

HSW-101 Hazard and Risk Register COVID-19 - General Public Health Measures - Risks associated with COVID-19 control measures

Area / Faculty / Division	University of Waikato - General Public Health Measures - Risks associated with COVID-19 control measures	Assessment date	16-Nov-2021
Assessor/s	University of Waikato Vaccination Consultation Group	Last review date	
Register sign off*	Neil Quigley (Vice-Chancellor)	Formal review scheduled for:	17-Dec-21

Hazard	Risk Description	Consequence	Likelihood	Inherent risk rating	Preventative Controls	Recovery Controls	Consequence2	ikelihood	Residual risk rating	Review date	Additional Controls to be implemented	Person/s responsible	Implementation Date	Notes / Comments	Status (i.e. completed / uncompleted)
Mandatory vaccination requirements for access to campus.	Aggressive interactions with people that do not agree with mandatory vaccination requirements (staff, students, contractors and visitors).	Moderate	Almost certain	High 100	ISOLATION CONTROLS 1. Screens at public desks as required. 2. Social distancing indoors one metre. 3. Escape route to safe area established. PPE/ADMINISTRATIVE 1. De-escalation training for all front line staff/staff in call centres. 2. Alarm buttons.	1. Signing in with QR code. 2. Specialised employee assistance programme for staff and family members after aggressive interactions.	Moderate	Likely	Medium 10						Completed
Workload demands under vaccine certificates.	Increased workload on staff delivering both online and face to face, as required under vaccine certificate requirements.	Major	Likely	High 100	ADMINISTRATIVE 1. Consult with staff when setting performance targets set realistic and achievable targets that take into account existing workloads when setting targets. 2. Regularly review workloads to ensure employees have sufficient resources in terms of time, administrative support and equipment to cope, help employees develop personal work plans to help them prioritise their tasks. 3. Encourage staff to speak up at an early stage if they feel their task demands are excessive and to seek management guidance about priorities if there are insufficient resources to effectively complete the tasks. 4. Review workloads during team meetings, through an informal check-in with the supervisor or worksite assessments.		Major	Possible	Medium 10						Completed
Immunisation	Adverse events following immunisation with COVID-19 vaccines. An AEFI is an untoward medical event which follows immunisation and does not necessarily have a causal relationship with the administration of the vaccine. The adverse event may be an unfavourable or unintended sign, abnormal laboratory finding, symptom or disease.	Extreme	Unlikely	Medium 10	1. Consult with GP regarding any health conditions that may prevent the use of the Pfizer Vaccine (as of 16/11/21). 2. Use of other vaccines approved for use in NZ.	1. ACC coverage for physical injury caused by the vaccination, which's not a necessary part or ordinary consequence of the treatment. 2. Leave provisions for persons experiencing adverse events following vaccination.	Extreme	Unlikely	Medium 10						Completed

		Potential consequences						
		Negligible 1	Minor 10	Moderate 100	Major 1000	Extreme 10000		
POTENTIAL LIKELIHOOD	Almost certain	1	Medium 1	Medium 10	High 100	Critical 1000	Critical 10000	
	Likely	0.1	Low	Medium 1	Medium 10	High 100	Critical 1000	
	Possible	0.01	Low	Low	Medium 1	Medium 10	High 100	
	Unlikely	0.001	Low	Low	Low	Medium 1	Medium 10	
	Rare	0.0001	Low	Low	Low	Low	Medium 1	

Potential Likelihood

Rare
Unlikely
Possible
Likely
Almost certain

Potential Consequences

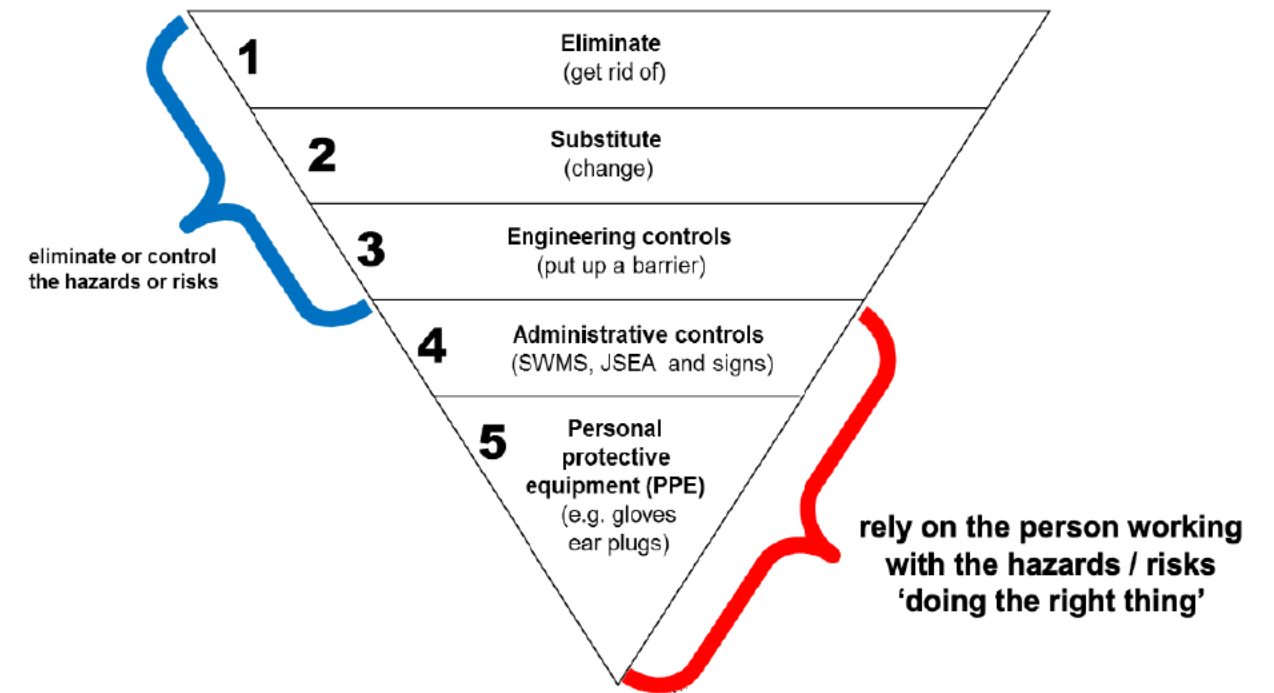
Negligible
Minor
Moderate
Major
Extreme

Potential Consequence

Ranking	Injury, illness or disease	Plant equipment and materials
Extreme	Fatality/fatalities or permanent disability. Unable to work. COVID 19 Related Fatality	Destroyed or cannot be reused
Major	Requiring extensive medical treatment, admitted to hospital, lost time injury (LTI) > 1 week, ICU Admitted to hospital COVID 19, Long Covid	Damage requiring repairs/rebuild and possible recertification prior to reuse, lost use for one or more
Moderate	Hospital outpatient, LTI < 1 week and can return to normal duties. Self-isolating at home – COVID 19 confirmed	Damage requiring a repair/service by a trade/technician within the
Minor	Medical treatment from a healthcare professional for COVID 19 symptoms	Equipment able to be reset or gotten back into operation by the operator
Negligible	Report only, no injury or first aid (e.g., band-aid), short-term discomfort. asymptomatic	Report only, no damage

Ranking	Probability/frequency of event occurring	Probability / frequency of event occurring	Probability/frequency of event occurring
Almost certain	The hazard is expected to occur in most circumstances at the University	1 in 10 Event occurs once in every 10 operations or activities	A daily to monthly occurrence
Likely	The hazard could occur in most circumstances at the University	1 in 10-100 Event occurs once in every 10-100 operations or activities	Between monthly to yearly occurrence
Possible	The hazard has occurred at some time at the University	1 in 100-1,000 Event occurs once in every 100-1,000 operations or activities	Occurs once between 1 to 5 years
Unlikely	The hazard could occur at some time	1 in 1,000-10,000 Event occurs once in every 1,000-10,000 operations or activities	Occurs once between 5 to 20 years
Rare	The hazard may only occur in exceptional circumstances	1 in 10,000-100,000 Event occurs once in every > 100,000 operations or activities	Occurs once 20+ years

Hierarchy of Controls



Vaccination Consultation Group

Senior DVC
DVC Research
DVC Māori
DVC Academic
COO
Director, Student Services
Director, HR & ER
Director, OD & Wellness
Director, OVC
HSW Manager
Head of Corporate Comms
Associate Director, Student Accommodation
In-House Solicitor

