



Identify work ability risks

At its best, the job of personal assistant is diverse and rewarding.

The work may also, however, involve risks that threaten the assistant's work ability. These risks may be related, for instance, to work schedules, and mental and physical overload.

As an employer, it is your duty to:

- Recognise the risk factors that threaten your assistant's work ability.
- Try to prevent these risks.
- Comply with agreements, regulations and laws related to occupational health.

How can you create a safe and healthy workplace?

- Make sure that agreements, insurance policies and other administrative matters are in order and clear.
- Assess the risks that may be involved in the work in terms of work ability and occupational safety.
- Abide by working time regulations and make sure work shifts and holidays are duly observed.
- Observe how the work is going and discuss it regularly with your assistant.
- Ensure sufficient and continuous orientation.
- Ensure clear practices when it comes to occupational healthcare collaboration.
- Always comply with the decision of services for the disabled and personal assistance.

This material is part of Varma's work ability support material. How can I succeed as an employer of a personal assistant?

Part 6a: Ensure your good judgment in the face of problems

Read more: varma.fi/henkilokohtainenapu