

REASONABLE ADJUSTMENTS FACT SHEET

About Reasonable Adjustments

Employers have an obligation to make any reasonable adjustments necessary to help an employee or job candidate **perform the inherent requirements of their role**.

Reasonable adjustments may be required for workers with a **disability, recovering from an injury or illness**, or for those suffering from a **chronic health condition**.

The aim of these adjustments is to **minimise the impact of a disability, injury or health condition**, allowing the worker to perform their full duties.



Reasonable adjustments may not be limited only to physical changes.

Work Arrangements

Job Modifications

Technological Assistance

Culture & Attitudes

Before making any adjustments, it's important to understand the inherent requirements of a worker's role. Having these details properly documented will help to minimise the risk of injury, while also informing recruitment, induction and RTW processes.



PHYSICAL DEMANDS

Physical requirements to complete the job safely and in its entirety.

Examples:

Lifting, Pushing/Pulling, Twisting, Bending



HEALTH DEMANDS

The level of overall health required to complete the job safely and in its entirety.

Examples:

Heart Conditions, Blood Pressure, Respiratory Conditions



OTHER RISKS

Cognitive demands, or workplace environmental impacts.

Examples:

Sloping floors, Noise, Autonomy, Fast-paced work

BEFORE EMPLOYMENT | AFTER INJURY | AFTER EXTENDED LEAVE | CHANGES TO HEALTH



Other helpful resources:

[Comcare: Reasonable Adjustments Fact Sheet](#)

[Australian Network on Disability: Examples of Workplace Adjustments](#)

[Job Access: Reasonable Adjustment Policy Template](#)