



## Individual Risk Assessments

Hazard/threat Category		
10. Industrial action		
Hazard and threat description, including scale:		
Loss of cover due to industrial action by workers providing a service critical to preservation of life (such as emergency services workers)		
Date of Revision	Next review date	
20.11.14	20.11.17	
Overview of hazard or threat:		
The emergency services provide critical services to the community they serve. Fires getting out of control and people not being able to access medical services quickly could occur should Fire or Ambulance take industrial action. The response to an incident off-shore could escalate should the Maritime and Coastguard Agency take industrial action.		
Key historical evidence:		
2009 Unison public services Leeds strike. 2014 – NHS (England) Industrial Action including Ambulance Service 2014 – Local Gov. Workers – including social services industrial action		
Likelihood:		
Hazard	Outcome Description	Likelihood
10. Industrial action	A heightened level of anxiety within the public is expected should parts of the emergency service structure take industrial action. The public will need to be informed of what the alternative arrangements for emergency cover are.	Medium High
Impact:		
Summary:		
Hazard	Outcome Description	Impact
10. Industrial action	A heightened level of anxiety within the public is expected should parts of the emergency service structure take industrial action. The public will need to be informed of what the alternative arrangements for emergency cover are.	Minor

<b>Details:</b>			
<b>Impact associated with risk (i.e 1 of x)</b>			
Primary:			
<ul style="list-style-type: none"> <li>• Possible fatalities</li> <li>• Impact on non-striking agencies</li> </ul>			
Secondary			
<ul style="list-style-type: none"> <li>• Extended response times as service return to normal working</li> </ul>			
<b>Overall assessment:</b>			
Category:			
10. Industrial action			
Likelihood	Impact	Risk Rating	
	Overall	Medium	
	Fatalities		3
	Casualties		3
	Economic		2
	Social Disruption		2
	Psychological		2
Controls in place			
<ul style="list-style-type: none"> <li>• It is illegal for the Police to take industrial action. Contingency Plans for continuity of service exist.</li> <li>• Norfolk Police and EEAST Plans</li> <li>• MAC-C has been requested for Military medical support in the event of full strike action</li> </ul>			