

# Introduction

# 1.1 What is a work health assessment?

1.1.1 A work health assessment refers to the processes undertaken to assess whether the individual will be in a suitable role and working environment. Its primary purpose is to help prevent work-related illnesses, injuries and the spread of disease or infection.

1.1.2 The extent of the work health assessment will be dependent on the requirements and risks associated with the role and what the impact will be on the health and wellbeing of either the individual carrying out the role and/or any patients they may have contact with.

# 1.2 Importance of a work health assessment

1.2.1 Employers have a duty of care to their employees to ensure that they, and their workplaces, are in line with health and safety obligations and equality law.

Work health assessments help employers to identify and consider early on, any health condition or disability that may require:

- adjustments being made to the workplace to enable the individual to safely carry out the duties of the role
- restrictions being placed on their duties, for example, exposure prone procedures (EPPs) for workers who have a blood borne virus which may impact on patients in their care.