



RISK

MANAGEMENT

MODULE 1

PEOPLE MOVEMENT,
EMERGENCY EVACUATION & FIRE

MAXIMISING MINISTRY BY MINIMISING HARM

RISK MANAGEMENT

MODULE 1 – PEOPLE MOVEMENT, EMERGENCY EVACUATION & FIRE

INTRODUCTION

This is the first module in the risk management series. It needs to be read and applied in the light of the previous introductory sections '*A Risk Management Program for Parishes*' and '*Developing a Risk Management Plan*'. These introductory sections contain a high level outline of the obligations applicable under the Work Health and Safety Act 2011 (NSW) and introduces some of the terminology used in this and other Modules of the Program.

“If you have already done work on this area, this module will complement that work.”

The module is a major part of complying with Occupational Health and Safety legislation that concerns the risks involved as people move around your site, evacuating people from your buildings and fire protection of your property. If you have already done work on this area, this module will complement that work. After reading this module, please check that you have addressed all the areas covered and give appropriate attention to any outstanding matters.

Please ensure the policies and procedures implemented are documented and communicated.

This module should be used as the basis for an annual review of the risk categories of people movement around your site, emergency evacuation procedures and fire protection measures and the policies implemented to address the risks you identify in each category. Naturally, the parish will need to evaluate and deal with any apparent risks as they arise. In addition, the Annual Risk Management return that you will complete will include a request to indicate what actions have been undertaken in these areas.

Reminder: A parish has a duty to care for all of its people. According to the Work Health and Safety Act 2011 a person conducting a business or undertaking (**PCBU**) must, so far as is reasonably practicable (refer to page 6 of the overview module “A Risk Management Program for Parishes”), ensure the health and safety of all workers (including volunteers) while working for your parish and the health and safety of other persons is not put at risk from work carried out at the workplace. A workplace is any place where activities are carried out for your parish and includes any place where a worker goes, or is likely to be, while working for you. A worker must take reasonable care for their own health and safety, take reasonable care so that their acts and omissions do not adversely affect the health and safety of others, and comply with instructions, policies and procedures relating to work health and safety.

Health and Safety Policy

The section 'A Risk Management Program for Parishes' referred to due diligence, which is the systematic implementation of health and safety procedures. This process should begin with a policy statement which demonstrates the foundation of your health and safety program. The policy statement is to be adopted by your Parish Council and clearly displayed in a highly visible area.

In that module it is suggested wording for your policy statement and can be adopted in this form or amended to best suit your particular circumstances. Please note that this policy covers other Work Health and Safety risk areas, which this module does not cover.

Steps 3 to 7 of the Risk Management Plan

The process is now steps 3 to 7 of Developing a Risk Management Plan. Refer to the section 'Developing a Risk Management Plan' for the details. Apply steps 3 to 7 with regard to people movement, emergency evacuation and fire protection.

WORK HEALTH AND SAFETY POLICY

Commitment

The Anglican Parish of _____ recognises its moral and legal responsibilities to provide, so far as is reasonably practicable, a safe and healthy environment for ordained ministers, employees, contractors, sub-contractors, employees of contractors and sub-contractors, employees of labour hire companies, trainees, work experience students and volunteers ('Workers'), parishioners and visitors, and will endeavour to ensure that they do nothing to place them or the local community at risk of injury or illness. Resources will be made available to comply with all relevant WH&S legislation to ensure that all parish sites are safe and without avoidable risk to health and safety.

Objectives
Responsibilities of the Parish Council:
To provide a safe workplace
To implement Work Health and Safety policies and procedures, including conducting regular inspections of the work place aimed at preventing accidents and incidents.
To actively promote and practice those policies and procedures.
To provide the resources required to meet the Parish's WH&S commitments.
To provide appropriate information, instruction, training and supervision to ensure, so far as is reasonably practicable, health and safety within the workplace.
To provide adequate facilities for the welfare of people in the workplace.
The Parish will endeavour to:
Provide safe buildings, plant and systems of work.
Ensure compliance with legislative requirements and standards.
Provide Workers with necessary information, training and supervision, for their safety.
Provide support that will help Workers to maintain their psychological and physical health.
Responsibilities for Workers and parishioners:
Use due care, skill and competence to complete their duties in a safe manner, which includes taking reasonable care for the health and safety of others in the workplace.
Follow all WH&S policies and procedures.
Actively participate in safety improvement activities.
Report all hazards identified to the Risk Management coordinator or a warden.
Comply with lawful instructions.

Consultation

The Parish is committed to encouraging consultation and cooperation between church administrators, ministry staff, employees, voluntary workers and parishioners. It will involve those parties, as appropriate, in workplace decisions likely to affect their safety, health and welfare and the safety, health and welfare of contractors, subcontractors, parishioners and visitors.

The Parish Council is committed to ongoing review of workplace policies and procedures to seek to ensure their continuing relevance to changing circumstance.

Signed on behalf of the Parish Council

Name: _____	Name: _____	Name: _____	Name: _____
Minister	Warden	Warden	Warden
Date: ___ / ___ / ___	Date: ___ / ___ / ___	Date: ___ / ___ / ___	Date: ___ / ___ / ___

RISK MANAGEMENT

PEOPLE MOVEMENT

Seek to identify both current and potential hazards for people moving around your site. This includes all areas that are accessible to the ministry team, congregation or visitors. It includes the church, halls, grounds and residences, whether on the church site or elsewhere.

The aim is to identify:

- Any potential for people to trip, slip, fall, run into objects or cut themselves
- Any potential for people to run into one another around blind corners
- Hazards of moving to and from car park areas
- Potential for vehicle collisions on your property
- Hazards of moving to and from public and internal roads

Consider things such as:

- Proximity to public roads, especially main roads
- Driveways
- Paths
- Walkways
- Stairs
- Doorways and corridors
- Grassed or non paved areas that people use as a walkway or that children play on
- Sufficiency of barriers such as fences and gates to stop children from escaping into dangerous areas such as roads and car parks
- Exit signs in buildings
- Glass doors without glass markers
- Electrical power leads across floors and walkways - also consider platforms and staging where there may be microphone and other power leads used
- Purchasing first aid kits (they are a mandatory requirement) and the training/appointment of a parish first aid officer(s) at each meeting
 - Clearly marked entry and exists;
 - Work area layout (allows sufficient space for movement around furniture, fixtures and fittings);
 - Clean and suitable floor surfaces are suitable for work area and kept clean;
 - Sufficient lighting must be provided for safe movement around workplace plus emergency lighting for safe evacuation;
 - All people including those with special needs have access to facilities, entries and exits.

Ask questions such as:

- Is there anything anyone can trip over?
- Is there uneven paving or ridges in paths?
- Is there anything slippery especially in wet weather?
- Is there any loose or crumbling paving, especially on stairs and steep slopes?
- Are handrails secure, clean and easy to use?
- Are all car parks and paths well lit and free of pot-holes?
- Do people drive around, enter or leave your site in a dangerous manner? (Consider particularly children and the elderly.)
- Are there objects which could fall on people? For example, is there anything that is leaning against something and could fall, particularly in a strong wind?
- Are there trees or plants that can cause injury? (For example, dead or rotting tree branches.)
- Could someone open a door suddenly and hit someone else, especially a child?
- Are all door heights adequate?

Hazard / Risk Identification Register

For your purposes, a hazard is anything which potentially puts at risk:

- The health and safety of your ministry team, both paid and volunteers, contractors and subcontractors, or anyone else who is a worker, members of the congregation and visitors, adults and children. It also includes casual passers-by who may be on your property. Work Health and Safety legislation and the common law principle of negligence are concerned with these types of hazards.
- The good order of our property and our equipment.
- Our financial wellbeing.
- Our reputation and relationships with people inside and outside our Parish.

“It may not be possible to deal with all the risks immediately.”

Use the Risk Identification Register contained in this module to record any potential risks on your site. Alternatively, refer to the Parish Risk Assessment Schedule on Risk Management Program web site (click [HERE](#)) which contains a sample list of common risk events. When completing either of these schedules, please work through steps 3 to 6 outlined in ‘Developing a Risk Management Plan’. It may not be possible to deal with all the risks immediately. However, there may be a way to lessen the likelihood by taking temporary action such as signage or a barrier.

Incident /Accident / Injury Register

From time to time incidents, accidents or injuries may occur. Any occurrence must be carefully recorded in writing. A suggested Incident Report form is contained in this module or can be accessed on the Risk Management Program web site (click [HERE](#)). The parish is to retain the original of this form in a register of incidents.

Do not give a copy of this Incident Report to the affected person.

The Diocesan Insurance Officer is to be notified in the event of an incident by calling 02 9265 1679. Do not seek to make a judgment about whether you think the incident is serious or may result in a claim against the Church - report all incidents. WorkCover NSW must also be notified of certain incidents (See supplement to Module 1: specific parish incident notification procedures)

In the event of an incident, provide immediate assistance as required (e.g. first aid) and call emergency services if necessary. Be as helpful and as understanding as you can but it is important not to admit any liability on behalf of the Church. An admission of liability or responsibility does not include expressions of sympathy or regret, or general compassion or benevolence. Sympathy and compassion are important parts of helping those involved in incidents and in fulfilling the church’s pastoral role. As a general rule, an admission of liability or responsibility involves admitting that something could, or should, have been done, or not have been done. The minister and wardens must be notified.

“The minister and wardens must be notified immediately.”

RISK MANAGEMENT

EMERGENCY EVACUATION

In the event of an emergency, you may have to evacuate your parish buildings. Emergencies could include such events as fire, explosion, gas or chemical leak, building or equipment collapse, flood, bushfire, vehicle or aircraft impact, bomb threat, terrorist attack or civil disorder. While this may rarely happen, such an event could be life-threatening, and the proper preparation of safe and effective evacuation procedures is essential. You must ensure that an emergency plan is prepared for the workplace that provides the following:

- an effective response to an emergency;
- evacuation procedures;
- notifying emergency service organisations at the earliest opportunity;
- medical treatment and assistance;
- effective communication between the person authorised by the PCBU to coordinate the emergency response and all persons at the workplace.

You must ensure the following:

- there is testing of the emergency procedures, including the frequency of testing (do we practice at least annually?) and the information recorded;
- training and instruction to relevant workers in relation to implementing the emergency procedures;
- the emergency plan for the workplace remains effective.

This applies to all areas: church, halls and offices. It applies to all groups using your premises, at all times of the week.

Safe evacuation procedure is the responsibility of the wardens. In conjunction with the minister and parish council, an evacuation plan for each area of your buildings should be developed. Your specific parish evacuation plan and emergency telephone numbers should be posted at strategic locations near the main entrances of the buildings.

Consideration should be given to how an emergency evacuation will be initiated, for example, with an alarm, bell or whistle. In addition, consider procedures where there is no power in the building. This will be especially relevant where an evacuation occurs at night.

“While this may rarely happen, such an event could be life-threatening, and the proper preparation of safe and effective evacuation procedures is essential.”

“Each church service or group meeting should have a person or persons responsible for emergency evacuation.”

Evacuation meeting points should be somewhere that will not restrict emergency services or pose a danger to people. Each church service or group meeting should have a person or persons responsible for emergency evacuation. If your premises are complex it may be necessary to appoint several people to ensure that all areas have been evacuated.

Those trained and responsible should include all full and part time ministry team members, wardens and parish councillors, head ushers and group leaders.

Particular care must be taken to keep emergency exits unobstructed.

Exit signs may need to be installed in accordance with Building Code of Australia, Australian Standard AS 2293. Are exit signs clearly marked and are doorways accessible and clear?

Ideally, each person attending a service or meeting in a parish building should be accounted for in an emergency. This should be possible in a parish office. However, the nature of church life means that it may not always be possible to do this in other buildings. Once evacuated, people should stay at the evacuation meeting point until further instruction is given.

It would also be ideal to carry out an emergency evacuation exercise in each of your areas at least once per year. The subject should at least be raised periodically with each service or group so that regular attendees understand the evacuation plan.

At special functions that bring a large number of visitors to the site, a brief statement on emergency evacuation procedures should be given at the commencement of the function. While this may seem to be an awkward announcement, most strangers will receive it as an indication of your care for their welfare.

“While this may seem to be an awkward announcement, most strangers will receive it as an indication of your care for their welfare.”

Doors

The doors in all new halls and churches are required to open outwards, to facilitate emergency evacuation. However, many old buildings have doors that open inwards, which can present a major problem if a crowd is seeking to escape. Where practical these doors should be re-hung to open outwards.

The area around doors must be kept clear of any obstruction. All doors should be kept unlocked when a meeting or service is in progress. It is not appropriate to go searching for a key at the moment an emergency occurs

“The area around doors must be kept clear of any obstruction. All doors should be kept unlocked when a meeting or service is in progress.”

FIRE

Fire prevention is primarily for the safety of people who may be occupying your buildings at the time. Naturally it is also for the protection of the property itself.

Depending upon the age of your buildings there may be legislative requirements for fire prevention. In addition, your local Council may have requirements such as an annual fire safety statement. If you are in doubt about the fire prevention requirements for your buildings, please call the Anglican Church Property Trust on 02 9265 1561 for guidance. It may also be necessary to consult fire protection specialists.

Fire extinguishers and fire-hose reels

There must be an appropriate number of fire extinguishers and fire-hose reels in correct locations around your buildings. The number and location will depend upon your particular circumstances. If there is any doubt you should consult fire protection specialists.

“Fire extinguishers, hoses and other firefighting apparatus require regular servicing to ensure effective performance.”

Fire extinguishers, hoses and other firefighting equipment require regular servicing to ensure effective performance. In accordance with Australian Standard AS 1851, all firefighting equipment should be serviced every 6 months by a qualified professional.

Refer to the Fire Protection Association Australia ‘Portable Fire Extinguisher Guide’ included in this module for assistance on the correct use of different types of fire extinguishers.

Please Ensure That

- All extinguishers and other firefighting equipment are serviced every 6 months by a qualified professional
- All parish staff, wardens, parish councillors and group leaders have had training in the use of your fire extinguishers and other firefighting equipment
- A reminder is placed in your parish diary for the servicing of your firefighting equipment

RISK MANAGEMENT

Smoke Alarms

From 1 May 2006, all NSW residences must have at least one working smoke alarm installed on each level of the building. This includes owner occupied, rental properties, relocatable homes and any other residential building where people sleep. Therefore these provisions apply to all clergy residences and houses we rent to others. The alarms should comply with Australian Standard 3786. If connected to the mains power, they must be installed by a qualified electrician. All alarms must be installed in accordance with the manufacturer's instructions. If the smoke alarms are battery operated, ensure the batteries are checked every six months. The alarm test function should be carried out monthly. For further information see www.fire.nsw.gov.au.

Kitchen extraction fans

Some kitchens have an extraction system over the cooking range. This is a cause of many fires due to a build up of combustible material in the filter and it is recommended that kitchen exhaust fans be regularly cleaned.

Overgrown vegetation

Overgrown vegetation around buildings can become a fire risk and so should be kept under control.

Combustible material around / under buildings

A wide variety of combustible material is frequently stored in odd corners and under buildings. This may be paper, cardboard, timber, paint etc. All these pose a fire risk and in the event of a fire will add to the fuel load and the difficulty of controlling the fire. Stockpiles of these materials should be avoided.

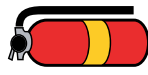
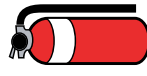
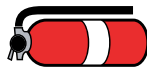
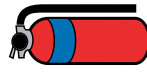
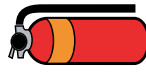
Gas bottles and petrol containers

Many churches have gas bottles and items such as lawnmower petrol containers on hand. These should be kept in a secure place which has little risk of exposure to fire, not under buildings, as they pose a huge risk of explosion.

Two colour schemes for Fire extinguishers exit

PRE 1999

FROM 1999



EXTINGUISHANT

WATER

**WET
CHEMICAL**

FOAM

POWDER

**CARBON
DIOXIDE**

**VAPOURISING
LIQUID**

Portable Fire Extinguisher Guide

CLASS A	CLASS B	CLASS C	CLASS E	CLASS F	CLASS D
Wood Paper Plastics	Flammable & Combustible Liquids	Flammable Gases	Electrically Energised Equipment	Cooking Oils and Fats	For fire involving Combustible metals use special purpose extinguisher
YES	NO	NO	NO	NO	Dangerous if used on flammable liquid, energised electrical Equipment and cooking oils/fat fires
YES	NO	NO	NO	YES	Dangerous if used on energised electrical Equipment
YES	YES	NO	NO	LIMITED	Dangerous if used on energised electrical Equipment
YES <small>(ABE)</small>	YES <small>(ABE)</small>	YES <small>(ABE)</small>	YES <small>(ABE)</small>	NO <small>(BE)</small>	Look carefully at the extinguisher to determine if it is a BE or ABE unit as the capability is different
NO <small>(BE)</small>	YES <small>(ABE)</small>	YES <small>(BE)</small>	YES <small>(BE)</small>	LIMITED <small>(BE)</small>	Not suitable for outdoor use
YES	LIMITED	LIMITED	YES	LIMITED	Check the characteristics of the specific extinguishing agent

LIMITED indicates that the extinguisher is not the agent of choice for the class of fire, but that it may have a limited extinguishing capability.
Solvents such as alcohol or acetone mix with water and therefore require special foam
Green text indicates the class or classes in which agent is most effective

Risk Identification Register

This register is to be completed by periodic inspection of your Parish site(s). Risks and incidents reported by staff, volunteers and others in your Parish site(s) from time to time should also be included on the register.

Description of hazard identified A hazard is anything which potentially puts at risk: + the health or safety of staff or other persons at our site/s + The good order of our property or equipment + Our financial well being + Our reputation and relationships with people inside and outside our Parish	Likelihood + Almost certain + Likely + Possible + Unlikely + Rare	Consequence + Catastrophic + Major + Moderate + Minor + Insignificant	Risk Rating *Refer to matrix + Extreme + High + Moderate + Low	Action plan for eliminating (or controlling) the hazard (include who, what and by when)	Outcome of action plan (include date risk eliminated or date to review effectiveness of risk controls)
e.g. Pavers in walkway between halls are uneven; some dropped 2cm – trip hazard	LIKELY	MODERATE	HIGH	Warden to engage professional paver to relay effected pavers – to be completed by /06	

* Refer to **Developing a Risk Management Plan** document.

Enlarge document from A5 to A4 with photocopier

INCIDENT REPORT

- * The completion and execution of this Personal Injury Incident Report does not in any way constitute an admission of liability in respect of the alleged incident the subject of the Report and is without prejudice.
- * The parish is to retain the original of this form in a register of incidents.
- * Do not give a copy of this Incident Report to the affected person.

Parish: _____ Incident Date: _____

WHAT, WHEN & WHERE

Type of incident _____

Specific incident location _____

Day of the week _____ Time of day _____

If outside a building, describe the weather conditions _____

If inside a building, describe the lighting level _____

AFFECTED PERSON

Full name _____

Address _____

Telephone Number - *Home* _____ *Work* _____

Date of Birth _____

REPORTED

Reported By : Name _____

Reported To : Name _____ Date _____ Time _____

Position _____

TREATMENT INFORMATION

First Aid Y/N _____

Doctor Y/N _____

Ambulance Y/N _____

DETAILS OF ALLEGED INJURY:

DESCRIPTION OF THE INCIDENT

Describe the incident as it happened, step by step - do not offer opinions on why certain things did or did not happen.

WITNESSES

	<i>Name</i>	<i>Phone Number</i>	<i>Relationship to affected person</i>
1	_____	_____	_____
2	_____	_____	_____
3	_____	_____	_____

NOTE: Please attach details of any other witnesses.

ACTION TAKEN

PERSON COMPLETING FORM

Name _____ Position _____
Signature _____ Date _____

DO NOT GIVE A COPY OF THIS INCIDENT REPORT TO THE AFFECTED PERSON

Parish Risk Management Program

Sample Check List for Module 1

People Movement:

- Are all floor surfaces and walkways even and free of slippery matter? Yes No
- Are all spills cleaned up immediately? Yes No
- Are walkways, doorways and stairways clear of all obstructions? Yes No
- Are walkways, stairways and car parks well lit? Yes No
- Are handrails secure, clean and easy to use? Yes No
- Do parked cars create blind spots in walkways? Yes No
- Do you have warning signs on doors that could hit someone if opened suddenly? Yes No
- Have you established a hazard / risk identification register? Yes No
- Have you determined an incident / accident / injury reporting procedure? Yes No
- Have you appointed trained first aid officers for each meeting? Yes No

Emergency Evacuation:

- Do you have an emergency evacuation plan? Yes No
- Is the plan posted in key locations? Yes No
- Are workers and visitors aware of it? Yes No
- Have you nominated a person(s) to be responsible for managing an evacuation? Yes No
- Are exit signs appropriately placed, working and back-up batteries functional? Yes No

Fire:

- Are smoke alarms fitted as necessary? Yes No
- Are smoke alarms regularly checked and batteries replaced? Yes No
- Are there sufficient fire extinguishers and fire-hose reels in the correct locations around all buildings? Yes No
- Are the fire extinguishers maintained and serviced every six months? Yes No
- Have staff and volunteers been trained on how to use the fire extinguishers? Yes No
- Have you ensured that there are no gas bottles or petrol kept in enclosed spaces? Yes No
- Is vegetation around buildings kept under control? Yes No
- Are kitchen fans regularly cleaned? Yes No

*For any questions where you have answered NO, please take corrective action.
Please note that this is not a comprehensive checklist for all parish contexts.*



RISK

MANAGEMENT