

## Part 2

### Work ability and ensuring the assistant's work ability

In your role as an employer, you act as the assistant's supervisor. This means that you manage the assistant's work and take care of their working conditions.

According to law, the employer must ensure that the work is healthy and safe. The employer must also support employees' ability to cope at work. This is why it is important for you to know what work ability is and to understand what things impact it.

**Work ability means a person's ability to carry out their work.** Good work ability results when the employee's job demands and resources are balanced. The employee's health and functional capacity, as well as competence and motivation impact work ability. Also the work itself and the social factors associated with it, such as work management, the work community and work culture, impact work ability.

### Examples of workload and resource factors

