

University of Greenwich Health and Safety Risk Matrix

Risk Scores, Risk Categories and Priorities for further action

The risk rating will be obtained by multiplying together the likelihood and impact scores.

Risk score = likelihood of the hazard to cause harm x impact

The inherent risk is the risk of something happening before any controls or safeguards are applied to mitigate the likelihood and/or impact. Measures to control the risk should be in place for each risk and re-assessed to determine the residual risk score which should mitigate the risk to as low as reasonably practicable until it is at a tolerable level.

A one to five scoring mechanism will be used to provide a position on a five by five (5 x 5) matrix. The score result will range from one to 25 (being the highest) which should then be placed in the appropriate risk category colour using the high, medium and low criteria.

The following table sets out the matrix:

SEVERITY or IMPACT	5 CATASTROPHIC	5	10	15	20	25
	4 MAJOR	4	8	12	16	20
	3 SERIOUS	3	6	9	12	15
	2 MODERATE	2	4	6	8	10
	1 MINOR	1	2	3	4	5
		1 RARE	2 UNLIKELY	3 POSSIBLE	4 LIKELY	5 ALMOST CERTAIN
		LIKELIHOOD				

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The following tables set out the descriptions used for the impact and likelihood categories:

Descriptor	Impact Guide
1 (Insignificant)	Financial loss of less than 0.5% of university turnover (Less than £1.5m) or 0.5% of local budget
2 (Minor)	Financial loss of less than 1.5% of university turnover (Less than £4.5m) or less than 2% of local budget. No regulatory consequent No impact outside of local process or product Minor irreversible injury Internal adverse publicity
3 (Moderate)	Financial loss of less than 3% of university turnover (Less than £9m) or less than 5% of local budget Limited regulatory consequence Impact on other processes or products Major reversible injury Local adverse publicity
4 (Major)	Financial loss of less than 10% of university turnover (Less than £30m) or less than 20% of local budget Significant regulatory consequence Impact on many other processes or products Irreversible injury Death National adverse publicity
5 (Catastrophic)	Financial loss of more than 10% or university turnover (more than £30m) or more than 20% or local budget (Faculties/Directorates: more than 20% of budget) Substantial regulatory consequence Impact at strategic operational level Irreversible multiple injury Multiple deaths International adverse publicity Closure of business

Descriptor	Likelihood Guide
1 Rare	1-5% likely to happen, for example once in the next 100 years
2 Unlikely	6-20% likely to happen, for example, once in the next 20 years
3 Possible	21-50% likely to happen, for example, once in the next two to five years
4 Likely	51-75% likely to happen , for example at least twice in the next two years
5 Almost certain	>90% likely to happen, for example, regularly in the next 12 months

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The following table sets out the risk categories:

High (Red) Rating 15 or more	Medium (Amber) Rating 5 - 12	Low (Green) Rating 1 – 4
Immediate action is required to control and/or lower the level of risk. Exposure to the identified hazard is prohibited or severely restricted.	Continue to review the equipment, activities and system of work, with the aim of lowering the risk to the lowest possible level. Scores below 9 are considered tolerable, as per current University Risk appetite	Usually, no further action will be required except for monitoring to ensure the risk does not change and controls remain in place. However, if it is possible to reduce the risk levels still further, by using controls that are “reasonably practicable”, then this should be done.

The residual risk scores should be used to rank the top risk profiles (in particular, any related as High), identify the priorities for further actions to be taken to reduce the risks, and the most appropriate course of action.

Where the residual impact of risk is considered major or the likelihood is considered almost certain, these will be submitted to the Vice Chancellor’s Executive for review and acceptance. These Risks appear amber or red in the traffic lights system used in the Health and Safety Risk Register.

Where the impact of risk is considered fatal, these will be submitted to the Governing Body for review and acceptance. These risks appear red in the traffic light system used in the institutional risk register.