

Doing an epilepsy risk assessment checklist

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If you're using your organisation's own risk assessment template, use this checklist to help discuss what might be a risk for employees with epilepsy at work.

Things to think about

- 1 Refer to the employee's seizure action plan. Key things to know are:
 - What happens during their seizures?
 - How often do they have seizures?
 - Do their seizures happen at certain times of day?
 - Do they have any triggers for their seizures?
- 2 Involve your employee in the process. They will know how their epilepsy affects them and can tell you if an activity is risky because of their epilepsy
- 3 Can you get rid of the hazard altogether?
- 4 Are the consequences or risk of injury more severe for people with epilepsy than for people who don't have epilepsy?
- 5 How likely is it that harm will occur?
- 6 Is there equipment you can provide to reduce the risk?
- 7 Can you adapt the work or change the work environment to make it safer for people with epilepsy, or for everyone?
- 8 Can you provide a place to rest if needed?

Potential risks at work – checklist

Note: Some people's seizures are well controlled and the chance of having a seizure at work is very small. Therefore, some of the things below will not be a risk for your employee.

Display screen equipment (DSE)

- Potential risks could be working at screens for too long causing fatigue
- Computer screens are unlikely to be a seizure trigger, even for someone with photosensitive epilepsy. However, if there are flashing or flickering images, or some types of pattern on the screen, these could be a seizure trigger

Falls, slips and trips

- What are the potential fall, slip or trip hazards?
- Are the consequences more severe for people with epilepsy than for people who don't have epilepsy?
- How can you reduce the risk or the severity to try and avoid serious injury?

Work environment

- What hazards might there be should the employee have a seizure in their workplace? How can the risk of injury be reduced?
- Do they have any seizure triggers, for example, stress, tiredness or flashing lights? Are they exposed to their triggers at work?

Hot water /scalds

- How likely is it that an employee will have a seizure involving hot water (for example, when preparing hot drinks)? What can you put in place to reduce the risk?

Stress and fatigue

- Stress and tiredness are a common seizure trigger for people with epilepsy. What can you do to reduce stress and fatigue?

Manual handling

- Is the employee at risk of hurting themselves or others if they drop something due to a seizure?
- Is there a different way of doing things that could reduce the risk?
- Is there any equipment that could help or that needs reviewing as a possible hazard?

Working at height

- How likely is it that the employee will have a seizure if they are working at height?
- Would safety measures (such as harnesses) keep the person and others safe if they had a seizure while working at height?
- If working at height is unsafe, can you adapt the work so that the job can be done without working at height?

Machinery

- Does machinery meet all the standards to keep all employees safe? How are people with epilepsy more at risk than people who don't have epilepsy?

Lone working

- What procedures can you put in place to make lone working safer, for example, alert systems or fall alarms?

Chemicals / substances hazardous to health

- Is adequate personal protective equipment provided for employees? How are people with epilepsy more at risk than people who don't have epilepsy?

Electrical equipment

- Does electrical equipment meet all regulations to keep all employees safe? How are people with epilepsy more at risk than people who don't have epilepsy?

Evacuation during fire and other emergencies

- Would your employee be able to evacuate the building in an emergency if they were having, or recovering from, a seizure? If in doubt, conduct a personal emergency evacuation plan with them

First aid

- Are the first aiders aware that your employee has epilepsy?
- Has your employee's seizure action plan been shared with the first aiders?
- Does your first aid training include how to respond to your employee's seizures?
- Do your staff need any additional epilepsy awareness or first aid training?

This template is part of the Epilepsy Action Employer toolkit. See employers.epilepsy.org.uk for more resources to help support people with epilepsy at work.

Epilepsy Action is the working name of British Epilepsy Association, a registered charity in England and Wales (No. 234343) and a company limited by guarantee (No. 797997) in England.