

Vulnerable Workers: Employee Factsheet

Identify the risk

Examples of workers who may fall into this category are:

- young people and children
- new and expectant mothers
- the disabled and those with long term medical conditions
- those with a temporary disability or condition, or returning to work after a long period of absence
- those who are of significantly smaller, taller or broader stature, or who have less strength than the average worker for whom the job has been designed
- older workers
- migrant workers or those for whom English is not their first language
- workers who due to their cultural beliefs may be more vulnerable, eg because they cannot wear the usual PPE supplied, or disinclined to question those in authority
- new starters, temporary workers and others unfamiliar with the particular workplace
- lone workers and home workers.

Are you or colleagues more vulnerable to injury or ill health?

Some workers are at increased risk of injury or ill health for example because of their age, background, disability, medical condition, level of experience etc. In some jobs even being smaller or taller than average can be a factor.

Controlling the risk

- Make sure your manager knows if you are more vulnerable to injury or ill health so that they can protect you from harm
- be realistic about your abilities, don't put yourself at risk by carrying out tasks you cannot do safely
- if you have been absent from work for a period of time, don't over do it, particularly with regards to manual handling
- if you do not understand, say so – If you don't know, don't go
- help colleagues who are struggling e.g. due to youth, lack of experience, language difficulties etc. to understand the safe systems of work
- check that any PPE you are provided with fits you. Report it if it does not
- wear PPE as directed. (If you feel that you cannot wear PPE for a legitimate reason, please tell your manager immediately)
- lead by example by following safety rules yourself
- contribute to risk assessments when asked to do so
- be prepared to assist colleagues in case of fire drills or medical emergencies (if any extra training is needed you should be given it)
- follow any specific procedures put in place for the safety of lone workers
- tell your manager if you believe working arrangements put yourself or others in danger.

Disclaimer

These example Director's Briefings are provided by Hettler Andrews for general guidance on matters of interest. In making these documents available to a general and diverse audience it is not possible to anticipate the requirements or the hazards of any subscriber's business. Users are therefore advised to carefully evaluate the contents. Hettler Andrews does not accept any liability whatsoever for injury, damage or other losses which may arise from reliance on this information and the use of these documents.

Copyright of these documents remains with Hettler Andrews and whilst subscribers are permitted to make use of them for their own purposes, permission is not granted for resale of the intellectual property to third parties.