

Project:	Young Persons Work Experience	RA No:	87	Review Date
Operation / Task:	Work Experience	Persons at risk:	Young person on work experience	31/01/2027
Location / Area:	L Lynch Offices/Depots	Public at risk:	No	
Monitoring Responsibility:	Assigned staff members/ Chaperone, Young person, HR, HSQE Team			

KEY

S = Severity Rating

L = Likelihood of Occurrence

1. Negligible
2. Minor Injury
3. Major Injury (RIDDOR)
4. Fatality
5. Multiple Fatality

RR = Risk Rating

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- R** Unacceptable risk, plan out or add further controls.
- O** Acceptable only if no other method viable & with high level controls in place.
- Y** Acceptable with suitable controls.
- G** Acceptable, no further action required.

Activity	Hazards/Risks Identified	Risk Rating			Control Measures	Residual Risk			Responsibility
		S	L	RR		S	L	RR	
Working hours	Fatigue, loss of concentration Personal injuries	3	4	12	<ul style="list-style-type: none"> Young persons below the minimum school leaving age are required to work within certain limitations. L Lynch will adhere to all government guidelines and legislation ensuring legal compliance. Young workers are entitled to a 30minute rest break if they work more than 4.5hours. with a daily rest of 12 hours and weekly rest of 48hours. 	3	1	3	Assigned staff members/Chaperone Young person HR
Physical capabilities	Manual handling Musculoskeletal injuries	4	4	16	<ul style="list-style-type: none"> No manual handling activities are expected to be carried out. Manual handling awareness and techniques will be covered during the induction process, 	4	1	4	Assigned staff members/Chaperone Young person HR HSQE Team
Physical capabilities	Operating plant, machinery, workshop equipment Personal injuries	5	5	25	<ul style="list-style-type: none"> Under no circumstances is the young worker permitted to operate any plant, machinery or workshop equipment. No entry to workshop or yard areas is permitted. 	5	1	5	Assigned staff members/Chaperone Young person
Physical capabilities	Office computers, printers Eye strain, poor posture leading to personal injuries.	3	3	9	<ul style="list-style-type: none"> DSE is covered during the induction process. Briefing on correct posture and workstation set up conducted. 	3	1	3	Assigned staff members/Chaperone Young person HR HSQE Team

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5	5	10	15	20	25	R Unacceptable risk, plan out or add further controls. O Acceptable only if no other method viable & with high level controls in place. Y Acceptable with suitable controls. G Acceptable, no further action required.
4	4	8	12	16	20	
3	3	6	9	12	15	
2	2	4	6	8	10	
1	1	2	3	4	5	
		1	2	3	4	5

Severity

Likelihood

Activity	Hazards/Risks Identified	Risk Rating			Control Measures	Residual Risk			Responsibility
		S	L	RR		S	L	RR	
Psychological capacity	Exposure to accidents or incidents	3	4	12	<ul style="list-style-type: none"> Young person to be removed from area by chaperone immediately should there be an accident or incident. 	3	1	3	Assigned staff members/Chaperone Young person
General working	Personal injury whilst in the office/ self-injury General site safety awareness Lack of awareness or understanding of hazards	2	4	8	<ul style="list-style-type: none"> Young person must be chaperoned at all times. Full company induction carried out including training on hazard awareness at the depot. Young person to be chaperoned at all times. Housekeeping maintained throughout the depot, chaperone to check working conditions prior to tour. 	2	1	2	Assigned staff members/Chaperone Young person HR HSQE Team
General working	Incorrectly fitting PPE	3	4	12	<ul style="list-style-type: none"> Full company induction carried out including correct use and fitting of PPE. PPE will be ordered by staff member parent prior to work experience day. 	3	1	3	Assigned staff members/Chaperone Young person HR HSQE Team
General working	Excessive noise	4	4	16	<ul style="list-style-type: none"> It is not expected that works will be carried out where action values will be breached. 	4	1	4	Assigned staff members/Chaperone Young person HSQE Team

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L = Likelihood of Occurrence

1. Improbable
2. Remote 1 – 10%
3. Possible 10 – 50%
4. Probable 50 – 90%
5. Almost certain 90%+

RR = Risk Rating

Severity	5	4	3	2	1
5	5	10	15	20	25
4	4	8	12	16	20
3	3	6	9	12	15
2	2	4	6	8	10
1	1	2	3	4	5
	1	2	3	4	5
	Likelihood				

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		S	L	RR		S	L	RR	
General working	Drugs and alcohol/self injury	4	4	16	<ul style="list-style-type: none"> Young person to fully understand the zero tolerance of the use of D&A at the depot. D&A awareness and company policy included in company induction process. 	4	1	4	Assigned staff members/Chaperone Young person HR HSQE Team
General working	Adverse and inclement weather	4	3	12	<ul style="list-style-type: none"> Young persons are not permitted to enter yard or workshop areas. In the event of adverse or inclement weather they may continue to work inside the office area. 	4	1	4	Assigned staff members/Chaperone Young person

Risk Assessment Prepared By: Paul Lynch **Signature:** **Date:** 31/01/2026

Risk Assessment Reviewed By: Daniela Rizvan **Signature:** **Date:** 31/01/2026

