

(a) Ref	(b) Activity / element (Step 1a)	(c) Hazards identified (Step 1b)	(d) Who or what might be harmed and how, e.g. • Military personnel - fatality • Civ staff / contractors - injury • General public - injury • Environment - spill (Step 2)	(e) Existing control measures (Step 3a)	(f) Assessment with existing controls		(g) L (1 to 5) (Step 3b)	(h) I (1 to 5) (Step 3c)	(i) Score (L x I) (Step 3d)	(j) Is residual risk acceptable in the context of risk appetite for the activity? (Yes / No) – Refer to Risk Score Calculation above If Yes, move to column (n). If No, identify additional controls (Step 3e)	(k) Reasonable additional controls that can be implemented to reduce risk to ALARP (Step 3f)	(l) Reassessment with additional control measures		(m) L (1 to 5) (Step 3g)	(n) Score (L x I) (Step 3h)	(o) List required action(s) to instigate controls (Step 3j)	
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	Locations.		- injury	insurance). All drivers to be sufficiently experienced to drive in winter conditions. Drivers to be familiar with winter weather vehicle equipment (snow chains, POL, de-icing and cold-start procedures). Drivers' hours to be followed to ensure appropriate rest is provided. Drivers to have a valid European Highway Code licence and comply with local traffic regulations. Vehicles to only carry the weight that is specified in their restrictions. Seatbelts to be worn by all users Use designated parking / crossing areas allocated by local authorities / stadium staff. Team Captains are to brief their team members to use the dedicated parking area near the lift/stadium. Vehicles are not to be parked on roads, unless directed to do so by local authorities. Personnel are to cross roads at appropriate crossing points and are to take care when doing so. Correct equipment used, including compulsory helmets, when required. Instructors and safety staff to carry first aid kit, emergency shelter, mobile phone.	3	3	9	No	Team Managers to gauge carefully ability of their group and the level of difficulty of the skiing. All will be medically fit in order to take	2	3	6	Teams will be briefed on actions on injuries, CASEVAC plan and contact details of emergency services. All participants to carry insurance details and emergency numbers.				
2	Downhill skiing activity.	Physical & Psychological injury – Muscular, Skeletal, Fatigue and exhaustion	Military personnel – injury Other nearby civilians – injury		3	3											

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				<p>Treat at scene if possible.</p> <p>If serious injury, contact emergency/rescue services for evacuation. Helicopter evacuation.</p> <p>Participants educated on the accident procedure.</p> <p>Bib recovery area laid out to ensure every competitor has bib removed (backup record that he/she is off course)</p> <p>Racers monitored for condition as they compete on the course by manned checkpoints.</p> <p>Manned course checkpoints with comms to finish area.</p> <p>Ski Patrol on site during races with dedicated skidoo for on-snow extraction with qualified paramedic driver.</p> <p>Competitors are not to compete if feeling unwell.</p> <p>All personnel (competitors and support staff) operating on snow are to carry and, if necessary, use a high SPF sunscreen, peak brim hat, sunglasses and appropriate goggles/glasses.</p> <p>All Team Captains are to be made aware of the Ex Med Plan</p>						part in activities.						<p>Competitors wishing to opt out of training are to inform instructors.</p> <p>Team Captains are to understand and brief their team on the effects/conditions are nearly all preventable, provided the risk factors are assessed properly and appropriately managed. This prevention requires greater awareness of the risk by all individuals, training in assessment of the risk and putting in place the right control measures. In addition, the impact of a climatic injury may be reduced if appropriate first aid measures and evacuation to medical care are carried out effectively and promptly. JSP 375 aims to educate all Service personnel in the prevention and treatment of cases of heat illness and cold injury. This is to be read and complied with, by all team captains and their team members, in order to ensure the risk to developing heat and cold injuries are minimised.</p>
3	Movement around the resort, both on-duty and off-duty	Falls or Accidents resulting, in physical injury when skiing Technical difficulty – falls Significant descents – falls	Military personnel – injury Other nearby civilians - injury	Treatment of injury at scene if possible. If serious injury, contact emergency/rescue services (112) Maintain communication with all local authorities/medical services and safety staff	1	2		2	Yes	N/A	N/A	N/A	N/A	N/A	N/A	<p>All participants to carry insurance details, GHIC and contact numbers.</p> <p>All to wear helmets and protective eyewear, when required.</p> <p>Organisers are to use up</p>

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		Mass Start collision Start/ Finish Area collision		<p>Courses designed and groomed to comply with international homologation regulations.</p> <p>All courses cleared with Chief of Race and TD prior to inspection and racing.</p> <p>Courses designed and groomed to comply with international homologation regulations.</p> <p>All courses cleared with Chief of Race and TD prior to walking and racing.</p> <p>All courses briefed to team captains prior to the inspection, with areas of concern being highlighted.</p> <p>Competitors encouraged to race within their skiing capability.</p> <p>Teams are encouraged to practise on areas of significant technical challenge and additional fencing/padding inserted where required.</p> <p>All must be assessed for difficulty and danger both for novices and competitors at highest speeds.</p> <p>Ski Patrol on site during races with dedicated skidoo for on-snow extraction with qualified paramedic driver. If deployed to an incident, further activity ceases until available.</p> <p>Layout in accordance with FIS/IBU rules (see References) and specific location best practice.</p> <p>Courses designed, carved and groomed to comply with international homologation regulations.</p>									<p>to date local piste maps.</p> <p>Safety vehicle to remain at the resort to transport injured pax to hospital if required.</p> <p>Any injuries sustained must be properly assessed by a qualified first aider or medical professional before returning to activities.</p> <p>All instructors to always have a form of comms device, to be able to contact HQ and/or emergency services. Casualties to be recorded via MySafety.</p> <p>Any Team member who feels that the course out of the ability of themselves are to opt out of the race.</p>

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				Layout planned, drawn, TD approved and rehearsed. Clear briefing given to course setter and competitors. Wide enough, clear skiing lanes to be provided for skiers at speed, especially after finish line. Fences, barriers and cones used to delineate lanes/areas.									
4	Meals	Food Poisoning and Related Sickness or Illness	Military personnel – sickness.	Brief on food care, preparation, cooking and local delicacies. Guidance provided on appropriate food for correct nutrition and replacement of energy/body salts.	1	2	2	Yes	N/A	N/A	N/A	N/A	Teams are to ensure that food is prepared properly.
5	Local Weather Conditions	Inclement Weather, Fatigue, Snow Blindness & Physical Limitations	Military personnel - injury	Adequate inclement weather clothing checked by team managers each day. Organisers are to check weather forecast regularly and relay the messages to the team captains. Physical assessments prior to daily activities. Check and adjust routes, exertion level and duration of activity if required. Consider escape routes where appropriate. Check for early signs and symptoms of distress or exposure and carry out restorative measures if required.	3	2	6	No	Suitable diet encouraged (high energy to offset the onset of fatigue and hypothermia). Sensible and only essential additional weight carried. Monitor for early signs or symptoms of participants' distress or exposure and conduct restorative measures if required. If there are more than 140 competitors at an Alpine event, the event takes longer than 4 hours to deliver, a dynamic risk assessment must be completed by the race.	2	2	4	Team Managers are to ensure ski equipment is adequate for all personnel. Team managers are to ensure that individuals to be provided with layered system of clothing if they do not own some. Briefing on contact for emergency services. A buddy-buddy system will be nominated. Dynamic risk assessments carried out daily and recorded.

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				<p>Understand the nature of challenging conditions, briefing team captains as required on cold injuries.</p> <p>Adaptive procedures ensure all personnel (competitors & officials) are accounted for.</p> <p>Chief of Course continuously measures and displays air and snow temp at start area throughout the race</p> <p>Racing and training ceases at -20°C.</p> <p>Races not starting until 0900 hrs to allow overnight air temperature to rise.</p> <p>Night races are short (<1km) sprints and air temperature and wind chill are constantly assessed.</p> <p>Competitors clothing is monitored to ensure suitable cold weather protection is worn.</p> <p>Team Captains and individuals are responsible for ensuring the wearing of adequate foul weather clothing, or clothing suitable for the conditions.</p> <p>Races can be postponed/ cancelled by the Race organisers if environmental conditions are too severe.</p> <p>All routes/race courses are set by a trained, qualified, competent and current person.</p> <p>Local weather forecasts from the Serre Chevallier website are briefed to Team Captains each evening and updated prior to event itself.</p> <p>A physical assessment is</p>					organiser and race jury– this could reasonably lead to a possible cessation of the event.				

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				<p>conducted prior to departure to and during each event / training session.</p> <p>Routes / race courses are checked and may be adjusted to take account of adverse conditions. Consider escape routes if required.</p> <p>A suitable diet is provided through CILOR (High energy to offset the onset of fatigue or hypothermia). Sensible and restricted weight is carried (Military Patrol).</p> <p>All activities are conducted in the vicinity of appropriate / adequate shelters.</p> <p>a) Personnel at risk of incurring non-freezing cold injuries (NFCI) are to have been assessed, by their own Medical CoC, as fit to participate in activities at temperatures down to -19°C.</p> <p>b) Personnel who have previously suffered possible NFCI, awaiting diagnosis/appointment with Institute of Naval Medicine (INM) are not to participate.</p> <p>c) Personnel who have been diagnosed having suffered NFCI, by the INM, may only participate if permitted to do so as per their diagnostic detail or Appendix 9 as fit to participate in activities at temperatures down to -19°C.</p> <p>Prior to deployment, Units are responsible for conducting a conditions check on the suitability of individuals to participate in the competition. Use of correct and safe equipment (sun crème, lip salve, etc) and clothing.</p>										

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				Use of appropriate goggles/glasses. Gloves must be used for all events.										
6	Skiing on pisted areas	Group Separation and Lost Procedures	Military personnel – injury	Daily briefing and de-briefing from organisers and team managers and race leads. Teams are to book in and out of races Off piste skiing is not endorsed or necessary for this event. All participants are briefed to remain on prepared routes/courses at all times. All routes/races are conducted on well-marked courses. All participants conduct a course inspection prior to any event. All routes are carefully planned, and teams are briefed on and are issued a map of all courses. All participants must be trained in Map Reading (ITR). Escape routes are planned. Appropriate local emergency authorities are made aware of events. Exercise and race officials carry communications to base and/or emergency services (Mobile	2	2	2	4	Yes		N/A	N/A	N/A	Team Captains are to ensure that all personnel to be familiar with the lost persons procedure and carry a comms device with them with emergency numbers saved on it.

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					(f)	(g)					(k)	(l)					
				phones/ Hand-held Radios). All participants are accounted for during events. All events are conducted on familiar courses. All teams are issued with a map of the patrol route. All routes/race courses have human markers at intervals along the course route. Units are responsible for conducting a conditions check on the suitability to participate in the competition.													
7	Skiing on pisted areas	Avalanches & Rock Fall	Military personnel – death/multiple injuries	Lessons given on weather, hazards, equipment, and clothing. Appropriate safety briefs and direction on use of ski routes (i.e. no off-piste skiing unless directed otherwise). Daily weather updates. Organisers are to continually monitor weather conditions Team Captains are to ensure that all equipment are checked for serviceability to ensure maximum durability in testing conditions. Information on the avalanche warning signs and procedure. Avalanche drills to be practiced by students if required. Correct and functioning PPE to be worn.	2	5	10	No	The Exercise Director has the option to change, stop or delay training if they feel there is a significant risk of an avalanche. Careful selection of recognised routes.		1	5	5		Each race leaders will be responsible for assessing risk of an avalanche throughout training and act accordingly. Resort advice and guidance of an avalanche is to be read and adhered to by all personnel. No Teams are to go into 'No Go' zones marked off by local ski patrol.		
8	Skiing on pisted areas	General Accident, Incident or Occurrence and Altitude Awareness	Military personnel – injury	Races are conducted under supervision of exercise DS Correct PPE is worn at all times when racing.	1	2	2	Yes	N/A		N/A	N/A	N/A		Actions on incidents to be dictated on the ground and dependent on the type of injury/incident. All personnel to carry a		

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	Biathlon Race	Person shot during Range Practice and racing.	Competitors and Race Officials	<p>All participants to be aware of emergency and evacuation procedures.</p> <p>All Biathlon training and competitions are conducted law References.</p> <p>Purpose built and licensed by host for Biathlon trg and competition.</p> <p>All range practices, including competitions, are supervised and managed by a trained, qualified, current and competent individual.</p> <p>No unofficial range training practices are permitted during the exercise.</p> <p>All participants are trained, qualified, current and competent on the weapon system in use and the Team Captain must sign a certificate to this effect for all team members.</p> <p>CMT present for all range practices.</p> <p>Range officials/safety staffs constantly observe for poor drills and range regulation infringements.</p> <p>During Patrol Race training practices, SA80A2 HK .22 Conversion magazines will only be used on the range.</p> <p>On completion of the shoot the competitors will make safe with an empty blank firing magazine (yellow).</p> <p>Spectators not allowed onto firing point.</p> <p>Photographers/press to be under close control of a range official.</p>	2	3	6	Yes	N/A	N/A	N/A	N/A	<p>comms device with emergency numbers saved.</p> <p>Team Captains to ensure that they understand the ranges standing orders.</p> <p>Range Stafey officers are to ensure that all members adhere to the range standing orders.</p>	

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				<p>Ski Patrol on site during races with dedicated skidoo for on-snow extraction with qualified paramedic driver. If deployed to an incident, further activity ceases until available.</p> <p>Only authorised biathlon weapons and converted SA80 rifles are permitted to be used on the exercise.</p> <p>All participants attend a range safety brief prior to their initial range practice.</p> <p>All ammunition is held secure by Team Captains and is issued only just prior to conducting a practice at the range.</p> <p>All ammunition is returned to Team Captains for safe storage after any range practice.</p> <p>All participants must be trained and current in basic ITR first aid.</p> <p>Armourer checks weapons free from live ammunition or empty cartridge, for serviceability and for correct trigger pressure on entry to race area.</p> <p>Finish team physically open each weapon breach and check chamber clear immediately each skier crosses the finish line before weapon and skis are removed.</p> <p>Unused ammunition is removed from competitors by the official, including those in spare magazines.</p> <p>NSPs will be carried out during the inspection process, weapons will then be made safe with a blank firing magazine (yellow).</p>									

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9	Alpine, Nordic or Biathlon Race	Racer to racer and general collision	Competitors and Race Officials	<p>Weapons are to be carried on the outside of the rucksack, so that race officials can see that a blank firing magazine (yellow) is always fitted.</p> <p>Unload is carried out by the team at the conclusion of the race during the post-race inspections</p> <p>One-way circuit without tracks crossing.</p> <p>Direction flags and signs used.</p> <p>Competitors are briefed by Chief of Course.</p> <p>Course Maps are provided, any alterations to course due to weather/accident are communicated to participants by the marshals who have been notified by radio.</p> <p>Competitors inspect the course to identify and practise areas of challenge and hazard.</p> <p>Competitors advised to ski within capability.</p> <p>Manned course checkpoints with comms to stadium area.</p> <p>Ski Patrol on site during races with dedicated skidoo for on-snow extraction with qualified paramedic driver. If deployed to an incident, further activity ceases until available.</p> <p>When skiing (training and racing) all individuals conducting Alpine events (training, racing and leisure) must wear appropriate personal protective equipment (PPE), including helmets, that meet the specification criteria stipulated in the relevant Alpine Rules (see References).</p>	2	3	6	Yes	N/A	N/A	N/A	N/A	<p>Exercise DS are to ensure that all minor incidents are reported.</p> <p>Exercise DS are to be briefed regards to the actions on minor and major injury.</p>	

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				<p>Spectator control is part of the COR's responsibilities (SOPs).</p> <p>Spectators are separated from key areas by barriers and fences.</p> <p>Visitors are briefed and escorted.</p> <p>Manned course checkpoints with comms to start and finish area.</p> <p>Ski Patrol on site during races with dedicated skidoo for on-snow extraction with qualified paramedic driver. If deployed to an incident, further activity ceases until available.</p> <p>The tracks and courses are closed to the public during competition.</p> <p>All officials exercise vocal control of non-competitors (British and other nation) to keep out of way of competitors.</p>													
9	Skiing on pisted areas	Mountain & Ski Hazards General	Military personnel – injury	<p>General update each morning on first parade before racing commences.</p> <p>Participants to report notifiable points of interest/concern (incl. injuries) start, during and if necessary or at the end of the activity.</p>	1	2	1	2	Yes	N/A	N/A	N/A	N/A	N/A	N/A	Exercise DS to lead in identifying whether adverse conditions on mountains will effect training after morning parade.	
10	Skiing on pisted areas	Altitude Sickness	Military personnel – injury	Activities conducted under supervision of qualified instructors, or races organisers.	1	1	1	1	Yes	N/A	N/A	N/A	N/A	N/A	Team Captains are to lead in the asking and monitoring of their team, both at the start of the day, and also at the top of ski runs to ensure that none of their members are feeling symptoms of altitude sickness. Race organisers are to carry comms device to aid in immediate		

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11	General Weather Considerations	Cold injury	Military personnel – injury	<p>Team Captains are to check their members have suitable warm kit to complete the day's events.</p> <p>Race leaders are to carry spare warm kit.</p> <p>Race leads are to carry emergency shelter and foil sheet.</p> <p>In the event of inclement weather, the Exercise director will dynamically risk assess conditions on the mountain to determine whether training can continue.</p>	3	3	3	9	No	<p>Team Captains are to identify vulnerable individuals, and closely monitor members whilst on the mountain.</p> <p>Exercise director to dynamically risk assess whether events are to continue in the event the risk from cold injury is too great.</p> <p>All attendees to complete Cold Injury Prevention package prior to deployment, delivered on the DLE</p>	2	3	6	<p>evacuation of those displaying symptoms.</p> <p>Exercise safety staff to brief all personnel on the dangers of cold injury.</p> <p>SPs are to have all kit inspected by Team Captains prior to commencing days training.</p> <p>Team Captains are to conduct a 100% check of Cold injury Prevention completion to be conducted prior to deployment.</p>
12	General Considerations	Opting out	Military personnel – injury	<p>Service personnel can opt out of the activity should they feel fatigued or uncomfortable with the level of activity.</p>	1	2	2	2	Yes	N/A	N/A	N/A	N/A	<p>Team Captains are to regularly check whether Team Members are confident conducting the activity.</p> <p>Instructors must accommodate team members who feel unable to complete an activity.</p>
13	Local Security	Un-specified Attack / Assault / Violence Security of personnel, weapons, ammunition and possessions	Military personnel - injury	<p>Unusual activity to be reported to the exercise DS</p> <p>Compliance with issued local security instructions.</p> <p>Liaison with local agencies where applicable.</p> <p>A duty SNCO/officer will be nominated each 24 hours to be POC for any incidents.</p> <p>Team Captains are briefed on the security of personnel, weapons, ammunition and belongings (including money/equipment).</p> <p>All ammunition is kept and held</p>	1	3	3	3	Yes	N/A	N/A	N/A	N/A	<p>All personnel to have the duty SNCO/OIC's number saved on their phone.</p> <p>Operate a buddy-buddy system whilst out in town.</p> <p>Personnel will be briefed before going into town on expected levels of personal conduct and any areas to avoid.</p> <p>Team Captains are to be Compliant with JSP 440.</p> <p>Op LOCKDOWN rehearsed within 48hrs of the teams arriving in</p>

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				centrally by Team Captains and is secured in accommodation. All weapon bolts are removed from weapons and are stored separately. Security 'spot checks' are conducted by competition officials throughout the exercise. Weapons and ammunition are accounted for at registration and at deregistration. Prior to deployment assess current security level. All Team Captains briefed on arrival of the current security level and Op LOCKDOWN procedure. Team Captains are responsible for briefing and managing their team's security. All personnel to made aware of the use of electronic devices and social media.											resort by teams.
14	Fire	Accommodation Fire	All	Team Captains are responsible for checking their accommodation for an Emergency Evacuation Plan. Team Captains are responsible for their team's management of fire sources. Emergency routes and exits always to be kept clear.	2	3	6	Yes	N/A	N/A	N/A	N/A	N/A	Team Captains are to brief their team on the actions on fire.	
14	Alcohol Misuse	Risk from consumption	Military personnel – injury	Team managers are responsible for their team any team member under the influence of alcohol during any event will be removed and RTU'd Team Managers are to conduct a first parade before each day's	2	2	4	No	Individuals who turn up unit to ski will be dealt with through the military discipline system and RTU'd.	2	1	2	2	All Teams are to be briefed on policy and also what will happen if under the influence during events. SPs are to travel in groups of at least 4 when not skiing.	

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				skiing to ensure all SP are fit to ski. All Teams are to be briefed on alcohol policy during opening brief.									

Authorising Officer / Warrant Officer / NCO (at unit level)	No, Rank, Name	Post	Date	Signature ¹
Existing and additional controls agreed	24844081 Maj Andy Martin RLC	Activity Deliverer	24/10/25	Electronically Signed
Where risk is elevated up the CoC, CO to confirm additional controls implemented	Brig Gen Beirand Debray	Activity Risk Holder	24/10/25	Electronically Signed

NOTES

<p>Risk = Likelihood x Impact</p> <table border="1"> <thead> <tr> <th>Likelihood</th> <th>Definition</th> </tr> </thead> <tbody> <tr> <td>5 Highly Probable (Almost Certain)</td> <td>Is expected to occur in most circumstances</td> </tr> <tr> <td>4 Probable</td> <td>Will probably occur at some time, or in most circumstances</td> </tr> <tr> <td>3 Possible</td> <td>Fairly likely to occur at some time, or some circumstances</td> </tr> <tr> <td>2 Unlikely</td> <td>Is unlikely to occur, but could occur at sometime</td> </tr> <tr> <td>1 Remote / Rare</td> <td>May only occur in exceptional circumstances</td> </tr> </tbody> </table>		Likelihood	Definition	5 Highly Probable (Almost Certain)	Is expected to occur in most circumstances	4 Probable	Will probably occur at some time, or in most circumstances	3 Possible	Fairly likely to occur at some time, or some circumstances	2 Unlikely	Is unlikely to occur, but could occur at sometime	1 Remote / Rare	May only occur in exceptional circumstances	<p>Step 5 - Review the generic risk assessment and update if necessary - All generic risk assessments should be regularly reviewed at a frequency proportional to the risk prior to any controls being proposed. In practice generic risk assessments should be reviewed at least annually, or more frequently:</p> <ul style="list-style-type: none"> • where required by local instructions/procedures. • if the safe execution of the activity relies on stringent supervision and/or adherence to a safe system of work. • if there is reason to doubt the effectiveness of the assessment. • following an accident or near miss. • following significant changes to the task, process, procedure, equipment, personnel, or management. • following the introduction of more vulnerable personnel (e.g., persons under 18 or pregnant persons).
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¹ Can be electronic signature.

	<ul style="list-style-type: none"> Permanent loss or damage beyond remediation of an important and publicly high-profile natural resource, area or species. Multiple incidents causing a major environmental impact.
4 Severe	<ul style="list-style-type: none"> A single death or multiple life-threatening injuries. Severe damage over a wide area and/or on a prolonged basis to a natural resource, including controlled waters, or geography requiring multi-year remediation. Single incident causing a major environmental effect or multiple incidents causing significant effect.
3 Major	<ul style="list-style-type: none"> Single life changing injury or multiple injuries which have a short-term impact on normal way of or quality of life. Moderate damage to an extended area and/or area with moderate environmental sensitivity (scarce/ valuable) requiring months of remediation. Single incident causing significant environmental impact.
2 Moderate	<ul style="list-style-type: none"> Multiple injuries requiring first aid. Moderate damage to an area, and that can be remedied internally. Multiple incidents causing minor environmental effect.
1 Minor	<ul style="list-style-type: none"> An Injury requiring first aid Limited short-term damage to an area of low environmental significance/sensitivity Incidents causing minor environmental impacts

1 – 3 (Very Low)	L Cpl - Capt	Review periodically to ensure conditions have not changed and working within ALARP and risk appetite.
4 – 6 (Low)	OF3 Sub-Unit Comd, Unit 2IC and XO	Good risk mitigations to ensure that the impact remains ALARP and tolerable. Re-assess frequently to ensure conditions remain the same.
7 – 9 (Low - Medium)	OF4 CO and Sub-Unit Comds with delegated powers	
10 – 14 (Medium)	OF5 / 1* Commander	Requires active management – review of desired outcome with additional resources or change to output requirements.
15 – 19 (Medium to High)	2* Div HQ	
20 (High)	3*/2* Commanders HC, Fd Army & JHC	Contingency plans may suffice together with limited risk mitigations to achieve risk ALARP and tolerable.
25 (Very High)	4* CGS	