



## Work Health and Safety Risk Assessment

### Identified activity for Risk Assessment

Bat Rescue, Rehabilitation & Release

### Describe the identified activity / actions

- |   |   |
|---|---|
| <ol style="list-style-type: none"> <li>1. Receive notification of rescue needs.</li> <li>2. Transport to rescue location.</li> <li>3. Capture and restrain bat.</li> <li>4. Provide fluids to bat.</li> <li>5. Transport to carer.</li> </ol> | <ol style="list-style-type: none"> <li>6. Rehab and husbandry.</li> <li>7. Creche management.</li> <li>8. Transport to release.</li> <li>9. Release bat.</li> </ol> |
|---|---|

### Location of actions

1. Rescue property (private).
2. Volunteer property.
3. Public place (national parks, roadway, waterway, camps).
4. Creche facilities.
5. Vehicle.
6. 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.



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### RISK MATRIX

What harm could occur?		What is the likelihood of the harm occurring?		Calculate the Risk Score				
Consequence	Description	Likelihood	Description	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 occur at some time or occur as a consequence of another event. Once every 1-3 years.	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.	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.	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.	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.	Very low	Very low	Low	Low	Moderate



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			Likelihood	Consequence	Risk Rating	
MoP interacting with animal	Incorrect handling of animal from MoP, Injury/illness from bite or scratch	<ul style="list-style-type: none"> <li>Members of the Public (MoP) are instructed not to handle bats under any circumstances</li> <li>Trained and authorised bat rescue volunteers to attend the rescue call</li> </ul>	Possible	Major	Moderate	Human Animal
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</li> <li>Pre-start safety check of vehicles</li> <li>Ensure container carrying animal is properly secured to prevent further impact to animal and to ensure container does not become a projectile</li> <li>Other vaccinated rehabilitators to be alerted to any long-distance transport of multiple bats prior, in case vehicle is involved in any accident/collision</li> <li>Carrier labelled to state live bats inside the carrier with phone number to contact</li> </ul>	Possible	Moderate	Moderate	Human, Property, Animal
	Breakdown. Stranding, delayed rescue	<ul style="list-style-type: none"> <li>Drivers to have current licence to drive, are driving roadworthy and registered vehicles, are using a vehicle that is appropriate to the needs of the rescue</li> </ul>	Possible	Insignificant	Low	Human, Property
	Untrained persons interacting with animal post-accident/collision	<ul style="list-style-type: none"> <li>Knowledge of correct transport requirements for bats as taught in the Bat Course</li> <li>Clear labelling of transport container to advise what should be done in event of accident, including contact details of who can be contacted</li> </ul>	Possible	Moderate	Moderate	Human



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		<ul style="list-style-type: none"> <li>Public interactions restricted during rescue and transport</li> </ul>				
	Animal not properly restrained in carrier.	<ul style="list-style-type: none"> <li>Follow all bat transport requirements as outlined in WIRES Bat Course</li> <li>Secure transport carrier appropriately either on the floor of back seat or strapped in with seatbelts</li> </ul>	Possible	Moderate	Moderate	Human Property, Animal
Collection and handling of bats during rescue and release	Bites and scratches (staff or volunteer).	<ul style="list-style-type: none"> <li>Individuals must be vaccinated against Lyssavirus before getting authority to work with bats</li> <li>PPE (gauntlets, long sleeve, sturdy shoes).</li> <li>Completion of Bat Course and then completion of refresher training every 3 years</li> <li>Bat handlers to follow all handling guidelines as outlined in Bat Course,</li> <li>Knowledge of emergency processes and first aid processes if bitten.</li> <li>Specialised equipment for rescue.</li> </ul>	Possible	Minor	Moderate	Human
	Bites and scratches (member of public).	<ul style="list-style-type: none"> <li>MOPs advised on 'no touch, no risk'</li> <li>MOP referred to NSW Health information in the event of a bite or scratch</li> <li>Warning labels on carriers.</li> <li>Community education.</li> <li>First aid and seeking medical assistance</li> </ul>	Possible	Major	Moderate	Human
	Infection caused by contact with bacteria, bodily fluids, disease transmission (zoonoses)	<ul style="list-style-type: none"> <li>Bat handlers trained in safe handling of bats through Bat Course</li> <li>Wear appropriate PPE</li> <li>Follow all standard hygiene practices as taught in Bat Course</li> <li>First aid</li> </ul>	Possible	Moderate	Moderate	Human



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	Emotional Trauma	<ul style="list-style-type: none"> <li>● Stress management covered in WIRES RICC and in Bat Course and volunteers are let know during this training that they can take a break from volunteering if they are experiencing any emotional stress in relation their role as a volunteer for WIRES</li> <li>● Access to WIRES resources (such as HR, executive support and coordinators, Membership Team)</li> <li>● Post rescue debriefs with branch coordinators</li> <li>● Volunteers are encouraged to contact their Bat Coordinator during each rescue to receive additional support</li> </ul>				
	Manual handling.	<ul style="list-style-type: none"> <li>● Safe handling techniques taught in the Bat Course</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>				
	Working from heights.	Refer to risk assessment "Working from heights"				
	Working along roadside.	Refer to risk assessment "Working along roadside"				
	Poor community behaviours / interaction / harm.	Refer to risk assessment "Working with the public community"				



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	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> <li>Authority to request assistance or withdraw if risk is too high</li> </ul>				
	Working with 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 bats are entangled or injured on power infrastructure</li> <li>Authority for volunteers to cease rescue activities if required.</li> </ul>				
Providing medications and giving fluids	Needle stick injury Or poisoning	<ul style="list-style-type: none"> <li>PPE is worn during medication preparation and administration</li> <li>Training provided for certain techniques</li> <li>Approved sharps containers are used and disposed of correctly</li> <li>Injectable medications are administered by veterinarians or under vet instructions</li> <li>First aid and emergency processes.</li> </ul>	Possible	Moderate	Moderate	Human
	Bites and scratches.	As above				
	Unauthorised use or misuse of veterinary medications	<ul style="list-style-type: none"> <li>Bat 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 Creche management	Bites and scratches.	<ul style="list-style-type: none"> <li>• As above.</li> </ul>				
	Biological exposure to zoonotic disease.	<ul style="list-style-type: none"> <li>• As above</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. Medication storage area must be separate from areas used to store household foodstuffs.</li> </ul>	Possible	Moderate	Moderate	Human
	Preparation & storage 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> <li>• Wash hands thoroughly before and after food prep</li> <li>• Wear disposable gloves during prep if you have any open cuts or wounds on hand</li> <li>• Appropriate food storage (i.e., refrigeration) to reduce potential of spread of bacteria</li> <li>• Animal foodstuffs must be stored separately from human foodstuffs and out of the reach of children and domestic animals</li> </ul>	Possible	Moderate	Moderate	Human, Animal
	Knife injury whilst preparing food	<ul style="list-style-type: none"> <li>• Follow knife safety guidelines</li> </ul>				



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		<ul style="list-style-type: none"> <li>• Use of cut resistant gloves during food prep to minimise risk of cuts</li> <li>• Use of cutting board</li> <li>• Use of appropriate PPE</li> </ul>				
	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>• Keep electrical cabling well organised and out of close proximity to bats where possible, to avoid entanglement or chewing. Also to prevent trips or falls for carer</li> <li>• Advised to not touch heating equipment whilst it is on and to only do so once it has been switched off and cooled down</li> <li>• Visual inspection prior to use and</li> <li>• Follow manufacturer’s instructions for use</li> </ul>	Likely	Moderate	Moderate	Human
	Maintenance of care facilities (e.g. creches)	<ul style="list-style-type: none"> <li>• Enclosures to be regularly maintained and any deficiencies repaired immediately to avoid injury to carer or bat</li> <li>• Furnishings within enclosures must be placed so as to allow clear pathways for movement</li> <li>• Children must not be 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 or Toilets)</li> </ul>	Possible	Moderate	Moderate	Human, animal



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Working alone or in remote locations	Delayed medical assistance, assault, vehicle breakdown, exposure, injury without support	<ul style="list-style-type: none"> <li>Refer to Working Solo Risk Assessment</li> </ul>	Possible	Major	Moderate	Human
Working with the Public / Community	Interaction with the MoPs	<ul style="list-style-type: none"> <li>Refer to Working with the Public Risk Assessment</li> </ul>	Possible	Major	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
Working Outdoors	Slips and falls, Heat stroke, and sunburns	<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