



## Work Health and Safety Risk Assessment

### Identified activity for Risk Assessment

Avian Rescue, Rehabilitation & Release

### Describe the identified activity / actions

- |  |                          |
|--|--------------------------|
| 1. Receive notification of rescue needs. | 6. Rehab and husbandry.  |
| 2. Transport to rescue location.         | 7. Transport to release. |
| 3. Capture and restrain bird.            | 8. Release bird.         |
| 4. Provide fluids to bird.               |                          |
| 5. Transport to carer.                   |                          |

### Location of actions

1. Rescue property (private)
2. Volunteer property
3. Public place (national parks, roadway, waterways, etc.)
4. Vehicle
5. Vet

### Identify the hazards, potential risks and current risk controls then rate them

1. Identify each hazard associated with the actions
2. List existing controls and determine a risk rating
3. List any tools or equipment needed



## Work Health and Safety Risk Assessment

### RISK MATRIX

What harm could occur?		What is the likelihood of the harm occurring?		Calculate the Risk Score						
Consequence	Description	Likelihood	Description	Consequence	Likelihood					
					Rare	Unlikely	Possible	Likely	Almost certain	
<b>Catastrophic</b>	Potential for death, permanent disability of ill-health	<b>Almost certain</b>	The event will definitely occur at some time or occur as a consequence of another event. Once every 1-3 years.		<b>Catastrophic</b>	Moderate	Moderate	High	Critical	Critical
<b>Major</b>	Potential serious long-term injury	<b>Likely</b>	The event is expected to occur at some time in the near future. Once every 3-5 years.		<b>Major</b>	Low	Moderate	Moderate	High	Critical
<b>Moderate</b>	Potential for injury or illness resulting in short term hospitalisation	<b>Possible</b>	The event does occur from time to time. Once every 5-8 years.		<b>Moderate</b>	Low	Moderate	Moderate	Moderate	High
<b>Minor</b>	Potential for injury or illness resulting in medical attention and several days off work	<b>Unlikely</b>	The event might occur but is not expected. Once every 8-10 years.		<b>Minor</b>	Very low	Low	Moderate	Moderate	Moderate
<b>Insignificant</b>	No treatment required or first aid treatment.	<b>Rare</b>	Conceivable but highly unlikely to occur. Once every 10-15 years.		<b>Insignificant</b>	Very low	Very low	Low	Low	Moderate



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			Likelihood	Consequence	Risk Rating	
Vehicle hazards	Accident / collision.	<ul style="list-style-type: none"> <li>Volunteers must hold a valid licence and only operate registered, roadworthy vehicles</li> <li>Vehicles must be appropriate for task being taken, and on night duty</li> <li>Fatigue management requirements apply to all drivers</li> </ul>	Possible	Moderate	Moderate	Human, Property
	Breakdown, stranding, delayed rescues.	<ul style="list-style-type: none"> <li>Pre-use vehicle checks</li> <li>Carry Communication device</li> </ul>	Possible	Insignificant	Low	Human, Property
	Untrained and unauthorised persons interacting with bird post-accident.	<ul style="list-style-type: none"> <li>Birds are secured in appropriate carrier immediately after capture</li> <li>Public interactions restricted during rescue and transport</li> </ul>	Possible	Moderate	Moderate	Human,
	Animal not properly restrained in carrier.	<ul style="list-style-type: none"> <li>Bird must be appropriately restrained and secured with vehicle</li> <li>Where practicable, a second person assists to manage the animal during transport</li> </ul>	Possible	Minor	Moderate	Human Property
Vehicle loading and unloading of carriers and equipment	Manual handling injury, dropped carriers, escape of bird	<ul style="list-style-type: none"> <li>Use of team lifting for heavy or awkward loads</li> <li>Use of mechanical aids (trolleys, carriers with handles) where practicable</li> <li>Pre-task assessment of load weight, stability, and access</li> <li>Correct handling/lifting equipment</li> <li>Correct lifting posture and techniques</li> <li>Refer to Manual Handling risk assessment.</li> </ul>	Possible	Moderate	Moderate	Human, Animal
	Bites and scratches (staff or volunteer).	<ul style="list-style-type: none"> <li>PPE (gauntlets, long sleeve, sturdy shoes).</li> <li>Inspection prior to use</li> </ul>	Possible	Minor	Moderate	Human



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Capture and restraint of bird		<ul style="list-style-type: none"> <li>Maintain quiet rescue environment</li> <li>Vaccinations</li> <li>Training (including refresher training)</li> <li>Deployments only go to competent registered persons.</li> <li>Emergency processes and first aid processes if bitten or scratched.</li> <li>Specialised equipment for rescue.</li> </ul>				
	Bites and scratches (member of public).	<ul style="list-style-type: none"> <li>Warning labels on carriers.</li> <li>Community education.</li> </ul>	Possible	Major	Moderate	Human
	Use of electrical equipment	<ul style="list-style-type: none"> <li>Ensure equipment used for animal rehabilitation is tested and tagged</li> </ul>	Possible	major	Moderate	Human
	Working outdoors.	<ul style="list-style-type: none"> <li>Check weather conditions before deployment and adjust plans accordingly</li> <li>Wear appropriate PPE (hat, sunscreen, enclosed footwear, weather-appropriate clothing)</li> <li>Conduct site assessment for terrain, access, and environmental hazards</li> <li>Refer to Working Outdoors risk assessment.</li> </ul>	Almost Certain	Minor	Moderate	Human
	Working remotely.	<ul style="list-style-type: none"> <li>Volunteers to tell someone location and estimated return time prior to attending rescue</li> <li>Mobile phone to be fully charged before deployment</li> <li>Emergency contact numbers carried at all times</li> <li>High-risk rescues to be attended by two authorised members where practicable</li> <li>Escalation procedures if contact is lost</li> <li>Regular welfare checks during extended rescues</li> </ul>	Possible	Major	Moderate	Human



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		<ul style="list-style-type: none"> <li>Refer to Working Solo Risk assessment</li> </ul>				
	Manual handling.	<ul style="list-style-type: none"> <li>Mandatory manual handling training for all volunteers and staff</li> <li>Use of team lifting for heavy or awkward loads</li> <li>Use of mechanical aids (trolleys, carriers with handles) where practicable</li> <li>Pre-task assessment of load weight, stability, and access</li> <li>Correct handling/lifting Equipment</li> <li>Correct lifting posture and techniques</li> <li>Refer to Manual Handling risk assessment.</li> </ul>	Likely	Moderate	Moderate	Human
	Working from heights.	<ul style="list-style-type: none"> <li>Prohibition on climbing structures, trees, or poles</li> <li>Use of approved ladders only</li> <li>Pre-use inspection of ladders and access equipment</li> <li>Three points of contact maintained at all times</li> <li>Work at height ceased during adverse weather conditions.</li> <li>Do not climb higher than 2m.</li> <li>Refer to Working at Heights risk assessment.</li> </ul>	Possible	Major	Moderate	Human
	Working around bodies of water	<ul style="list-style-type: none"> <li>Avoid water entry unless trained and authorised</li> <li>Two-person attendance for higher-risk rescues where practicable</li> </ul>	Possible	Major	Moderate	Human



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		<ul style="list-style-type: none"> <li>Wear non-slip enclosed footwear and flotation device where required</li> <li>Use rescue equipment (poles, nets) to avoid entering water</li> <li>Escalate and withdraw if conditions are unsafe (flooding, fast flow, poor access)</li> <li>Refer to Working Around Water risk assessment.</li> </ul>				
	Working with the public community	<ul style="list-style-type: none"> <li>Clear identification (ID/vests) worn during operations</li> <li>Establishment of exclusion zones where practicable</li> <li>Public interactions limited to designated spokespersons</li> <li>Authority to disengage from hostile situations</li> <li>Escalation to police or emergency services where required</li> <li>Refer to Working with the Public Risk Assessment</li> <li>Incident reporting for aggressive or unsafe public behaviour</li> </ul>	Possible	Moderate	Moderate	Human
	Contact with bodily fluids.	<ul style="list-style-type: none"> <li>PPE worn and hygiene practices followed</li> </ul>	Unlikely	Moderate	Moderate	Human
	Working with barbed wire and netting.	<ul style="list-style-type: none"> <li>PPE including gloves, long sleeves, long pants, and enclosed footwear</li> <li>Maintaining awareness of footing and body positioning</li> </ul>	Almost Certain	Moderate	Moderate	Human



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		<ul style="list-style-type: none"> <li>Authority to request assistance or withdraw if risk is too high</li> </ul>				
	Emotional trauma.	<ul style="list-style-type: none"> <li>Refer to GP or relevant support organisations.</li> <li>Some training for volunteers in what may happen, and some tips re managing the stress.</li> <li>Debriefs post rescue.</li> <li>Regular branch meetings for volunteers to attend if they wish.</li> <li>Support from Volunteer Support and Membership Team</li> </ul>	Possible	Moderate	Moderate	Human
	Working around power lines.	<ul style="list-style-type: none"> <li>Volunteers instructed not to approach, or attempt rescue near live power lines</li> <li>Immediate referral to electricity provider or emergency services where birds are entangled or injured on power infrastructure</li> <li>Authority for volunteers to cease rescue activities if required.</li> </ul>	Possible	Moderate	High	Human
Providing medications	Needle stick injury. Sedate self.	<ul style="list-style-type: none"> <li>PP</li> <li>Approved sharp containers must be used for all needles</li> <li>First aid and emergency processes.</li> </ul>	Possible	Moderate	Moderate	Human
	Bites and scratches.	Refer above	Possible	Minor	Moderate	Human
	Unauthorised use or misuse of veterinary medications	<ul style="list-style-type: none"> <li>Avian manual defines approved medications, and indications for use</li> <li>Injectable medication may only be administered by vet, or members operating under direct veterinary instruction and supervision, in line with relevant state legislations</li> <li>Regulatory requirements relating to veterinary medicines are monitored internally, and</li> </ul>	Unlikely	Moderate	Moderate	Human



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		<p>protocols are aligned with applicable state legislation.</p> <ul style="list-style-type: none"> <li>• Access to vet medication is restricted to authorised members only and controlled through secure storage.</li> <li>• Members are prohibited from self-prescribing, altering prescribed dosage or using medication outside approved protocols</li> <li>• Medication use is documented, including drug name, dose and route.</li> </ul>				
Rehab and husbandry	Bites and scratches.	Refer above.	Possible	Minor	Moderate	Human
	Issuing medications and fluids.	Refer above.	Possible	Moderate	Moderate	Human
	Biological exposure to zoonotic disease.	<ul style="list-style-type: none"> <li>• Cleaning processes.</li> <li>• Hygiene practices.</li> <li>• Correct disposal of bodies.</li> <li>• Correct disposal of bodily fluid materials.</li> <li>• Storage of chemicals.</li> <li>• Vaccinations.</li> <li>• Training.</li> <li>• PPE.</li> <li>• Emergency processes in place (including advising EPA).</li> </ul>	Possible	Moderate	Moderate	Human
	Storage of medications (potential poisoning)	<ul style="list-style-type: none"> <li>• Animal medications must be kept in a secure storage area out of the reach of children.</li> <li>• Storage area must be separate from areas used to store household foodstuffs.</li> </ul>	Possible	Moderate	Moderate	Human
	Preparation of animal foodstuffs (potential for contamination)	<ul style="list-style-type: none"> <li>• Animal food preparation areas must be separate from household food preparation areas.</li> </ul>	Possible	Moderate	Moderate	Human



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	Storage of animal foodstuffs (potential for contamination)	<ul style="list-style-type: none"> <li>Animal foodstuffs involving meat products, insects, 'live' prey and vegetative materials must be stored separately from human foodstuffs and out of the reach of children and domestic animals.</li> </ul>	Possible	Moderate	Moderate	Human
	Gathering of natural foodstuffs or vegetation for enclosures (manual handling or tool injury, insect bites)	<ul style="list-style-type: none"> <li>Appropriate PPE to be worn (long pants, long sleeved shirt, covered footwear and gloves).</li> <li>Where browse is to be cut from trees above head height, eye protection must be worn.</li> <li>Consider use of a hard hat where large branches are being lopped.</li> <li>Use personal insect repellent.</li> </ul>	Likely	Moderate	Moderate	Human
	Use of electrical equipment (heat pads, etc.)	<ul style="list-style-type: none"> <li>"Test and tag" electrical equipment used for animal rehabilitation.</li> <li>Electrical cabling in close proximity to animals (e.g. electrical leads for heat pads) must be located so as to prevent animals from tangling in them or chewing on them.</li> </ul>	Likely	Moderate	Moderate	Human
	Maintenance of care facilities (e.g. aviaries)	<ul style="list-style-type: none"> <li>Enclosures to be regularly maintained and any deficiencies repaired immediately</li> <li>Furnishings within enclosures must be placed to as to allow clear pathways for movement</li> <li>Children are not permitted within or near animal enclosures</li> <li>Appropriate PPE worn when cleaning care facilities</li> <li>Disposal of collected faeces in a suitable area, away from possible contact by children, household pets or human food courses (e.g. vegetable gardens)</li> </ul>	Almost Certain	Moderate	Moderate	Human



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Releasing	Capture for release.	Refer above.	Possible	Moderate	Moderate	Human
	Manual handling	<ul style="list-style-type: none"> <li>• Handling technique training</li> <li>• Use of team lifting for heavy or awkward loads</li> <li>• Use of mechanical aids (trolleys, carriers with handles) where practicable</li> <li>• Pre-task assessment of load weight, stability, and access</li> <li>• Correct handling/lifting Equipment</li> <li>• Correct lifting posture and techniques</li> <li>• Refer to Manual Handling risk assessment.</li> </ul>	Possible	Moderate	Moderate	Human
	Transport.	Refer above.	Possible	Major	Moderate	Human, Property
	Release of bird (injury to persons at or near release site from humanised birds).	<ul style="list-style-type: none"> <li>• Birds are to be de-humanised prior to release to the extent that they will not approach humans or allow humans to approach them.</li> <li>• Release sites are assessed for public safety</li> </ul>	Possible	Moderate	Moderate	Human
Working at Heights	Falls from height	<ul style="list-style-type: none"> <li>• Prohibition on climbing structures, trees, or poles</li> <li>• Use of approved ladders only</li> <li>• Pre-use inspection of ladders and access equipment</li> <li>• Three points of contact maintained at all times</li> <li>• Work at height ceased during adverse weather conditions</li> <li>• Refer to Working at heights risk assessment</li> </ul>	Possible	Major	Moderate	Human