

		Severity of Harm		
		Slightly Harmful	Harmful	Extremely Harmful
Likelihood of Harm	Highly Unlikely	Trivial Risk (5)	Marginal Risk (4)	Moderate Risk (3)
	Unlikely	Marginal Risk (4)	Moderate Risk (3)	Substantial Risk (2)
	Likely	Moderate Risk (3)	Substantial Risk (2)	Unacceptable Risk (1)

Severity of Harm	Examples
Slightly Harmful	Superficial injuries, minor cuts and bruises, eye irritation
Harmful	Laceration, burns, concussions, serious sprains and minor fractures
Extremely Harmful	Amputations, major fractures, poisonings, multiple injuries, fatal injuries, occupational cancer, other severely life shortening diseases, acute fatal diseases, fatality

Likelihood of Harm	Examples
Highly unlikely	Workers are rarely exposed to the hazard (almost never occurs, or only under extremely unfortunate circumstances)
Unlikely	Workers are occasionally exposed to the hazard (quarterly, semi-annually, or annually)
Likely	Workers are regularly exposed to the hazard (daily, weekly, monthly)

Risk level		Action and time scale
5	Trivial Risk	No action required No need to document/record
4	Marginal Risk	No additional controls are necessary Workplace parties may consider a reasonably practicable solution Monitoring required to ensure controls are maintained
3	Moderate Risk	Make efforts to reduce risk, but carefully measure and limit the costs of prevention Implement risk-reduction measures within a defined time Where the moderate risk is associated with extremely harmful consequences, further assessment may be necessary to establish more precisely the likelihood of harm as a basis for determining the need for improved control measures
2	Substantial Risk	Do not start work until the risk has been reduced Considerable resources may have to be allocated to reduce the risk Where the risk involves work in progress, take urgent action
1	Unacceptable Risk	Do not start or continue work until the risk has been reduced If it is not possible to reduce risk even with unlimited resources, work has to remain prohibited

*The information/training provided is not a substitute for nor does it take precedence over The Workers' Compensation Act. This form does not take the place of or take precedence over OH&S legislation. This form may be used to complement or supplement your OH&S obligations but in no way replaces any obligations that exist under OH&S legislation. Should you choose to use this form, WorkSafe Saskatchewan assumes no responsibility or liability for any outcomes that may arise from its use. All employers and workers should be familiar with The Workers' Compensation Act, The Saskatchewan Employment Act and The Occupational Health and Safety Regulations. This form should be adapted to meet the particular requirements of your workplace.*