Countermeasure development

1. Identify the issues within the incident timeline that you think need to be addressed.

2. Identify a set of countermeasures to address these issues.

For each countermeasure:

3. Who or what is the target of change? E.g. instructors, field managers, policies, procedures, equipment….

4. Are there any other factors within the system that might impact on success?

5. Does it:
   - Eliminate the hazard altogether;
   - Substitute the hazard with a safer alternative;
   - Isolate the hazard from anyone who could be harmed;
   - Use engineering controls to reduce the risk (e.g. changing equipment);
   - Use administrative controls to reduce the risk (e.g. training); or
   - Use personal protective equipment (PPE)?

If the answer is towards the bottom of the hierarchy, can a stronger countermeasure be identified?

6. For each countermeasure, evaluate whether it is:
   - Specific – target a specific area for improvement.
   - Measurable – quantify or at least suggest an indicator of progress.
   - Attainable – how the goal can be achieved. What has to change? What systems need to be put in place?
   - Realistic – state what results can realistically be achieved, given available resources. Consider constraints on implementation and potential issues that might arise.
   - Time-related – specify when the result(s) can be achieved.

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