

G26 APPENDIX 2 EXAMPLE SIGNIFICANT FINDINGS OF RISK ASSESSMENT FOR AN EMPLOYEE WHO DEVELOPS DISABILITY

Directorate	Social Services	Area/Activities	Day Care Worker at Learning Disabilities Skills Centre	Carried out by		Date		Sheet of
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Hazard	Who might be harmed	Existing Controls (Or proposed controls in the case of a new activity)	*Risk rating with existing or proposed controls	Are risks adequately controlled Yes/No	If No, what further actions are required to reduce the risks
<p>Employee has been referred to OH because of deteriorating eyesight. OH has advised that the employee should not operate machinery.</p> <p>A major part of the employee's role is cutting timber on a circular saw and a band saw. Poor vision could lead to severe lacerations to the hands/fingers whilst carrying out this work.</p>	Employee	<p>Machinery is guarded and meets all safety requirements set out by the PUWER Regulations and the ACOP.</p> <p>Employee has been trained and assessed as competent to operate the machinery.</p>	Likelihood 4 Severity 4 Risk = 4 x 4 = 16	No	<p>Not all of the cutting blades can be guarded; a gap must be left to allow the work-piece to pass. The risk of severe hand/finger lacerations on the blades from not seeing properly is substantial and cannot be reduced.</p> <p>Employee cannot be allowed to operate these machines, and since this is a major part of the job, cannot continue in this position.</p>

*Risk Rating = Likelihood of Occurrence x Severity of Harm (Not essential, but can help in prioritising actions)

*Risk Rating	Likelihood of Occurrence x Severity of Harm				
Likelihood of Occurrence	1 Rare	2 Unlikely	3 Moderate	4 Likely	5 Almost Certain
Severity of injury	1 Minor	2 Moderate	3 Significant	4 Major	5 Catastrophic

EXAMPLE SIGNIFICANT FINDINGS OF RISK ASSESSMENT FOR EMPLOYING A CANDIDATE WITH A DISABILITY (cont)

Directorate	Highways and Planning	Area/Activities	Administration Assistant	Carried out by		Date		Sheet of
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Hazard	Who might be harmed	Existing Controls (Or proposed controls in the case of a new activity)	*Risk rating with existing or proposed controls	Are risks adequately controlled Yes/No	If No, what further actions are required to reduce the risks
<p>The successful candidate for this vacant position is a wheelchair user. The job is based in a large department which occupies the whole of the 4th floor of a city centre office block.</p> <p>A lift is provided and access/egress is not a problem at normal times. The lift cannot be used in the event of a fire evacuation and the candidate would not be able to use the stairs.</p>	Wheelchair using employee and 'Buddies'	<p>A fire risk assessment has been carried out, the likelihood of fire occurring is low and adequate fire protection measures are generally in place.</p> <p>A Personal Emergency Evacuation plan (PEEP) has been completed for this candidate</p> <p>If evacuation becomes necessary 'Evac-Chairs' are available on each floor and staff have been trained to evacuate wheelchair users using these devices.</p>	Likelihood 1 Severity 4 Risk = 1 x 4 = 4	Yes	

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Likelihood of Occurrence	1 Rare	2 Unlikely	3 Moderate	4 Likely	5 Almost Certain
Severity of injury	1 Minor	2 Moderate	3 Significant	4 Major	5 Catastrophic