



Workers with Disabilities

Module 5



Health & Safety
Essentials

Registered charity number 207890

Workers with disabilities - overview

The definition of a worker with a disability is *'someone with a physical or mental impairment which has a substantial and long term adverse effect on his or her ability to carry out normal day-to-day activities'*.

The risk assessment process is the same as for other areas of risk management in that any hazards are identified, risk evaluated, and any appropriate and proportionate controls are implemented.

Regarding people with disabilities, the risks arising from the work activity and the workplace will be a combination of existing ones which may now be unacceptable due to particular circumstances. There may also be new risks due to the 'interaction' between the disabled person and the work or work colleagues. In all cases, consultation with everyone involved whilst respecting individual needs is key to a successful outcome.

Do not forget that all persons have rights to confidentiality, so an employer needs to obtain the employee's explicit consent before disclosing any personal information to others.

There are many sources of help for the employer when it is expected that reasonable adjustments are going to be required. Whilst obvious sources are the HSE website and the national body representing the particular disability, the person with the disability should not be over-looked or bypassed as they are likely to be the expert regarding their condition.

