

PRE-EMPLOYMENT RISK IDENTIFICATION FORM (R.I.F. (Ed))

(NB Completion of this form does not fulfill the requirement to undertake a general risk assessment under the management Health and Safety at Work Regulations 1999)

A Pre-employment Risk Identification Form must be completed by the Headteacher/Head of Service/Line Manager

This form **must** accompany any referral to the Occupational Health Service for the pre-employment medical clearance of a candidate for appointment. Copies must be forwarded to the Personnel Team with a completed Notification of Appointment form.

CONFIDENTIAL

School/Establishment	
Post / job title	
Description of main activities the employee will be required to undertake (or attach job description)	
Please see attached	
Form completed by: (print name)	

A. The job to which this form refers will or may involve one or more of the following activities. (Please indicate YES or NO)

Managers should note that if any of the following 10 activities are involved, there is an **automatic requirement for a pre-employment** assessment by Occupational Health and, possibly, for **subsequent Health Surveillance**.

1	Work at heights (<i>eg over 2m from tall step/extension ladders; scaffold towers, roofwork etc</i>).	YES/NO
2	Work in excessively noisy environments above statutory control limits (<i>Highly unlikely to include examples associated with any office environments. Examples might include use of woodworking machinery, road drilling, masonry cutting etc</i>).	YES/NO
3	Work in unusual environmental conditions (<i>eg where access or egress or free flow of air may be restricted or where there may be a build up of gases, vapours or fumes or the use of breathing apparatus is required</i>).	YES/NO
4	Use of hand operated tools and equipment known to be associated with hand arm vibration syndrome (<i>eg percussive metalworking tool; rotary handheld tool [not floor polishers]; grinders; percussive hammers and drills etc.</i>).	YES/NO
5	Driving or transporting others in own vehicle (<i>to include only those driving HGVs over 7.5 tons, PCVs, minibuses (ie requiring MIDAS qualification) and anyone regularly transporting, as part of their normal duties, more than 3 other persons</i>).	YES/NO
6	Some contact with hazardous substances (<i>eg chemicals with an orange warning label indicating: very toxic; toxic; harmful; corrosive; sensitising by inhalation/skin contact; carcinogenic; mutagenic; toxic for reproduction; professional bio/pesticides; organophosphates; gluteraldehyde; latex gloves</i>).	YES/NO

7	Prolonged or frequent exposure to machine generated wood dust, or other heavy or excessive concentrations of mineral dust.	YES/NO
8	Work with lead or lead-based products (<i>eg some paints</i>).	YES/NO
9	Food handling/preparation (of raw or uncooked food only).	YES/NO
10	Occupational fieldwork or work in extreme conditions (<i>eg involving excessive heat or cold or frequent walking for long distances over rough terrain in all weather conditions, forestry/countryside work</i>).	YES/NO

B. The job to which this form refers will or may involve one or more of the following activities. (Please indicate YES or NO)

This section is for the information of applicants and does not facilitate a referral to Occupational Health.

If employees require advice concerning any of the risks identified, they should consult with their Line Manager.

11	Face to face contact with the public / service users (<i>eg at sensitive front line posts re abuse, aggression, assault</i>).	YES/NO
12	Working in isolation / lone working.	YES/NO
13	Work with electrical wiring (<i>eg colour blindness</i>).	YES/NO
14	Work where there may be an increased risk of needlestick injuries or blood borne infections HIV; Hepatitis B; Hepatitis C: (<i>eg site supervisors; site work, grounds or buildings maintenance, gardeners; some carers</i>).	YES/NO
15	Work that may bring the employee into contact with rats; rat contaminated ground or other animals or livestock (<i>eg risk of weils disease, other animal borne diseases, zoonoses</i>).	YES/NO
16	Manual handling (<i>other than routine office / administrative lifting and carrying eg assisting / moving service users with mobility problems, portering type activities</i>).	YES/NO
17	Working with vulnerable service users (<i>eg children with disabilities; the elderly; children / adults with learning difficulties; alcohol / drug abusers</i>).	YES/NO
18	Work involving repetitive movements or forced posture (<i>eg twisting, screwing, movements of the hands wrists, arms and/or shoulders awkward body and limb posture or excessive force, bending, kneeling</i>).	YES/NO
19	Work as a regular display screen user (<i>where more than 1/3rd of a person's time is spent using DSE continuously over any 1 month period</i>).	YES/NO

Any other occupational hazards / comments that you consider to be relevant to the post which are not included above:

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Name of Headteacher/Head of Service/Line Manager (please print)

Telephone Number:

Signature: _____ **Date:** _____