IMPACT ASSESSMENT TOOL

This is a blank impact assessment tool, which you can print off and use in your workplace.

What is the risk that the technology being introduced will:

Cause workers to lose their jobs?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

Substantially change the nature of workers' jobs?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

Make the quality of work worse?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

Have an impact on management decisions like hiring or performance management?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

Introduce risks to health and safety, including psychosocial health and safety?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

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Increase monitoring and surveillance of workers?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

Damage workers' ability to organise or be part of their union?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

Put workers' privacy at risk?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

Increase bias and discrimination in the workplace?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

Reduce human contact in the job?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

Blur boundaries between work and home life?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

Reduce workers' ability to develop and maintain skills?

No risk	Minor risk	Moderate risk	Serious risk	Critical risk
☐	☐	☐	☐	☐

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