Were the actions as intended?

Were adverse consequences intended?

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

Does the individual have a known medical condition?

Did the individual depart from agreed protocols or safe procedures?

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

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

Were there any deficiencies in training, experience or supervision?

Is there evidence that the individual took an unacceptable risk?

Were there significant mitigating circumstances?

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**Deliberate Harm Test**

**Physical/Mental Health Test**

**Foresight Test**

**Substitution Test**

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**Bad intent**

Consider:
- suspension
- referral to police and disciplinary/ regulatory body
- occupational health referral

**Impairment**

Consider:
- occupational health referral
- reasonable adjustment to duties
- sick leave

**Poor judgment**

Consider:
- corrective training
- improved supervision
- occupational health referral
- reasonable adjustment to duties

**Recklessness**

Consider:
- referral to disciplinary/ regulatory body
- reasonable adjustment to duties
- occupational health referral
- suspension

**System failure**

Consider:
- revise system to address identified vulnerabilities

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Adapted from the United Kingdom National Health Service National Patient Safety Agency, and based upon James Reason's culpability model.