CONTACT DETAILS

IN AN EMERGENCY CALL:

Lead:	**Primary Contact:**
Participants:	

SERVICE/ACTIVITY DETAILS

Purpose:	**Date:**

Benefit: Advances veterinary knowledge through research and collaboration with medical professionals. | Enhances animal health and well-being through medical care and disease prevention. | Ensures humane treatment of animals through ethical medical practices and interventions. | Promotes public health by preventing zoonotic diseases through vaccinations and treatments. | Provides early diagnosis and treatment to improve animal longevity and quality of life. | Supports responsible pet ownership through education and guidance on animal care.

HAZARDS

HAZARD	RISK	RISK BENEFIT	MEASURE	RISK TO	RISK LEVEL
Aggressive animal behavior	Bites or attacks from frightened or aggressive animals, Risk of serious injury, Psychological trauma	Enables the handling and treatment of a broader range of animals, including those with behavioral challenges.	Train staff in recognizing early signs of aggression and de-escalation techniques. Use proper restraints such as muzzles, e-collars, and sedation when necessary. Ensure secure enclosures for aggressive animals. Implement a behavioral assessment system for new patients. **(ALL)**	Staff, Clients	Before Measure: **High** After Measure: **Med**

HAZARD	RISK	RISK BENEFIT	MEASURE	RISK TO	RISK LEVEL
Animal bites	Bites from aggressive or frightened animals, Risk of infection, Pain and tissue damage	Allows for close interaction and examination of animals, facilitating accurate diagnosis and treatment.	Train staff in animal behavior recognition and restraint techniques. Require PPE such as gloves and sleeves for handling unpredictable animals. Use muzzles, bite-resistant gloves, and sedation when necessary. Establish protocols for treating bites, including first aid stations and reporting procedures. **(ALL)**	Staff, Clients	Before Measure: **High** After Measure: **Med**
Chemical exposure	Inhalation or skin contact with hazardous chemicals, Risk of burns, Allergic reactions, Poisoning	Allows for the use of necessary disinfectants and medications essential for animal care.	Store all chemicals in clearly labeled, locked cabinets with MSDS documentation. Train staff on proper handling, dilution, and disposal of hazardous substances. Use PPE such as gloves, goggles, and masks when handling chemicals. Install emergency eye wash stations and provide spill kits in all treatment and cleaning areas. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**
Compressed gas cylinder hazards	Leaking or falling cylinders, Risk of explosion or asphyxiation	Allows for the use of essential medical gases in various treatments and procedures.	Secure cylinders upright using chains or brackets. Store in ventilated areas away from heat sources. Train staff on proper handling and transport. Inspect regularly for leaks or damage. Clearly label contents and ensure proper regulators are used. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**
Electrical hazards	Faulty wiring or overloaded circuits, Risk of electrocution, Equipment malfunction	Ensures the safe operation of essential medical and office equipment.	Conduct regular electrical safety inspections. Avoid using damaged equipment. Keep electrical panels accessible and free from obstructions. Train staff on handling power failures and electrical emergencies. Use surge protectors for sensitive medical devices. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**

HAZARD	RISK	RISK BENEFIT	MEASURE	RISK TO	RISK LEVEL
Exposure to anesthetic gases	Inhalation of anesthetic gases, Long-term health risks, Short-term dizziness or nausea	Enables the performance of surgical procedures requiring anesthesia, expanding the range of services offered.	Install effective scavenging and ventilation systems in surgical areas. Regularly inspect and maintain anesthesia machines for leaks. Train staff on the risks of prolonged exposure and safe handling of anesthetics. Provide personal monitoring badges to detect overexposure and ensure staff take breaks in fresh air. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**
Exposure to cytotoxic drugs	Handling chemotherapy drugs, Risk of exposure to hazardous medications, Potential long-term health effects	Enables the administration of chemotherapy treatments, expanding treatment options for patients.	Designate separate storage and preparation areas for cytotoxic medications. Train staff on proper handling, administration, and disposal. Provide PPE such as double gloves and protective gowns. Implement spill response protocols and decontamination procedures. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**
Fire hazards	Fires from electrical faults, Flammable material storage risks, Risk of injury or death	Protects the clinic, staff, clients, and animals from potential fire-related incidents.	Conduct fire safety training and drills regularly. Install smoke detectors, fire extinguishers, and automatic sprinkler systems. Store flammable materials properly in designated areas. Ensure clear emergency exits and escape routes. Regularly inspect and maintain electrical wiring and equipment. **(ALL)**	Staff, Clients, Animals	Before Measure: **High** After Measure: **Med**

HAZARD	RISK	RISK BENEFIT	MEASURE	RISK TO	RISK LEVEL
Hazardous waste handling	Exposure to infectious waste, Chemical contamination, Environmental pollution risks	Allows for the safe disposal of medical and biological waste, maintaining a hygienic environment and preventing environmental contamination.	Implement a comprehensive waste management protocol that includes segregation of hazardous and non-hazardous waste, proper labeling, and use of designated disposal containers. Train staff on handling procedures, ensure regular collection by licensed waste disposal services, and maintain records of waste disposal activities. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**
Inexperienced staff	Mistakes in patient care, Increased risk of injury to staff or animals, Inefficiency in procedures	Allows new staff to develop essential skills and gain confidence, ensuring a steady flow of trained professionals to support clinic operations and patient care.	Implement a structured training program, including shadowing experienced staff, competency assessments, and hands-on workshops. Provide clear standard operating procedures (SOPs) for all tasks, ensure close supervision during high-risk activities, and encourage open communication for seeking guidance and feedback. **(ALL)**	Staff, Clients, Animals	Before Measure: **High** After Measure: **Med**
Infectious disease outbreaks	Spread of contagious diseases between animals, Risk of zoonotic transmission, Need for facility shutdown	Allows the clinic to manage and treat infectious cases, contributing to public and animal health.	Establish quarantine areas for contagious animals. Enforce vaccination requirements for patients. Implement strict cleaning and disinfection protocols, especially in high-contact areas. Train staff on disease recognition and response procedures. Monitor for emerging outbreaks and adapt protocols as needed. **(ALL)**	Staff, Clients, Animals	Before Measure: **High** After Measure: **Med**

HAZARD	RISK	RISK BENEFIT	MEASURE	RISK TO	RISK LEVEL
Lone working situations	Emergency situations without immediate assistance, Increased vulnerability to injuries or attacks	Enables flexible scheduling and extended service hours, improving client access to veterinary care.	Develop a lone worker policy that includes risk assessments for tasks performed alone, regular check-ins via phone or electronic devices, and emergency procedures. Provide personal alarms and ensure that high-risk activities, such as handling aggressive animals or performing anesthesia, are not conducted alone. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**
Mental fatigue from high workload	Chronic stress from long shifts, Increased risk of burnout, Reduced concentration and decision-making	Enables the clinic to handle a high volume of cases efficiently, maximizing patient care and clinic profitability.	Implement workload management strategies, including adequate staffing levels, delegation of tasks, and prioritization of duties. Encourage regular breaks, provide access to mental health resources, and foster a supportive work environment to mitigate stress and prevent burnout. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**
Radiation exposure	Exposure to X-ray radiation, Increased risk of cancer, Tissue damage	Facilitates accurate diagnostic imaging, leading to better treatment outcomes.	Provide lead aprons, thyroid shields, and lead-lined gloves for staff. Implement strict positioning and distance protocols for X-ray procedures. Use fixed and mobile barriers to minimize exposure. Train staff on safe operation procedures and maintain proper calibration and servicing of radiographic equipment. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**

HAZARD	RISK	RISK BENEFIT	MEASURE	RISK TO	RISK LEVEL
Sharps injuries	Needlestick injuries, Risk of infection, Bloodborne diseases	Enables the administration of injections and performance of procedures requiring sharp instruments.	Use puncture-resistant sharps containers for immediate disposal. Train staff in proper needle handling and disposal. Implement a no-recapping policy to prevent accidental needle sticks. Provide retractable or safety-engineered syringes when possible. Establish clear procedures for treating and reporting needlestick injuries. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**
Stress and mental health issues	Emotional strain from handling sick or dying animals, Compassion fatigue, Burnout risk	Maintains staff well-being, leading to better patient care and job satisfaction.	Offer mental health resources such as counseling services. Encourage a supportive work culture and team debriefs after stressful incidents. Allow flexible scheduling to prevent burnout. Implement mindfulness and stress reduction programs tailored to veterinary professionals. **(ALL)**	Staff	Before Measure: **High** After Measure: **Med**
Vehicle accidents during patient transport	Accidents while transporting animals, Risk of injury to staff, Clients, or animals	Facilitates the provision of mobile veterinary services and emergency animal transport, expanding the clinic's service capabilities.	Ensure all drivers have valid licenses and provide training on safe animal transport practices. Equip vehicles with appropriate restraints for animals, maintain regular vehicle inspections, and establish protocols for emergency situations during transport. **(ALL)**	Staff, Clients, Animals	Before Measure: **High** After Measure: **Med**
Zoonotic disease transmission	Transmission of infectious diseases from animals, Risk of serious illness, C ross-contamination	Allows for the treatment of a wide range of animal conditions, improving animal health and client satisfaction.	Implement strict hygiene protocols, including handwashing stations, disposable gloves, and face masks when handling high-risk animals. Vaccinate staff against common zoonotic diseases. Quarantine infected animals, properly dispose of biological waste, and maintain a robust sanitation schedule for surfaces and equipment. **(ALL)**	Staff, Clients	Before Measure: **High** After Measure: **Med**

HAZARD	RISK	RISK BENEFIT	MEASURE	RISK TO	RISK LEVEL
Allergic reactions	Exposure to animal dander, bedding, or chemicals, Risk of anaphylaxis, Respiratory distress	Allows staff to work in a controlled environment, managing their allergies while providing care.	Identify staff allergies through medical screenings. Use non-latex gloves and hypoallergenic cleaning products. Ensure proper ventilation in areas with strong odors or airborne allergens. Provide antihistamines or EpiPens on-site for emergency use. Educate staff on recognizing and responding to allergic reactions. **(ALL)**	Staff	Before Measure: **Med** After Measure: **Low**
Animal scratches	Scratches from stressed or unrestrained animals, Risk of infection, Potential allergic reactions	Enables thorough physical examinations and procedures that require direct contact with animals.	Regularly trim animals' nails when possible. Provide protective gear like long sleeves and gloves. Train staff on proper restraint techniques to minimize stress in animals. Use appropriate holding devices or assistants for safety. Ensure first aid kits contain antiseptics and wound care supplies to treat minor injuries immediately. **(ALL)**	Staff, Clients	Before Measure: **Med** After Measure: **Low**
Ergonomic injuries	Muscle strain from lifting heavy animals, Repetitive strain injuries, Chronic back pain	Enhances staff comfort and productivity, leading to higher quality care.	Train staff on proper lifting techniques when handling animals. Provide adjustable exam tables and lifting aids for heavy animals. Encourage staff to take regular breaks and stretch. Conduct ergonomic assessments to minimize repetitive strain injuries and adjust workstations accordingly. **(ALL)**	Staff	Before Measure: **Med** After Measure: **Low**

HAZARD	RISK	RISK BENEFIT	MEASURE	RISK TO	RISK LEVEL
Exposure to allergens from animal feed or bedding	Allergic reactions to hay, feed, or dust, Respiratory distress, Skin irritation	Allows the use of a variety of feeds and bedding materials tailored to animal needs, enhancing patient care.	Identify and document staff allergies, substitute allergenic materials with hypoallergenic alternatives when possible, and ensure proper ventilation in storage and handling areas. Provide PPE such as masks and gloves, and establish protocols for managing allergic reactions. **(ALL)**	Staff	Before Measure: **Med** After Measure: **Low**
Latex allergies	Allergic reactions to latex gloves or medical supplies, Risk of skin irritation, Severe anaphylaxis	Provides a safer environment for staff with latex sensitivities, ensuring their well-being.	Use latex-free gloves and alternative materials for equipment. Clearly label products containing latex. Train staff to recognize early allergic reactions and respond appropriately. Provide access to medical treatment for severe reactions. **(ALL)**	Staff	Before Measure: **Med** After Measure: **Low**
Noise-induced hearing loss	Constant exposure to loud barking and medical equipment, Risk of gradual hearing impairment	Protects staff hearing while accommodating animals that may be noisy or require loud equipment.	Install soundproofing in kennels and loud treatment areas. Provide noise-canceling earmuffs for staff. Rotate staff out of high-noise zones regularly. Train employees on hearing protection and conduct routine hearing tests. Keep barking animals separated when possible to reduce overall noise levels. **(ALL)**	Staff	Before Measure: **Med** After Measure: **Low**
Slips, trips, and falls	Slipping on wet floors, Tripping over equipment, Potential fractures or sprains	Maintains a safe environment for staff and clients, promoting efficient clinic operations.	Maintain non-slip flooring and place absorbent mats in wet areas. Address spills immediately using designated cleaning protocols. Keep walkways clear of clutter and cables. Ensure proper lighting throughout the clinic. Provide non-slip footwear recommendations for staff and conduct regular safety inspections. **(ALL)**	Staff, Clients	Before Measure: **Med** After Measure: **Low**

HAZARD	RISK	RISK BENEFIT	MEASURE	RISK TO	RISK LEVEL
Unpredicted risks	Illness, injury, death		Continuous risk monitoring conducted by all staff. Any unforeseen hazards must be reported promptly to supervisors or management, with immediate corrective action taken as necessary. **(ALL)**	All	**N/A**

NOTES

Extra notes & activity evaluation:

Completed by	Reviewed/Approved by	Risk Assessment Date	Review Required Date