

Assessing HSS Risks

Understanding the risk associated with a hazard helps you to determine the appropriate controls and risk management activity.

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When you have identified hazards in your workplace use the MSD HSS risk matrix to guide your risk assessment. Then record these in your hazard risk register.

To assess the risks arising from your work hazards think about:

who might be exposed to the hazard?

what are the potential consequences (harm) of exposure to the hazard?

how likely are the consequences to occur?

The HSS Risk Assessment Process

Step 1: Determine the likelihood of exposure to the hazard from the "Likelihood of Consequence" scale

Step 2: Determine the consequence (harm) of exposure to the hazard from the "Risk Consequence" scale

Step 3: Determine the Risk Rating from the "HSS Risk Matrix" by matching up the consequence and likelihood scores

Likelihood	Consequence			
	Minor	Moderate	Major	Severe
Almost Certain	MEDIUM	HIGH	VERY HIGH	VERY HIGH
Likely	MEDIUM	HIGH	VERY HIGH	VERY HIGH
Possible	LOW	MEDIUM	HIGH	VERY HIGH
Unlikely	LOW	MEDIUM	HIGH	HIGH
Rare	VERY LOW	MEDIUM	HIGH	HIGH

HSS Likelihood of occurrence

Likelihood Rating	Description
Almost Certain	It is almost certain that the risk consequence will occur. In terms of probability there is an 80% - 100% expectation that the event will occur during the next 12 months
Likely	It is likely that the risk consequence will occur. In terms of probability there is a 50% - 80% expectation that the event will occur during the next 12 months
Possible	It is possible that the risk consequence will occur. In terms of probability there is a 30% - 50% expectation that the event will occur during the next 12 months
Unlikely	It is unlikely that the risk consequence will occur. In terms of probability there is a 5% - 30% expectation that the event will occur during the next 12 months
Rare	The risk consequence will only occur in exceptional circumstances. In terms of probability there is less than a 5% expectation that the event will occur during the next 12 months

HSS Consequence of Harm

Severity Rating	Description
Severe	<ul style="list-style-type: none"> Injury or illness with permanent or long-term severe disabling effects, irreversible health damage and/or death Severe psychological trauma requiring long-term counselling support Immediate emergency extensive medical assistance and hospitalisation Requires 3+ months for recovery
Major	<ul style="list-style-type: none"> Injury or illness with temporary severe disabling effects, including to a person's health

	<ul style="list-style-type: none"> Advanced first aid and a visit to a medical practitioner or hospital Psychological trauma requiring long-term counselling support Requires 1-3 months for recovery
Moderate	<ul style="list-style-type: none"> Injury or illness with non-severe temporary disabling effects, including to a person's health First aid and/or referral to medical professional Psychological trauma requiring some counselling support Requires up to 1 month for recovery
Minor	<ul style="list-style-type: none"> Nil recovery time required Pain and/or discomfort that does not require medical attention Nil recovery time required

Inherent and Residual Risk

When recording risks on the Hazard Risk Register you will be prompted to record both the inherent and residual risk ratings, along with the controls you have agreed for the risk.

When you conduct your initial risk assessment you should consider the risk without any controls in place. This is called the inherent (initial) risk.

After you have put all reasonably practicable controls in place you should conduct another risk assessment. The risk remaining after controls are in place is called the residual risk.

<i>Inherent (initial) Risk</i>	This is the level of risk with nothing in place to control it (also known as 'raw' risk.)
<i>Residual Risk</i>	<p>This is the level of risk where controls are in place. At times the risk rating may not reduce so you need to decide what to do:</p> <ul style="list-style-type: none"> Put more controls in place and/or Monitored more closely and/or <p>Accept the risk as it is</p>

Prioritising Risk Management and Critical Risks

Risks with a very-high or high risk rating should be the health and safety committee's top priority for active risk management.

Critical Risks

A critical risk is something that has the potential to seriously or fatally injure someone.

MSD's Critical risks have been identified, assessed and approved by the Ministry's Leadership Team and are recorded on each Hazard Risk Register across the Ministry. The Leadership team regularly review the risks to ensure the Ministry is doing all they can to reduce the likelihood of occurrence and severity of harm.

Site Health and Safety Committees should also be regularly monitoring the risks for their site and considering whether they have the appropriate controls in place.

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