



Work Health and Safety Risk Assessment

Identified activity for Risk Assessment

Working with medications

Describe the identified activity / actions

1. Handling and administration of veterinary-prescribed medications
2. Use and handling of syringes, needles, droppers and other animal medication delivery equipment
3. Disposal of animal medications, sharps and clinical waste
4. Storage of animal medications
5. Use of PPE and safe work practices

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



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Hazard (What could cause harm)	Potential risk (What could happen)	Current risk controls (What is currently in place to reduce the risk)	Residual Risk			Primary Impact
			Likelihood	Consequence	Risk Rating	
Needle stick	Puncture wound, infection, exposure to medication	Use of sharps containers; no recapping; needles; training provided; PPE	Unlikely	Major	Moderate	Human, Injury/Illness
Incorrect medication dosage	Overdose or underdose causing harm to wildlife	Veterinary instructions followed; double checking dosage, Calibrated syringe used	Unlikely	Major	Moderate	Animal Welfare
Exposure to medication via Skin or eyes	Irritation, allergic reactions, poisoning	PPE worn; Hand hygiene; SDS followed; safe handling procedures	Possible	Moderate	Moderate	Human, Injury/Illness
Improper storage of medications	Reduced effectiveness, accidental ingestion	Labelled containers; temperature-controlled storage; restricted access	Rare	Major	Low	Injury/Animal Welfare
Use of expired medication	Ineffective treatment or adverse reaction	Expiry date checks; disposal of expired medication	Rare	Moderate	Low	Animal Welfare
Handling distress wildlife during medication	Bites, Scratches, Musculoskeletal injury	Approval species restraint techniques; training; assistance where required; PPE	Possible	Moderate	Moderate	Human, Injury
Incorrect disposal of sharps/medications	Injury or environmental contamination	Approved sharps containers; compliant disposal methods	Rare	Major	Low	Injury/Environmental Harm
Incorrect medication administered to wrong animal	Adverse reaction, injury or death to wildlife	Animal identification checks; clear labelling of medications; one-animal-at-a-time preparation; medication records maintained	Rare	Major	Moderate	Animal welfare



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Cross-contamination between medication or animals	Infection spread, ineffective treatment	Cleaning of equipment between animals; single-use syringes where applicable; hand hygiene practices	Unlikely	Moderate	Low	Animal welfare
Medication administration in low-light or emergency conditions	Dosage error, needle stick injury	Adequate lighting used where practicable; double-checking doses; delaying non-urgent medication if safe	Possible	Moderate	Moderate	Injury/Animal welfare
Spillage of liquid medication	Skin exposure, slips hazards, incorrect dosing	PPE worn, use of trays and absorbent materials; Immediate clean-ups	Unlikely	Minor	Low	Injury, Human
Incorrect medication given to wrong animal	Adverse reaction, injury or death to wildlife	Animal identification checks; labelling of medications; one-animal-at-a-time medication preparation; records maintained	Rare	Major	Low	Animal welfare
Medication administration in low-light or emergency conditions	Dosage error, needle injury	Adequate lighting used; double-checking doses; delaying non-urgent medication where safe to do so	Possible	Moderate	Moderate	Animal welfare



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