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| **Key Guidance** This section provides an overview of the key concepts for completing a RAFAC risk assessment. Refer to Notes section for further information. The first line of the risk assessment table, below, shows an illustrative example.  **Hazard** is anything that may cause harm, e.g. working at height on a ladder.  **Risk** is the chance of someone or something being harmed by the hazard. Risk is measured by multiplying the likelihood of it happening with its impact (severity). E.g. it is **‘Possible’** that someone who is not competent could fall from a ladder (3 rating) resulting in **‘Moderate’** impact with multiple injuries (2 rating), creating a score of 3x2=6 (low). However, reducing the risk to as low as reasonably practicable (ALARP) through the implementation of control measures e.g. training on ladder use to ensure competency, the likelihood of injury would be reduced to **‘Unlikely’** (2 rating) giving a final score of 2x2=4 (very low).  **Note** - Persons undergoing training cannot be deemed competent until their capability is properly assessed.  **Dynamic Risk Assessment** compliments generic and specific risk assessment. Regardless of completing this RAFAC 5010C, it is beholden on the person creating the risk to continue to monitor the activity and the control measures. Any changes to the activity (including the environmental conditions) or the control measures, must be addressed via the mechanism of a dynamic risk assessment such that risks remain ALARP. | | | | | | | | | | | | | | **Likelihood (L)** | | **x** | | **Impact (I)** | | **=** | |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | --- | | **Risk Score Calculation** | | | | | | | |  | | **Likelihood** | | | | | | **1** | **2** | **3** | **4** | **5** | | **I**  **m**  **p**  **a**  **c**  **t** | **5** | **5** | **10** | **15** | **20** | **25** | | **4** | **4** | **8** | **12** | **16** | **20** | | **3** | **3** | **6** | **9** | **12** | **15** | | **2** | **2** | **4** | **6** | **8** | **10** | | **1** | **1** | **2** | **3** | **4** | **5** | | | | | | | | |
| **5** - Highly Probable  **4** - Probable  **3** - Possible  **2** - Unlikely  **1** - Remote | | **Multiplied by** | | **1** - Minor  **2** - Moderate  **3** - Major  **4** - Severe  **5** - Critical  ***Note:*** *impact number is unlikely to change with control measures* | | **Equals** |
| **5 Step Process** | | **Step 1** - Identify the hazards | | **Step 2** - Decide who might be harmed and how | | | **Step 3** - Evaluate the risks and decide on precautions (control measures) | | | | | | | **Step 4** - Record your significant findings. Implement control measures. Brief participants prior to activity commencement. | | | | | | | | | | | **Step 5** - Review your risk assessment and update as necessary | | | |
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| **RAFAC Formation:** | | | | | | 2510 (West Denton) Sqn RAFAC | | | | | | | | **Assessor (No, Rank, Name):** | | | | | 30398390 Sgt C Mole RAFAC | | | | | | | | | |
| **Activity (Step 1a):** | | | | | | Buildings and Surrounds | | | | | | | | **Assessor’s Signature:** | | | | | C Mole | | | | | | | | | |
| **Type of Risk Assessment:** | | | | | | **Generic** | | **Specific** | | | | | | **Assessment Date:** | | | | | **03/11/2022** | | | | | | | | | |
| **Relevant Publications / Pamphlets / Procedures:** | | | | | | ACP5 | | | | | | | | **RA Review (Step 5):** | | **02/11/2023** | | | **Review 1**  **02/11/2023** | | | **Review 2**  **02/11/2024** | | | | **Review 3**  **DD/MMM/YY** | | **Review 4**  **DD/MMM/YY** |
|  | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (a) | (b) | | (c) | | (d) | | (e) | | (f) | (g) | | (h) | | | (i) | | (j) | | | | (k) | | (l) | | (m) | | (n) | |
| **Ref** | **Activity / Element**  **(Step 1a)** | | **Hazards identified**  **(Step 1b)** | | **Who or what might be harmed and how**  **(Step 2)**  e.g.• Cadet Personnel - Injury  • CFAV Personnel - Injury  • CFAV/Perm Staff/Contractors - Injury  • General Public - Injury | | **Existing control measures**  **(Step 3a)** | | **Assessment with existing controls** | | | | | | **Is residual risk acceptable?  – Refer to Risk Score Calculation above** *If Yes, move to column (n). If No, identify  additional controls* **(Step 3e)** | | **Reasonable additional controls that can be implemented to reduce risk to ALARP**  **(Step 3f)** | | | | **Re-assessment with additional control measures** | | | | | | **List required action(s)  to instigate controls**  **(Who, When and How) (Step 3j)** | |
| **L  (1-5) (Step 3b)** | | **I (1-5)  (Step 3c)** | | **Risk**  **Rating  (L x I) (Step 3d)** | | **L  (1-5) (Step 3g)** | | | **I (1-5)  (Step 3h)** | **Risk**  **Rating  (L x I) (Step 3i)** | |
| E.g. | Driving to / from training area | | Driver fatigue / distraction causes RTA | | Multiple injuries to cadet personnel and general public Equipment damage | | Designated, trained drivers · Compliance with JSP800 · Spill kits | | **2** | | **5** | | **10** | | **NO** | | Vehicle commander to ensure driver is concentrating and passengers do not provide any distractions | | | | **1** | | | **5** | **5** | | CFAV in charge of road move to implement all controls and brief personnel. | |

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| **Ref** | **Activity / Element** | **Hazards identified** | **Who or what might be harmed and how** | **Existing control measures** | | **Assessment with existing controls** | | | **Is residual risk acceptable for the activity?  – Refer to Risk Score Calculation** | **Reasonable additional controls that can be implemented to reduce risk to ALARP** | | **Re-assessment with additional control measures** | | | **List required action(s)  to instigate controls**  **(Who, When and How)** |
| **L  (1-5)** | **I (1-5)** | **Risk Rating (L x I)** | **L  (1-5)** | **I (1-5)** | **Risk**  **Rating  (L x I)** |
| 1 | Access/Egress to Sqn HQ & compound | Trips, Slips and Falls due to inadequate or inoperative lighting, foliage overgrowing, unmaintained paving. Ice, slippery surfaces.  Being hit by moving vehicles.  Cadets waiting outside in inclement weather.  Delays exiting the Building due to carelessly placed stores or equipment. | All Staff, cadets, RFCA Contractors and Visitors.  Tripping over steps or items left out at the sqn Building. | External lighting activated, maintained & inspected  Entrance/Exit gate(s) securely fixed open during use.  Control of parked vehicles- use of designated areas within Sqn grounds.  Prompt timekeeping of opening/closing Sqn HQ  Regular inspection of external footpaths (slabs etc.), handrails to ensure defect free.  Regular inspection of adjacent grounds prior to use- removal of foreign objects.  Emergency openings, escape routes & designated assembly area(s) kept clear at all times.  Temporary change of circumstances to be conveyed to Sqn personnel & appropriate signage displayed.  Adverse weather contingency planning in place such as spreading. Salt or grit in icy surfaces, or in extremis, cancelling the parade night. | | 3 | 2 | 6 | Yes | Nil | | N/A | N/A | N/A | Sqn OC is responsible overall. If Sqn OC is not in attendance then the H&S officer or most senior CFAV on the squadron should implement existing control measures. Assured via Monthly mandatory checks or whenever identified outside these checks. Requests for Works services should be made via to RFCA via the WExO, and a record of the requests maintained within the H&S File. |
| 2 | Building Fabric & Environment | Persons being hit by loose masonry or other parts of the building structure.  Report faults to RFCA via the WExO and keep a record of events for reference.  Ensure you have an up to date and current Asbestos report if you have asbestos. This should be displayed on the Noticeboard.    Consider the Environment in activities planning. | All Staff, Cadets, RFCA Contractors and Visitors.  Loose Tiles or Eaves falling onto persons.  Persons accidentally disturbing Asbestos. | Conduct regular  visual inspection of building structure for signs of defect i.e. loose fixings, water ingress etc. & raise appropriate Works Order.  Check window  openings for use of emergency escape/ventilation.  Ensure boiler  servicing is current.  Check toilet  provision(s) are in working order including hand dryers, extractor fans etc.  Awareness of any  asbestos locations & actions to undertake if damaged – consult Asbestos register issued by local RFCA (if applicable) If asbestos is within the attic/loft space, ensure that the access to the loft/attic is locked with a padlock to prevent unauthorised access.  Conduct regular  visual inspection of compound boundary for signs of defects i.e. broken fence posts, signs of intrusion etc. & raise appropriate Works Order.  Conduct or request via the WExO, regular  external housekeeping i.e. grass cutting & litter collection. | | 2 | 3 | 6 | Yes | Nil | | N/A | N/A | N/A | Sqn OC is responsible overall.  If Sqn OC is not in attendance then the H&S officer or most senior CFAV on the squadron should implement existing control measures Assured via Monthly mandatory checks or whenever identified outside these checks. Requests for Works services should be made via to RFCA via the WExO, and a record of the requests maintained within the H&S File. |
| 3 | Personnel movement within Sqn premises. | Persons tripping over trailing cables, carpets, loose tiles, or stores. | All Staff, Cadets, RFCA Contractors and Visitors.  Items not left in the correct place causing a trip hazard. | Doorways &  corridors to be kept clear at all times – housekeeping standards to be maintained by Sqn Adult SNCO.  Use of Duty NCO  to ensure day to day standards maintained.  Coats/bags etc.  neatly hooked on wall brackets & not stored on floor.  No running within  Sqn HQ included within Sqn Standing Orders.  Cadet numbers to  be monitored & reviewed by Sqn OC to ensure suitability to HQ size.  Inspection of floor  covering to be completed with defects reported.  Use of non-slip  mat(s) at entrance doors for drying of footwear during wet conditions.  Procedure  implemented for control of spillages – consider the use of Duty NCO.  Cadet activities  confined within classrooms/main parade hall – not use of corridors.  Adequate signage  for toilets, emergency exits & fire equipment to be on display within corridors.  Control of Cadet  numbers waiting at canteen RAFAC – limit congestion within corridor. | | 3 | 2 | 6 | Yes | Nil | | N/A | N/A | N/A | Sqn OC is ultimately responsible, but all Staff have a duty of care to rectify or notify others of potential hazards.   Longer term issues are assured via Monthly mandatory checks or whenever identified outside these checks. Requests for Works services should be made via to RFCA via the WExO, and a record of the requests maintained within the H&S File. |
| 4 | Fire | Burns ranging from very minor to potentially fatal. | All Staff, Cadets, RFCA Contractors and Visitors.  Items left out, causing a fire hazard. | Implementation of  Sqn Fire Safety Management Plan by RFCA.  Completion of  quarterly emergency evacuation drills.  Routine inspection  to ensure escape routes are kept clear at all times.  Monthly inspection  & servicing of firefighting equipment, alarm system and emergency lighting – if defective, raise Works Order.  Accumulation of  rubbish to be managed by Duty NCO.  Fire information &  training to be completed as part of annual training program.  Appropriate  labelling storage & use of flammable substances to be maintained – see item 05.  Adequate signage  on display with regards fire escape routes, equipment, call points etc.  Procedure for  control of visitors during an evacuation – Orderly NCO duty | | 3 | 3 | 9 | No | Yes | | N/A | N/A | N/A | Sqn OC is responsible. If Sqn OC is not in attendance then the H&S officer or most senior CFAV on the squadron should implement existing control measures  Assured via Monthly mandatory checks or whenever identified outside these checks.   Requests for Works services should be made in good time\* via to RFCA via the WExO, and a record of the requests maintained within the H&S File.  \* **Do not wait until one month beforehand to notify the WExO of FFE requiring a service or replacement.  Do this 3 or 4 months before the equipment requires a service.** |
| 5 | Substances Hazardous to Health | Illness or injury caused by hazardous substance. | All Staff, Cadets, RFCA Contractors and Visitors  Poor COSHH practices. Storing excessive quantities of hazardous substances in excess of that stated in ACP5 | Alternative and  safer alternatives to be investigated & used, thus keeping the risk to a minimum.  Using up all  remaining harmful/flammable substances to be adequately supervised.  Purchasing **only**  the amount of stores that are reasonably expected to be used so as to minimise storage of hazardous items. Excess stores may be offered to neighbouring Sqns for their use.  Suitable lockable  storage cabinet to be utilised. Kept locked at all times.  Position storage  cabinet away from eating/food preparation areas.  Liquid substances  not to be stored above shoulder height.  All containers to  be clearly labelled identifying substances & method of application.  Relevant PPE to  be available for use with adequate room ventilation.  COSHH data  sheets to be available for review. | | 3 | 3 | 9 | No | Yes | | N/A | N/A | N/A | Sqn OC is responsible.  If Sqn OC is not in attendance then the H&S officer or most senior CFAV on the squadron should implement existing control measures  Assured via Monthly mandatory checks or whenever identified outside these checks.   Do NOT store more than can reasonably be expected to be used, so as to reduce the amount being stored. |
| 6 | Training  Equipment –  General | Injuries from accessing, moving or using Training equipment.  Examples could include First Aid Stores, Display Equipment, AT Stores, Sports equipment. | All Staff, Cadets, RFCA Contractors and Visitors  Various injuries dependent upon the nature of the training. | Equipment stored  in appropriate designated areas. Good housekeeping adopted in Stores.  Chairs/tables  stacked in manageable numbers.  Use of secured  store maintained by Stores Officer.  Provide training  on safe lifting precautions as per ACP5 Ch 5 Proc 4.  Clearly identify  heavy objects.  If likely to topple  over, all storage cabinets are to be suitably fixed to the wall.  Equipment stored  away from doorways heaters etc.  Ensure all ejection  seats/flares etc. have a current FFE certificate that is visible on the equipment.  All radioactive  display instruments removed from Sqn HQ as per HQAC guidelines. RSA MUST be informed if you are holding Radioactive or suspected Radioactive sources.  Surplus  equipment to be struck off inventory & disposed of accordingly.  Arms & Ammo  storage to follow JSP482 (Explosive Regulations) and JSP440 (Defence Manual of Security). | | 3 | 2 | 6 | No | Yes | | N/A | N/A | N/A | Sqn OC is responsible.  If Sqn OC is not in attendance, then the H&S officer or most senior CFAV on the squadron should implement existing control measures  Safe storage of items can be assured via Monthly mandatory checks or whenever identified outside these checks.   Any offer by collectors to accept Radioactive items should be politely, but firmly rejected. |
| 7 | Canteen/Kitchen | Burns/scalds from Hot water or Microwave Cooked Food.  Slipping on spills. | All Staff, Cadets, RFCA Contractors and Visitors  Burns from hot food or drink produced either in the course of training (e.g. Trangia Cookers) or as routine refreshment. | Control of  numbers within confined space – use of Duty NCO.  Hot water  temperature to be monitored & thermostat set accordingly.  Appropriate  signage on display warning of hot water.  Availability of a  Burns/first aid kit within/near to canteen facility.  Appropriate  signage on display with regards to suitable drinking water taps.  Signage reminding  users of need to ‘Wash Hands’ prior to food preparation.  Display of Nut  allergy notice.  Control of ‘domestic’ cleaning products – store in lockable cupboard/ container. | | 3 | 3 | 9 | No | Yes | | N/A | N/A | N/A | Sqn OC is responsible. If Sqn OC is not in attendance then the H&S officer or most senior CFAV on the squadron should implement existing control measures  Staff using Canteen facilities should be made aware of hazards therein, and the area out of bounds to cadets unless specifically authorised. |
| 8 | Electricity | Potential for electrocution. | All Staff, Cadets, RFCA Contractors and Visitors.  poorly maintained electrical items, privately purchased items from questionable sources in regard to their electrical quality and reliability. | All equipment &  building installations to be maintained appropriately.  All appliances to  be PAT tested, recorded & tagged by qualified personnel.  Visual checks of  electrical equipment to be undertaken prior to use i.e. cable condition etc.  Power Tools. If  possible, use  low voltage/ RCD/ battery tools.  Ensure sufficient  number of electrical sockets – do not overload using multi – adaptors, and **never** “Daisy Chain”.  Ensure power is  turned off prior to inserting a plug.  Disconnect supply  to appliance prior to cleaning/ maintenance work.  Ensure equipment  is clear of obstruction to prevent overheating – monthly inspection.  Plan emergency  procedure i.e. familiarity of mains isolation switch position. | | 3 | 3 | 9 | No | Yes | | N/A | N/A | N/A | Sqn OC is responsible.  If Sqn OC is not in attendance then the H&S officer or most senior CFAV on the squadron should implement existing control measures  Assured via Monthly mandatory checks or whenever identified outside these checks.   Requests for Works services should be made in good time\* via to RFCA via the WExO, and a record of the requests maintained within the H&S File.  \* **Do not wait until one month beforehand to notify the WExO of FFE requiring a service or replacement.  Do this 3 or 4 months before the equipment requires a service.** |
| **Activity Environmental Risk / Impact (Step 3k):** | | | | | | | | | | | | | | | |
| 9 | Disposal of waste | Recyclable items ending up in landfill due to careless disposal | All Staff, Cadets and Visitors | Ensure that a  recycling process is introduced or maintained.  Appreciation of  local environmental issues in selection of Cadet activities i.e. noise, volume, emissions, timings & availability of daylight hours.  Introduction of  recycling procedures i.e. paper & drink can bins etc. | | 2 | 2 | 4 | Yes | Nil | | N/A | N/A | N/A | A duty rota should be in operation to ensure fairness and consistency of this responsibility. |
| 10 | Transport to and from Sqn | Insufficient planning causing too many trips in separate vehicles | All staff and cadets | Planning for transport to include as few Vehicles to be used as possible. Car share. | | 3 | 2 | 6 | Yes | N/A | | N/A | N/A | N/A | Parents / Guardians could liaise to car share. |
| 11 | Waste generated from normal cadet activity. | Possible cross contamination of COVID-19 and other diseases to a person removing rubbish. | All staff and cadets | The generation of waste should be minimised as much as possible.  Rubbish bags are not to be left in any thoroughfare, or outside the sqn building where wildlife may interfere with the bag and its contents.  If outside ‘Wheelie’ or industrial bins are available, rubbish bags are to be disposed of after each parade night.  If no bins at the Sqn are available, volunteers may dispose of rubbish at a council recycling centre, observing all hygiene precautions previously listed using the RAFAC Waste Carriers Licence. | | 3 | 2 | 6 | Yes | N/A | | N/A | N/A | N/A | Staff & Cadets, but a duty rota should be in operation to ensure fairness and consistency of this responsibility. |
| 12 | Lights left on unnecessarily. | Waste of resource | All staff and cadets | A full closedown process is to be adopted by the last member of staff leaving the premises to ensure that all lights are off. | | 3 | 2 | 6 | Yes | N/A | | N/A | N/A | N/A | A duty rota should be in operation to ensure fairness and consistency of this responsibility. |
| 13 | Heating/Cooling left on unnecessarily. | Increased Fire Risk / Waste of resources | All staff and cadets | Last member of staff leaving the premises to ensure that all heating is switched off and that no items are left on or near heaters. | | 3 | 2 | 6 | Yes | N/A | | N/A | N/A | N/A | A duty rota should be in operation to ensure fairness and consistency of this responsibility |
| 14 | Dripping Taps. | Waste of resources | All staff and cadets | Last member of staff leaving the premises to ensure that taps have not been left on (either accidentally or maliciously). Dripping taps are to be reported to WHQ for RFCA repair action. | | 2 | 2 | 4 | Yes | N/A | | N/A | N/A | N/A | A duty rota should be in operation to ensure fairness and consistency of this responsibility |
|  | | | | | | | | | | | | | | | |
| **Activity Commander - The control measures when implemented are suitable and sufficient for the assessed activity to proceed:** | | | | | **No, Rank, Name:** 30398390 Sgt C Mole | | | | **Post:** Activity Lead | | **Date:** 28/01/2024 | | | **Signature:** C Mole | |
| **Activity Commander - After additional control measures the risk rating is 15 or above. Further authority / additional resource is required. Until the risks posed are deemed ALARP and tolerable the activity will not take place:** | | | | | **No, Rank, Name:** 30398390 Sgt C Mole | | | | **Post:** Activity Lead | | **Date:** 28/01/2024 | | | **Signature:** C Mole | |
| **Second Signature (OC or Nominated Rep) - I am aware of the activity and satisfied the RA is suitable and sufficient:** | | | | | **No, Rank, Name:** 30384230, Flt Lt, Richard Fisher RAFAC | | | | **Post:** OC 2510 Sqn | | **Date:** 03/11/2022 | | | **Signature:** R Fisher | |
|  | | | | | | | | | | | | | | | |
| **Dynamic Risk Assessment (Changes required)** | | | | | | | | | | | | | | | |
| **Reason for carrying out a dynamic risk assessment (e.g. weather, injuries, etc):** | | | | |  | | | | | | | | | | |
| **New limitations / restrictions to be put in place:** | | | | |  | | | | | | | | | | |
| **Remarks:** | | | | |  | | | | | | | | | | |
| **Activity Commander conducting dynamic risk assessment:** | | | | | **No, Rank, Name:** | | | | **Post:** | | **Date: DD/MMM/YY** | | | **Signature:** | |

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| |  |  |  | | --- | --- | --- | | **NOTES:** | | **Likelihood x Impact = Risk** | | **Likelihood** | | **Definition** | | **5.** | **Highly Probable** | Is expected to occur in most circumstances **(Almost Certain).** | | **4.** | **Probable** | Will probably occur at some time, or in most circumstances. | | **3.** | **Possible** | Fairly likely to occur at some time, or some circumstances. | | **2.** | **Unlikely** | Is unlikely to occur but could occur at some time. | | **1.** | **Remote** | May only occur in exceptional circumstances **(Rare).** | |  | | | | **Impact (Severity)** | | **Example (Health Safety, Environment & Safeguarding)** | | **5.** | **Critical** | * Fatality or permanent, life changing injuries to an individual. * Incident causing a major environmental impact. * A serious safeguarding incident which may have a life altering effect. | | **4.** | **Severe** | * Injuries which have a short-term impact on normal way of or quality of life. * Moderate damage to an extended area and/or area with moderate environmental sensitivity (scarce/ valuable) requiring months of remediation. * Increased safeguarding risk (cadet lone travelling) / Multiple safeguarding incidents | | **3.** | **Major** | * Injury requiring the emergency services. * Moderate damage to an area, and that can be remedied internally. * Actions which may create strain on the safeguarding supervision of cadets (low ratios or remote supervision etc). | | **2.** | **Moderate** | * Injury requiring first aid. * Damage to an area that will be immediately repaired. * Normal activity that has the potential to escalate (e.g. cadets in accommodation leading to horseplay). | | **1.** | **Minor** | * Small amount of physical exertion. * Unnoticeable or self-repairing damage to non-protected environment. | | |  |  | | --- | --- | | **Review** | | | **Step 5 -** Review the risk assessment and update if necessary - All risk assessments should be regularly reviewed at a frequency proportional to the risk prior to any controls being proposed. In practice risk assessments should be reviewed at least annually, or more frequently:   * Where required by local instructions/procedures. * If the safe execution of the activity relies on stringent supervision. * If there is reason to doubt the effectiveness of the assessment. * Following an accident or near miss. * Following significant changes to the task, process, procedure, equipment, personnel or management. * Following the introduction of more vulnerable personnel (e.g. persons under 18 or pregnant persons). | | | | | | |  | | | **Risk Management** | | | **Risk Rating** | **How Risk should be managed** | | **1 – 4 (Very Low)** | **Maintain control measures and review at least annually** or if there are any changes that may impact either Likelihood or Impact. Ensure that any changes to the residual risk, or effectiveness of controls are not re-introducing a credible Risk or potential Environmental impact. | | **5 – 9 (Low)** | **Maintain control measures and review regularly** or if there are any changes that may impact either Likelihood or Impact. | | **10 – 12**  **(Medium)** | **Review control measures and improve if reasonably practicable to do so, consider alternative ways of conducting the activity**. Consider informing command chains of activity elements that impact either Likelihood or Impact. | | **15 – 16 (Medium to High)** | Review control measures and improve if practicable to do so, consider alternative ways of conducting the activity. **Inform command chains of activity elements that affect Likelihood or Impact** to seek authority / request additional resource for the application of additional controls that may reduce the residual risk further. | | **20 (High)** | Rigorous scrutiny of control measures required to ensure risks are ALARP; improvement of existing and / or additional control measures are required where possible; consider stopping activity unless continuation is justified as essential. **Conducting activities at this level of risk will require formal consideration\*** and acknowledgement from the appropriate Duty Holder, Commander, Head of Establishment or the nominated Responsible Person who is charged with Risk Ownership for the particular activity. | | **25 (Very High)** | | *\*In the RAFAC Organisation formal consideration is to be given by Regional Commandants, COS or the activities ‘nominated person’ – even if the overall risk is held by CAS.* | | |