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# Evacuation plans for employees with disability

Before creating or adapting your organisation's evacuation plans, have discussions with your employees with disability. These employees often have a strong knowledge of any special assistance, equipment and adjustments they might need. Fire wardens should be aware of any employees with mobility impairments in their work area.

## Wheelchair users

Advise local emergency personnel that there are wheelchair users in the workplace, particularly if your organisation is located in a high-rise building. Do not lift a person out of their wheelchair and carry them. There should be adequate space within fire-isolated stairwells for a wheelchair user to turn around. Fire-isolated stairwells are protected from fire and smoke for up to two hours and can be a safe refuge area. Specialist evacuation chairs and other equipment are available for installation in business premises.

## People who are deaf or hard of hearing

A flashing light alarm should be installed in work areas, including bathrooms. If no flashing alarm is installed, a co-worker should be assigned to assist a worker who is deaf or hard of hearing in the event of an evacuation.

## People who have vision impairment

Install tactile ground surface indicators (TGSIs) on the approach to fire stairs. These indicate a change in terrain for people who are blind or vision impaired. Brightly coloured step edges aid people with vision impairment and are recommended for use in fire stairwells.

## Anxiety disorders or other mental illness

Emergency situations can be particularly stressful for people with anxiety disorders or other mental illnesses. These people should be assigned a 'buddy' to assist them in emergency situations.

## Need more help?

Contact a JobAccess Adviser by phoning **1800 464 800** or fill out our [enquiry form](#).