

## **G26 EMPLOYEES WITH DISABILITIES AND/OR ILL HEALTH**

### **SUMMARY**

The County Council will assess the risks to employees with disabilities or ill health to enable action to be taken to minimise any such risks. It will ensure employees are placed in a work environment where their disability or condition does not create unacceptable risks of injury or ill health, ensure that the working environment and work is suitable for employees and disregard any disabilities/conditions which are irrelevant to the task.

### **APPLICATION**

All employees

### **RESPONSIBILITIES**

#### **Directors and Assistant Directors**

Ensure the risks to employees with disabilities or ill-health are assessed

Ensure action is taken to minimise any risk

#### **Corporate Health and Safety Adviser**

Review and Revision of the Policy

#### **Employees**

Telling their manager if they have or develop a disability or medical condition that may affect their health and safety at work

### **FURTHER INFORMATION**

[Appendix 1 Employees with Disabilities, Special Medical Conditions or Ill-Health](#)

[Appendix 2 Example Significant Findings of Risk Assessment for an Employee who Develops Disability](#)

[G1 Health and Safety at Work Council Safety Policy and Risk Assessment Guidance](#)

[G10 Occupational Health](#)

[Supporting Disabled Employees in the Workplace](#)

Further information is also available from the Health and Safety Executive on [www.hse.gov.uk](http://www.hse.gov.uk).

### **ADVICE AND SUPPORT**

Please contact the Corporate Health and Safety team [Here](#).

Your HR Adviser will be able to help with disability equality issues.

## **LEGISLATION**

The Health and Safety at Work, etc Act 1974

The Management of Health and Safety at Work Regulations 1999