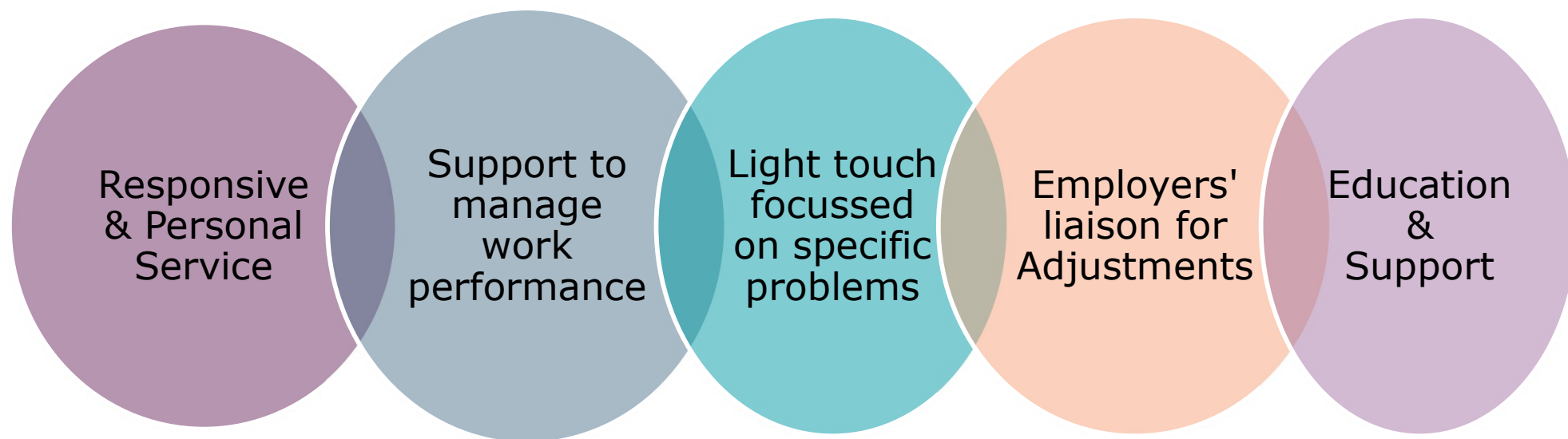


social
determinant
of health

What helps people with MS remain in work



What can we help with

***Advice &
Disclosure***

**Working +/-
adjustments**

**Return to
work after
Relapses**

Work exit

Equality Act (2010)

“A duty [of] employers to make reasonable adjustments to help disabled job applicants, employees and former employees in certain circumstances”¹

Image from City for All Women Initiative²

What is reasonable?



Size of the
company



Practical



Reasonable



Affordable



Could harm
others



Employer
decision

Equality Act does not ...



Protect against
redundancy



Require employers to
find an alternative role



Performance management

Disclosure

No obligation to disclose health conditions¹

- Exceptions include¹
 - Working in the armed forces, or driving a vehicle
 - If your condition puts you and/or others at risk
 - Employers can only ask about health or disability in particular circumstances

- Associated with greater physical disability rather than cognitive impairment²
- Associated with longer working time for the same employer – suggesting personal connections with the employer³
- Early disclosure can be helpful if followed up by appropriate accommodations²

Disclosure considerations

When

Who

What

How

Identifying reasonable adjustments

Accommodations are associated with greater chance of retaining occupation³

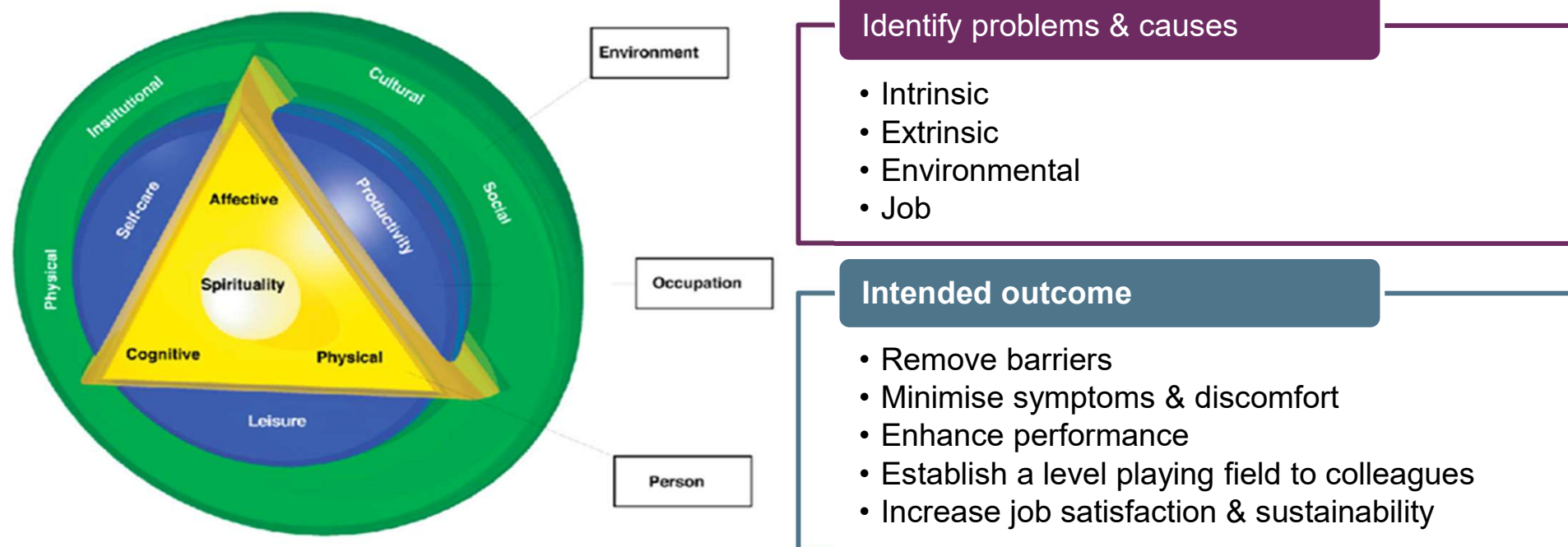


Image from Townsend, et al. 2007

Access to Work

Government funded non means tested scheme

Support includes

- Workplace assessment
(*recommendations and funding for equipment*)
- Travel support (taxi)
- Support worker
- Mental health support (Maximus)

Time off work for MS

**Increase
sickness
trigger points**

Some organisations have absence policies that set automatic triggers to review absence

Employers must not discriminate against employees.

Increasing the trigger points help to put the disabled employee on a level playing field.

No set guide and should be agreed for the individual

Document Reasonable Adjustments



Letter from your team can help support employers understanding of invisible symptoms and need for adjustments



Written record of agreed adjustments



Workplace adjustment agreement

This is a record of the reasonable adjustments agreed between [employee's name] and [line manager name]

It also outlines what to do in the event of [employee's name] being on sick leave for more than [x] days.

This agreement may be reviewed and amended as necessary with the agreement of both parties:

- At any regular one-to-one meeting.
- At a return to work meeting following a period of sickness absence.
- At six monthly and/or annual appraisals.
- Before a change of job or duties or introduction of new technology or ways of working.
- Before or after any change in circumstances for either party.

Employee

My disability in the workplace



My MS currently causes the following issues in my work – list problems if any or leave blank (for example, I am exhausted after travelling to work on public transport)

Relapse Recovery Don'ts



Feel pressurised to go back to work too quickly.



Make decisions without taking time to think things through and asking for advice.

Reduce hours
Changing roles
Resign

Relapse Recovery Do's



Allow yourself a period for rest and recovery before gradually building up your routine.



Consider the potential impact of “invisible symptoms” ie fatigue on your return to work.



Arrange a regular time with your employer to update them on your return.



Plan and communicate a phased return to work and reasonable adjustments if required



Seek support from OH where available