

Individual Risk Assessment

This assessment to be completed by an assessor in consultation with the individual.

This may trigger the need for more specific task assessments to be carried out. For example, manual handling and ergonomics, working with substances hazardous to health and driving on business.

Return to work assessments should be supported by the Isle of Man Occupational Health Team.

For support in carrying out a more detailed assessment or review, please contact the Health, Safety and Welfare Team by e-mailing: safetyadvice@gov.im

Personal Information	
Name of Employee	
Department and Division	
Location	
Role	
Line Manager	
Name of Assessor	
Date of Initial Assessment	
Nature of health condition	Physical/Mental/Both <i>Add brief description of the condition and whether it has been diagnosed by a medical professional.</i>
Is the condition a disability under the Equality Act 2017?	Yes/No <i>A person is considered disabled if they have a physical or mental impairment which has a long-term (usually lasting more than a year) and substantial effect on their ability to carry out normal day-to-day activities.</i>
Is the condition temporary or permanent?	Temporary <i>(Record likely period of disability if known).</i> Permanent
Effects of health condition	<i>Include physical and mental effects.</i>



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Has professional advice been received about workplace adjustments e.g. by a GP or occupational health practitioner?	<p style="text-align: center;">Yes/No</p> <p style="text-align: center;"><i>Record professional advice received about workplace adjustments.</i></p>
Are there any work activities or situations which the individual must avoid?	
Are adjustments to work activities required as a result of the condition?	<p style="text-align: center;">Yes/No</p> <p style="text-align: center;"><i>List work activities below and consider whether an adjustment is required.</i></p>

