

Workplace Safety & Prevention Services

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Root Cause Analysis in Ontario Flower Greenhouses - working at heights

As follow up to the Greenhouse Risk Assessments conducted in 2016 it was agreed with the industry sector to conduct a root-cause workshop using "Fishbone" approach focusing on "Worker falls while working from a height". The purpose was to identify and rank/prioritize the causal factors which contribute to the risks of working at heights. The outcome of the workshop becomes an action plan to work on solutions to causes which could be corrected with the largest impact on reducing worker injury and illnesses.

In the fall of 2018, a two-day workshop was conducted with an agreed process with participants who were peer recognized industry experts. The workshops were open, transparent and collaborative. Ranking/prioritization of the causal factors was done using only employer and worker votes.

The primary outcome of the workshops was a prioritization of 43 primary causal factors which were prioritized into a list which it was felt would be most effective if tackled first to reduce the risks to workers. An interesting observation was that there were the obvious causal factors such as lack of proper PPE and training programs. However, there were a number of cultural and behaviour causes identified as primary causes for falls from heights being a major risk in the flower greenhouses.