or working near live parts. [PPE] 1.8 Release or block all stored energy before work: release the pressure in pipes, tanks and hoses, bleed hydraulics, release springs, lower loads. [Elimination] 1.9 Lock out and tag all energy sources with personal locks. [Engineering (guarding)] 1.10 Put mechanical blocks or props under raised parts like buckets, tipper bodies and doors. [Engineering] 1.11 Test that the system is dead and nothing can move before you start. [Administrative] 1.12 Follow the maker's procedure, for example for garage door and roller door springs. [Administrative] 1.13 Wear safety glasses and gloves. [PPE]	**Medium Rare / Fatality**	Site supervisor
2	Set up edge protection and roof access	Falling from a roof edge Falling from a ladder Rules: Provincial OHS regulation, fall protection	**Critical Likely / Fatality**	2.1 Do what you can from the ground or from a scaffold at the gutter line, for example pre-assemble parts on the ground. [Elimination] 2.2 Install edge protection or guardrails on all open roof edges before work starts. [Engineering (guarding)]	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				2.3 Use a perimeter scaffold with handrails and toe boards along the eaves where practical. [Engineering] 2.4 Where guardrails cannot be fitted, use fall restraint on certified roof anchors so workers cannot reach the edge. [Engineering] 2.5 Use one safe, controlled access point and keep others off the roof. [Administrative] 2.6 Stop roof work in strong wind or rain, and when the roof is wet, icy or covered in dust or frost. [Administrative] 2.7 Wear a harness clipped to a rated anchor when using restraint or fall arrest, and soft-soled non-slip boots. [PPE] 2.8 Use a platform ladder, mobile scaffold or aerial work platform for longer jobs instead of a straight ladder. [Substitution] 2.9 Use CSA Grade 1, 1A or 1AA ladders in good condition. Remove any damaged ladder from site. [Engineering] 2.10 Set extension ladders at a 4 to 1 angle on firm, level ground, tied or footed, and reaching 1 metre above the landing. [Engineering] 2.11 Use ladders only for short, light work. Do not carry heavy or awkward loads up a ladder. [Administrative] 2.12 Keep three points of contact and your belt buckle between the side rails. Do not overreach. [Administrative] 2.13 Do not stand on the top three rungs of an extension ladder or the top step of a stepladder. [Administrative] 2.14 Check the ladder before each use: feet, rungs, side rails and locks. [Administrative] 2.15 Wear non-slip safety boots with clean soles. [PPE]		
3	Disconnect panels, covering connectors	Electric shock from live wiring Rules: Provincial OHS regulation, electrical safety, and CSA Z462	**Critical Possible / Fatality**	3.1 Electric shock from live wiring: see step 1 for the full controls [Administrative]	**Medium Rare / Fatality**	Site supervisor
4	Lower panels by hoist and store them flat	Lifting and carrying heavy loads Falling tools and materials Glass handling and breakage	**High Likely / Lost time injury**	4.1 Plan to avoid carrying: have materials delivered, and old items picked up, as close as possible to where they are used. [Elimination] 4.2 Use lighter or smaller loads: order smaller bags and shorter lengths, and drain or break down old items before moving them. [Substitution] 4.3 Use trolleys, pallet jacks, hoists, vacuum lifters or equipment instead of carrying by hand. [Engineering] 4.4 Use a two-person lift for anything heavy, long or awkward. Plan the route first and clear it. [Administrative] 4.5 Keep the load close, back straight and no twisting. Turn with your feet. [Administrative] 4.6 Barricade and sign the drop zone under overhead work so nobody walks beneath. [Engineering (guarding)] 4.7 Fit toe boards, kick plates and mesh screens on scaffolds	**Medium Unlikely / Serious injury**	Site supervisor

#	Job step	Hazards	Risk before	Controls	Risk after	Responsible
				and edges. [Engineering] 4.8 Use catch fans, debris netting or covered walkways where people pass below. [Engineering] 4.9 Tether hand tools when working at height. [Engineering] 4.10 Keep platforms tidy. Do not stack materials near edges or above toe board height. [Administrative] 4.11 Use suction lifters, glass trolleys or a glazing robot for large panes. [Engineering] 4.12 Store glass upright on racks and secure it. Never lay it flat or lean it loosely. [Engineering] 4.13 Use two or more people for large panes, and clear the carry route first. [Administrative] 4.14 Mark new glass with tape or stickers so nobody walks into it. [Administrative] 4.15 Clean up broken glass straight away into a marked container. [Administrative]		
5	Reinstall, test and recommission	Electric shock from live wiring Poor housekeeping and waste Rules: Provincial OHS regulation, electrical safety, and CSA Z462	**Critical Possible / Fatality**	5.1 Electric shock from live wiring: see step 1 for the full controls [Administrative] 5.2 Order materials to size and send packaging back where you can. [Elimination] 5.3 Put waste bins and chutes close to the work. [Engineering] 5.4 Clean as you go, and do a full clean up at the end of each day. [Administrative] 5.5 Keep exits, stairs and walkways clear at all times. [Administrative] 5.6 Stack materials neatly on level ground, away from edges. [Administrative] 5.7 Wear gloves when handling waste. [PPE]	**Medium Rare / Fatality**	Site supervisor

Risk key: risk = likelihood x consequence on a 5 x 5 matrix. Low, Medium, High, Critical. Work must not start while the risk after controls is high or above. Controls are listed in order of the hierarchy of controls: Elimination, Substitution, Engineering (guarding), Engineering, Administrative, PPE.

3. PPE AND PERMITS

Required PPE	Permits and plans
CSA green triangle safety boots (CSA Z195) Full body harness (fall arrest) Rubber insulating gloves Safety glasses (CSA Z94.3) Arc flash PPE (CSA Z462) Work gloves Sun protection (sunscreen, hat, long sleeves) Hard hat (CSA Z94.1) Cut-resistant gloves	Lockout permit Roof access permit Fall protection plan

4. PLANT AND EQUIPMENT

Plant / equipment	Licence or training needed	Inspection needed	Rego / ID	Last inspected	Certificate / report
Extension ladder					
Frame scaffold	Provincial scaffold erector training				
Electrical test meter					
Hand tools					

5. CREW COMPETENCY, TICKETS AND LICENCES

Crew listed at sign-on below, with ticket and licence numbers.

6. EMERGENCY ARRANGEMENTS

Emergency number	911	**First aid kit**	In the work vehicle
Fire extinguisher	In the work vehicle	**Alarm and evacuation**	Shout for help and stop work. Make the area safe and go to the assembly point. Call the emergency number and send someone to meet the ambulance.
Reporting incidents	Report serious incidents to the provincial regulator as required.		

7. MONITORING, REVIEW AND LEGAL BASIS

The supervisor and crew review this assessment at the start of the shift, whenever the task, crew or conditions change, and before any new work process starts. Re-assess and initial the changes below.

Legal basis: Provincial occupational health and safety law (e.g. Ontario OHSA and O. Reg. 213/91, BC OHS Regulation, Alberta OHS Code). Employers must identify hazards before work starts and control them, and workers must be told about them. A field level hazard assessment is done on site, at the start of each shift or task, and reviewed again when conditions change.

Keep completed hazard assessments for at least 3 years (COR auditors sample the last 12 months). Review this FLHA and re-sign whenever the task, crew or conditions change.

8. PRE-JOB CHECKS

Check	Yes	No
PPE inspected and in good condition		
Tools and equipment inspected		
Permits reviewed and posted		
Locates valid and on site (if digging)		
Barricades or warning ribbon in place		

Check	Yes	No
Muster point and emergency plan reviewed with the crew		
SDS available for products used		
Working alone check-in set up (if anyone works alone)		

9. RE-ASSESSMENT WHEN CONDITIONS CHANGE

Time	What changed	New hazards	Controls	Initials

10. END OF SHIFT REVIEW

Completed at		**Reviewed by**	
Area cleaned up and safe		**Permits closed**	
Incidents or near misses		**Hazards remaining**	

11. REVISION HISTORY

Rev	Date	By	What changed
1	Nov 9, 2026		First issue

12. SIGN-OFF

	Name	Signature	Date	
Prepared by				
Supervisor				
Prime contractor review				Accepted for use: Yes / No

By signing below, each worker confirms they took part in this hazard assessment, it was reviewed with them before work started, and they will follow it. Stop and re-assess if anything changes.

Name	Role / company	Tickets / licences	Signature	Date

Name	Role / company	Tickets / licences	Signature	Date