

Occupational Health and Safety Baseline risk assessment template																							
Business/Operating unit:		Peaking OU							Department:		Peaking Security Department					Next Review Date (every 2 years):		Template Identifier:		240-70044602			
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Refer to Occupational Health and Safety Risk assessment procedure 32-020																							
List activity	Activity type (Routine/Non-routine)	Hazard nr	Hazard Identification	Risk Nr	Associated risk	Risk type	Cause(s) of the risk	Exposed group/employees	Risk Owner	Exposure patterns	What are the possible consequences?	Existing Controls	Consequence	Likelihood	Risk Priority Rating	Additional Controls or Tasks Aimed at Improving Existing Controls	Monitoring Mechanisms	Control Owner	Legal and Other Requirements	Target Date	Current Status	Integrated Risk Management (IRM) reference number	
List specific activities to be performed taking into consideration the equipment to be used, the personnel involved in the task.	1. Routine activities and situations create hazards through day-to-day operations and normal work activities. 2. Non-routine activities and situations are occasional or unplanned.	#	Anything with potential to cause of harm. Note: A hazard can pose more than one risk.	#	A chance that injury, ill health or damage could occur as a result of uncontrolled hazard.	Safety or health	What causes the risk to come into effect?	Who is exposed to the hazard i.e. visitors, members of the public, etc.	Who is accountable for making sure the controls and monitors are in place, implemented, regularly reviewed for effectiveness.	The frequency and duration the person/group is exposed to the hazard e.g. Daily for 3 hrs.	Consider the worse case scenario without controls?	Include: - Preventative Controls (controls implemented to eliminate hazards or reduce the likelihood of the risk occurring), and - Reactive Controls (controls implemented to reduce the immediate impact of the risk occurring) Elimination Substitution Engineering controls Administrative controls Personal protective equipment (PPE)				RCE Risk Control Effectiveness	How we know if we are succeeding. Include comments on effectiveness. This may include i.e. measurements, inspections, supervision where necessary.	Person allocated the responsibility for implementing the agreed controls (if applicable)	Where relevant, list the relevant legislative and/or EHS requirements that prescribe the control.	Once a date has been agreed to, this can not be changed (if applicable)	Pending, In Progress, Complete (if applicable)	Where applicable, add IRM system reference number for tracking of treatment actions. (Applicable to risks that have an impact on business objectives or require intervention from Senior or Executive management such as implementing major engineering projects as a control)	
Receiving and responding to incident call-outs	R	1	Miscommunication, incomplete information	1	Entering unsafe scene; delayed response	Safety	Ineffective communication and information	Employees, members of public	Manager or Supervisor	Daily for 8 hours	Medical	Clear radio protocols; confirmation of threat level	3	A	IV	Mostly effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 1995	None	Complete	None	
Armed transit to scene	R	2	High-speed driving; ambush risks; public	2	Vehicle accidents; injury; collateral harm	Safety	Hazardous road conditions and criminal intent	Employees, members of public	Manager or Supervisor	Adhoc basis	Fatality	Defensive driver training; vehicle maintenance; road	3	A	IV	Fully effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 1995	None	Complete	None	
Approaching incident location	R	3	Poor visibility, armed suspects, environment	3	Being ambushed; crossfire; slips, falls; etc	Safety	Environmental and situational unpredictability	Employees, members of public	Manager or Supervisor	Adhoc basis	Lost Time Injury	Tactical approach training; PPE; backup support; use	3	A	IV	Fully effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 1995	None	Complete	None	
Engagement with suspects	R	4	Armed confrontation; aggressive behaviour	4	Gunshot wounds; fatal injury; harm to	Safety	Criminal intent and violent confrontation	Employees, members of public	Manager or Supervisor	Adhoc basis	Medical	Firearms competency; de-escalation; body armour	3	A	IV	Fully effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 1995	None	Complete	None	
Detaining suspects	R	5	Physical struggle; use of restraints	5	Injury to officer/suspect; accidental discharge	Safety	Human resistance and close-contact of	Employees, perpetrators	Manager or Supervisor	Adhoc basis	Medical	Handcuffing training; clear commands; holster retention	3	A	IV	Fully effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 1995	None	Complete	None	
Securing and clearing premises	R	6	Hidden suspects; trip hazards; hazardous	6	Surprise attacks; falls; exposure to fire	Safety	Unknown building layout and concealed	Employees	Manager or Supervisor	Adhoc basis	Medical	Two-person rule; communication; building entry	3	A	IV	Fully effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 1995	None	Complete	None	
Coordination with law enforcement	R	7	Misalignment of roles; crossfire hazard	7	Accidental friendly-fire; operational coordination	Safety	Coordination gaps between agencies	Employees, members of public	Manager or Supervisor	Adhoc basis	Occupational disease with reversible/long-term effect	Joint response protocols; identification; designate	3	A	IV	Fully effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 1995	None	Complete	None	
Post-incident procedures	R	8	Fatigue, stress, psychological trauma	8	PTSD; reduced alertness; operational errors	Safety	Operational fatigue and psychological	Employees	Manager or Supervisor	Daily for 8 hours	Occupational disease with reversible/long-term effect	Debriefing; access to counselling; shift rotation	3	A	IV	Fully effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 2002	None	Complete	None	
Firearm handling and storage	R	9	Negligent discharge; improper storage	9	Injury; fatality; legal liability	Safety	Improper firearms handling and storage	Employees, members of public	Manager or Supervisor	Daily for 8 hours	Occupational disease with reversible/long-term effect	Safe gun handling SOPs; inspections; secure safes;	3	A	IV	Fully effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 2001	None	Complete	None	
Site and Public Unrest	N	10	Violent from uncontrolled people	10	Instability, fighting, damaging to property	Health	Disputes and disgruntled public / employees	Employees, members of public	Manager or Supervisor	Adhoc basis	Medical treatment case	Project labour agreement, emergency preparedness plan, stakeholder engagement	3	A	IV	Fully effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 2002	None	Complete	None	
Harassment of employees in the workplace	N	11	Harassment of employees in the workplace	11	Homogenous workforce	Safety	Lack of diversity or appreciating diversity in a workforce, minority feel isolated and feel vulnerable and majority feels threatened by those who appear different	Employees	Manager or Supervisor	Adhoc basis	Fatality	Project labour agreement, basic conditions of service, HR procedures and daily time sheets	3	A	IV	Mostly effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 2002	None	Complete	None	
Patrolling both foot & Vehicle patrol	R	12	Trespassers/intruders	12	Fighting, shooting	Safety	Sliding, trespassing and poaching/hunting	Employees	Manager or Supervisor	Adhoc basis	Property damage, First Aid	Bullet proof vehicle, bullet proof vest and training	3	A	IV	Mostly effective	None	Manager or Supervisor	Occupational Health and Safety Act No. 85 of 2004	None	Complete	None	
	R	13	Uneven surfaces	13	Slip trip and fall	Safety	Uneven terrain	Employees	Supervisor /Line Manager	Daily for 2 hours	Personal Injury, Property Damage, Animal death	Awareness on remaining in a state of awareness, consider our surroundings, notice the way our feet hit the ground, and adapt when necessary.	3	A	IV	Fully effective	None	Supervisor /Line Manager	Occupational Health and Safety Act No. 85 of 2005	None	Complete	None	
	R	14	Poor lighting	14	Trip and fall	Safety	Poor visibility	Employees	Supervisor /Line Manager	Daily for 2 hours	Lost Time Injury or Property Damage	Use of torches	3	A	IV	Fully effective	None	Supervisor /Line Manager	Occupational Health and Safety Act No. 85 of 2006	None	Complete	None	
	R	15	Natural conditions include fog, clouds, windblown dust, rain, sand, naturally ignited wildfires, and natural aerosol	15	Exposure to natural conditions	Safety	Poor weather condition	Employees	Supervisor /Line Manager	Adhoc basis	Personal Injury, Property Damage, Animal death	Occupational hygiene surveys conducted, personal protective equipment	3	A	IV	Fully effective	None	Supervisor /Line Manager	Occupational Health and Safety Act No. 85 of 2007	None	Complete	None	
Workplace Psycho-Social & Human Factors	R	16	Shortage of employees to perform required activity, incident and accidents	16	Uneven distribution of duties/responsibilities which lead to fatigue, exposure to incidents	Safety	Lack of planning, planned and unplanned events and acceleration of activities that affect the schedule	Employees	Supervisor /Line Manager	Adhoc basis	Property Damage, LTI	Counselling	3	A	IV	Fully effective	None	Supervisor /Line Manager	Occupational Health and Safety Act No. 85 of 2008	None	Complete	None	
		17	Workplace Bullying	17	Isolation, depression, aggressive, unexplained injuries, weight loss		abuse of authority, stress and trauma	Employees	Supervisor /Line Manager	Adhoc basis		Counselling	3	A	IV	Fully effective	None	Supervisor /Line Manager	Occupational Health and Safety Act No. 85 of 2008	None	Complete	None	
		18	Sexual Harassment	18	Isolation, depression, aggressive, unexplained injuries, weight loss, sleep disorder		work culture, sleep disorder, improper sexual comments,	Employees	Supervisor /Line Manager	Adhoc basis		Counselling	3	A	IV	Fully effective	None	Supervisor /Line Manager	Occupational Health and Safety Act No. 85 of 2010	None	Complete	None	