

	Pre-Mitigation			Post Mitigation	
Risk	Impact	Likelihood	Mitigations	Impact	Likelihood
Trips and slips	Moderate	High	Wear closed in shoes with a good grip (eg work boots, walking shoes). Sweep ground prior to working if large number of honkey nuts and/or gravel. Use pathways, which are clearly defined. Clean up any spills in kitchen immediately. Keep floors clear of trip hazards. Training and awareness included in induction.	Moderate	Low
Zoonotic Diseases	High	Low	The more common zoonotic disease risks are psittacosis (from parrots) and salmonella (reptiles). Any birds suffering from psittacosis are housed in our isolation building full PPE must be worn. When handling reptiles gloves may be worn, however handwashing is a must. Training and information are provided prior to handling/work with any reptiles onsite and before working in isolation.	Moderate	Low
Emergencies/Evacuations	High	Moderate	Emergency Response plans in place. Volunteers receive training at induction.	Moderate	Low
Injury from manual handling/lifting/bending	Moderate	Moderate	Use equipment provided and two persons when necessary. Use correcting lifting and bending techniques. Include in induction.	Moderate	Low
Breathing in dust (note will mostly effect Asthma sufferers)	Moderate	High	Use dust masks provided.	Low	Low
Zap by electric fence	Moderate	Moderate	Electric fence signs are in place. Awareness included in induction.	Moderate	Low
Sunburn/Dehydration	Moderate	Moderate	Use sunscreen provided, wear a hat, drink plenty of water. Include in induction.	Low	Low
Bump/Scratch/Graze/Scrape	Low	High	Wear gloves, long pants, closed in shoes. Awareness of work areas such as enclosures with perching that may be at head height. First aid kit and trained first aiders on site. Training provided in induction.	Low	Low

Fire (risk, evacuation, unknown placement of fire extinguishers)	High	Moderate	Kanyana has a Bush Fire Plan. Suitable fire extinguishers (ABE) are in appropriate areas and are tested and in date. Fire blankets available. Onsite personnel are trained in extinguisher use. All staff and volunteers are aware of the fire evacuation procedures. Smoking strictly prohibited. A copy of our fire plans are given to all volunteers. Regular fire drills are run on shift.	Moderate	Moderate
Hand injuries	Moderate	Moderate	Kitchen induction to address knife handling and correct storage. Workshop induction to include briefing re use of powertools. Awareness training when using animal enclosures/doors. First aid kit and trained first aiders on site.	Moderate	Low
Diseases	Moderate	Moderate	Wash hands, use gloves, use correct equipment (eg pooper scooper). Training include in induction. PPE provided.	Moderate	Low
Bites, punctures and scratches	Moderate	High	Ensure you have the appropriate training to handle a particular animal before touching it. Thick gloves must be worn with possums, and birds of prey. Safety glasses must be worn with water birds with long beaks. Bites and scratches can still happen, as we are working with wild animals. PPE is provided as required and first aid kit and trained first aiders on site.	Moderate	Low

Burns	High	Moderate	There is a risk of thermal burns from hot water systems, heat lamps, heating pads, and other heated components within enclosures. While the likelihood is moderate, the potential impact is high. To mitigate this, Kanyana uses a temperature-controlled automatic hot water dispenser for most areas to minimise the risk of spills or overheating. Heat lamps and other heating elements must be turned off and allowed to cool fully before any cleaning, handling. Where necessary, heat-resistant gloves or tools are provided to ensure safe handling. Burn first aid supplies are available on-site, and must be reported immediately.	Moderate	Moderate
Stress/Compassion Fatigue/Burn Out	High	High	Awareness provided during induction and reminders throughout volunteering time. In house and professional contact details made available.	Moderate	Moderate