

## G35.2 MODEL SIGNIFICANT FINDINGS OF RISK ASSESSMENTS

<b>Directorate</b>	Community Safety	<b>Area/Activities</b>	Fire & Rescue Operational Duties	<b>Carried out by</b>	LC	<b>Date:</b> Dec 04	Sheet 1 of 1
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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>Fire-fighters' abilities impaired through alcohol/drugs, leading to mistakes causing:</p> <p>High speed, large vehicle road traffic accidents; Accidents from using tools &amp; equipment; Falls from ladders and heights; Inefficient fire &amp; rescue operations resulting in more severe injuries and larger property losses.</p>	<p>Fire-fighters &amp; colleagues.</p> <p>Members of the public including persons being rescued</p>	<p>Routine monitoring and observation carried out by Officers in Charge and colleagues. Other means of recognising employees with a alcohol/drug problem are;</p> <p>Absence/lateness monitoring systems Performance appraisal and management system</p> <p>A 'Safe Card' system is in place for all fire-fighters to use that allows anonymous reporting of any health and safety issues.</p> <p>Employees are encouraged to voluntarily seek assistance if they have a alcohol/drug problem. Employees voluntarily seeking assistance or displaying signs of alcohol/drug abuse are removed from operational duties and referred to Occupational Health. Counselling and support is provided as is appropriate.</p> <p>The 'Capability' procedure is used to emphasis the seriousness of the problem whilst giving the employee opportunities for improvement.</p>	<p>Likelihood 2 Severity 5 Risk = 2 x 5 = 10</p> <p>With the proposed testing the Likelihood would be reduced to 1, the Severity remains 5. Risk reduced to =1 x 5 = 5</p>	No	<p>Pre-employment/internal transfer medical screening to include testing for alcohol/drugs abuse.</p> <p>A procedure for mandatory random and incident led alcohol/drugs tests to be implemented.</p>

*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

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