

# Functional Requirements Form



The purpose of this information is to help you decide if you need any work place adjustments to help you achieve the full remit of your job role.

The first column checked give some indication of the job functional requirement that may apply to your role at Delsjan Support Service Limited. The second column gives some examples of health conditions that may affect your ability to undertake the requirements identified. There may be other conditions not listed that may affect the job role. The right hand column gives examples of the range of support or adjustments available for those with health conditions or what we can do to protect your health and wellbeing particularly if you have a health condition or disability. Reasonable adjustments are available for those with disabilities in compliance with the Equality Act 2010

If you have any health condition or disability requiring support we will contact you to find out how your health may affect your job and now we can support you.

Functional requirement – your manager will tick all that apply to this role	Health problems that may affect work tasks	Adjustments/support that may be available
<input checked="" type="checkbox"/> <b>Resilience to workplace pressures including working to deadlines or in stressful environments.</b>  Working in a client focused role can be busy and pressurised at times and distressing.	Mental health problems including anxiety or panic disorders, depression, bipolar affective disorders, schizophrenia. Some medications used to treat these conditions may causes side effects such as sedation, tiredness or reduced concentration. Other conditions that may be affected by stress include epilepsy, bowel conditions and some cardiac conditions.	Support is available from from our HR team. If you have significant current/ ongoing mental health problems (including work related stress). You will be contacted by our HR team for confidential discussion.
<input checked="" type="checkbox"/> <b>Regular computer-based work or desk-based work</b>	Musculoskeletal problems (back, neck, arms, shoulders, joints etc), eye conditions or conditions affecting the hands or wrists.  If you have a condition that may be affected by this type of work let us know as in most instances adjustments can be made to support you.	Adjustments to the workplace, equipment and work practices are possible. Support is available