INCIDENT DECISION TREE

Start Here

Deliberate Harm Test

Were the actions as intended?

No

Yes

Incapacity Test

Does there appear to be evidence of ill health or substance abuse?

No

Yes

Foresight Test

Did the individual depart from agreed protocols or safe procedures?

No

Yes

Substitution Test

Would another individual coming from the same professional group, possessing comparable qualifications and experience, behave in the same way in similar circumstances?

No

Yes

Were the protocols and safe procedures available, workable, intelligible, correct and in routine use?

No

Yes

Were there any deficiencies in training, experience or supervision?

No

Yes

Were there significant mitigating circumstances?

No

Yes

Were there any System Failures identified?

No

Yes

Consult NCA or relevant regulatory body
Adviser individual to consult Trade Union Representative
Consider:
• Suspension
• Referral to police and disciplinary/ regulatory body
• Occupational Health referral

Adviser individual to consult Trade Union Representative
Consider:
• Corrective training
• Improved supervision
• Occupational Health referral
• Reasonable adjustment to duties

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• Suspension

Highlight any System Failures identified

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* Based on James Reason’s Causality Model