

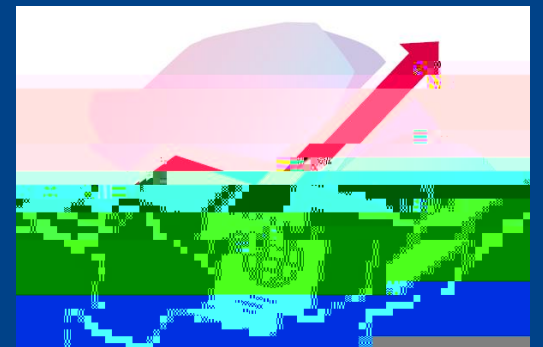
Taking action to achieve  
reasonable adjustments at work



A health ability passport is a document that details the **reasonable adjustments** agreed during discussions between a member of staff and their line manager.

It

The emphasis on the word **passport** is important as it reflects the idea of documentation that helps keep track of things at times of movement and change.



Reasonable adjustments are anything that remove or reduce **barriers** to allow people the best opportunity to do their jobs.

Equipment

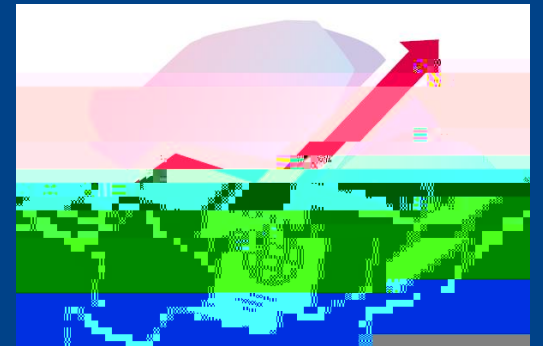
Changes to working patterns

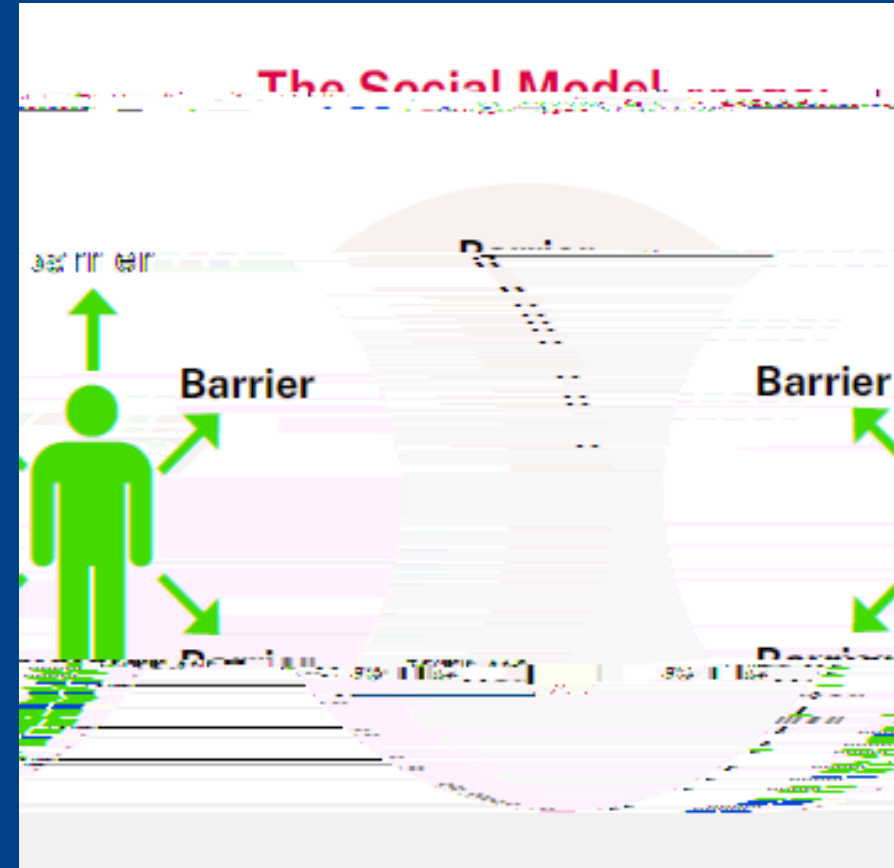
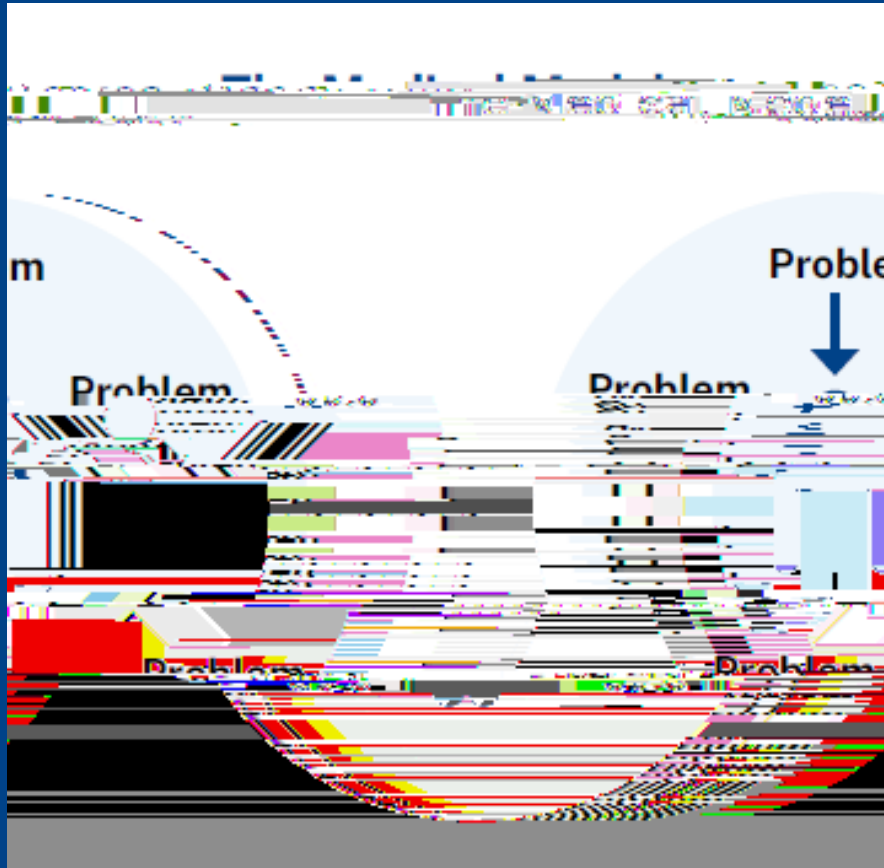
Changes to the workplace

Training

Redeployment

Employer policies and procedures





## Disability and discrimination

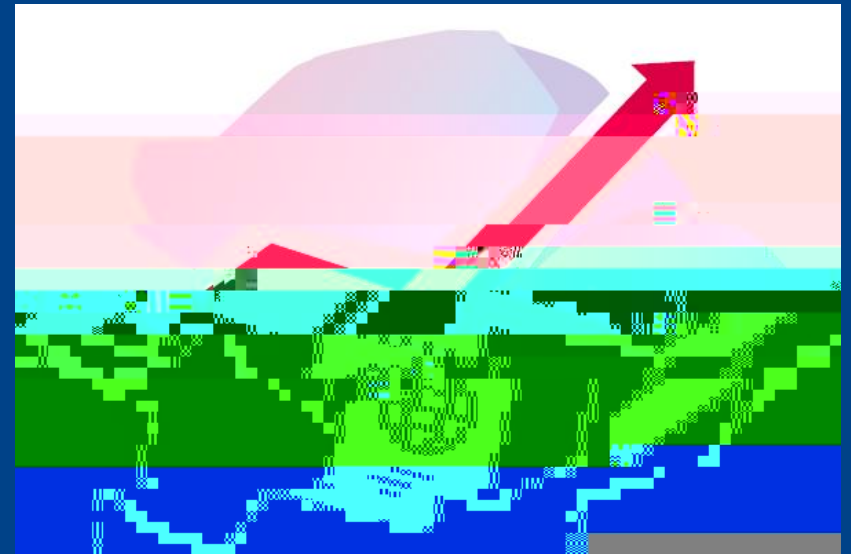
- this is a legal, rather than a medical, definition. Anyone meeting this legal definition is entitled to reasonable adjustments by law.

Employers are legally obligated to provide reasonable adjustments. Refusing to do so, or treating an employee differently due to their disability, could be discriminatory.

Do better than baseline if a request could significantly improve a person's experience and

Think about breaking down barriers rather than specific conditions.

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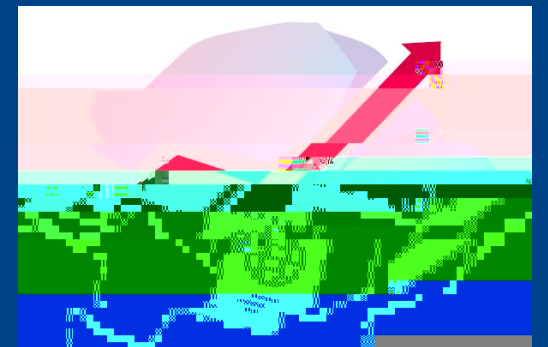


Employee

Would you like support from a union rep?

You are your own expert, and your manager will be learning about you

Describe your health issue and the barriers you need to break down







Provide an assessment and make recommendations about what reasonable adjustments may be suitable and what work can be undertaken.

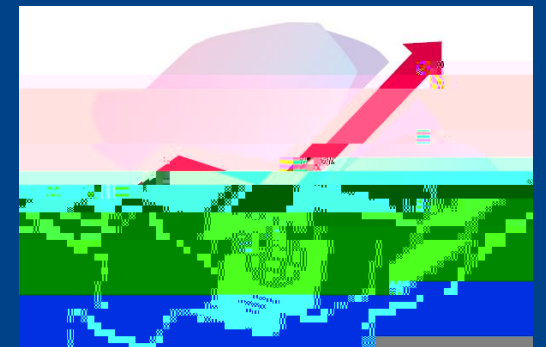
Bring a wealth of knowledge on what is possible and can equip your manager to best understand your situation and what would help.

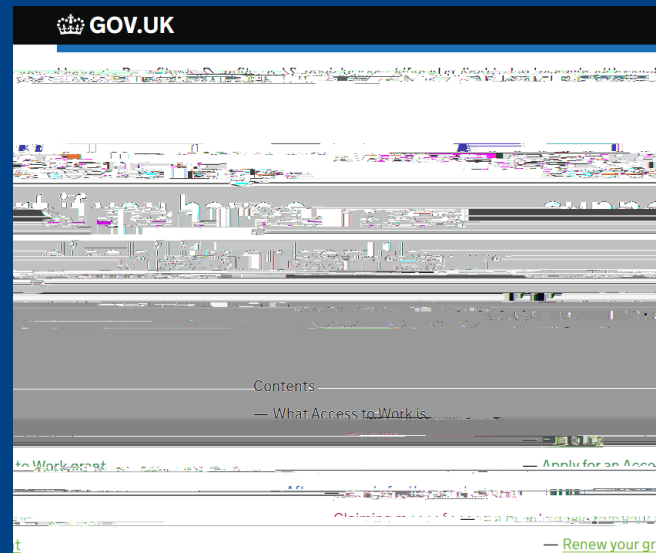
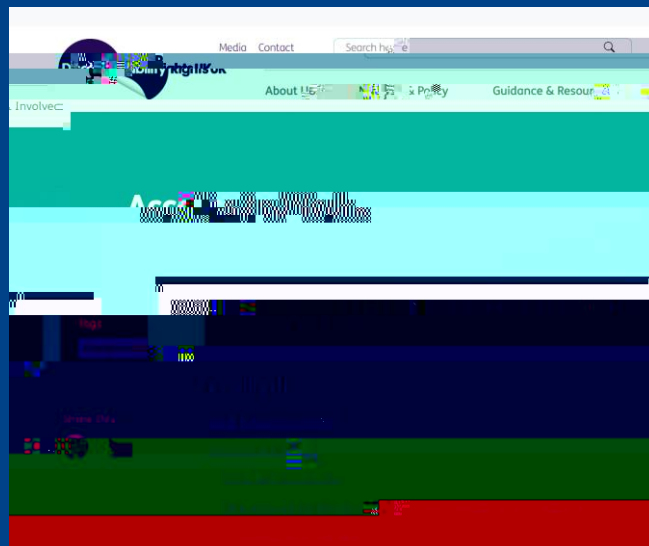
The person is still the expert and sometimes may not agree with the recommendations.

Could be self-referred or referred by manager - Check your organisational provision and policy

When should they be involved?

Consider other third part organisations like Access to Work and disability charities.





It is vital that documentation

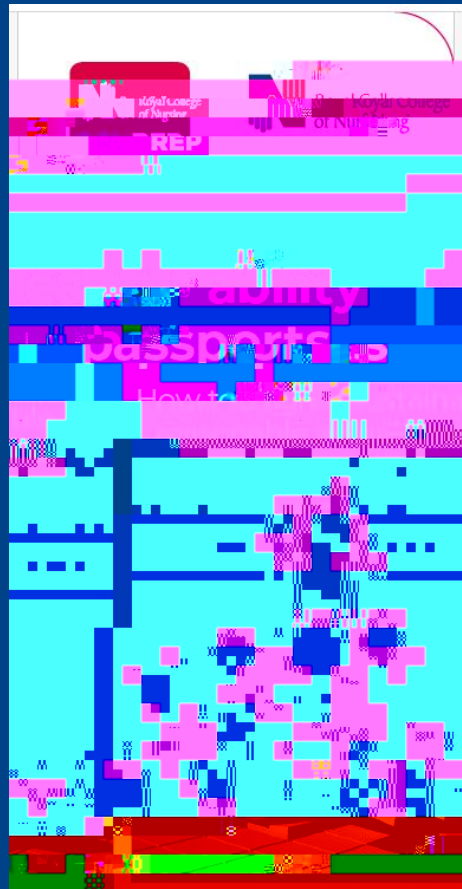
easier to support someone when we know the facts.

Disclosure means more employment rights under legislation

No longer having to mask or hide who you are

Challenging attitudes so people consider skills and potential and see the value of working differently





Putting you in touch with peers who have a similar situation or experience. We have student, nursing support worker, nurse and retired members in the group.

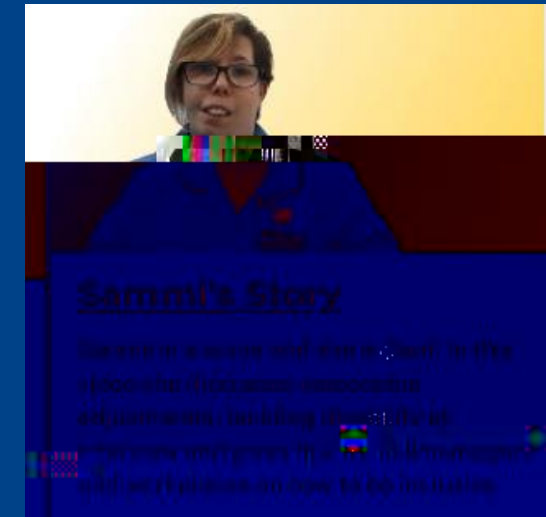
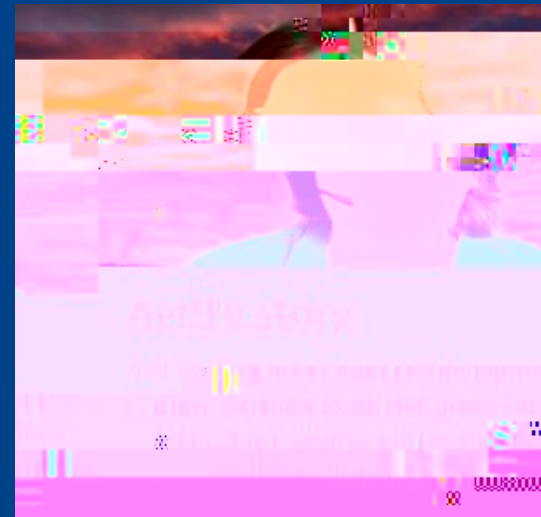
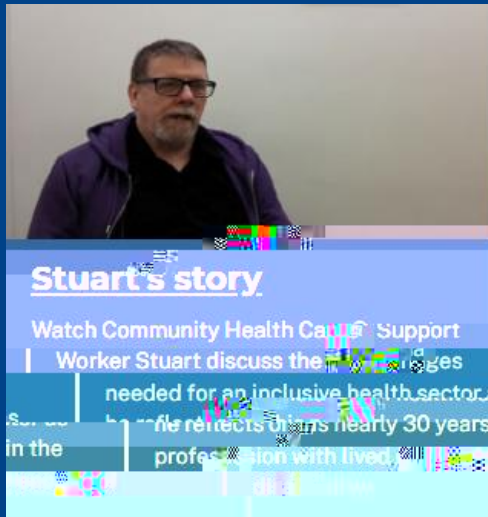
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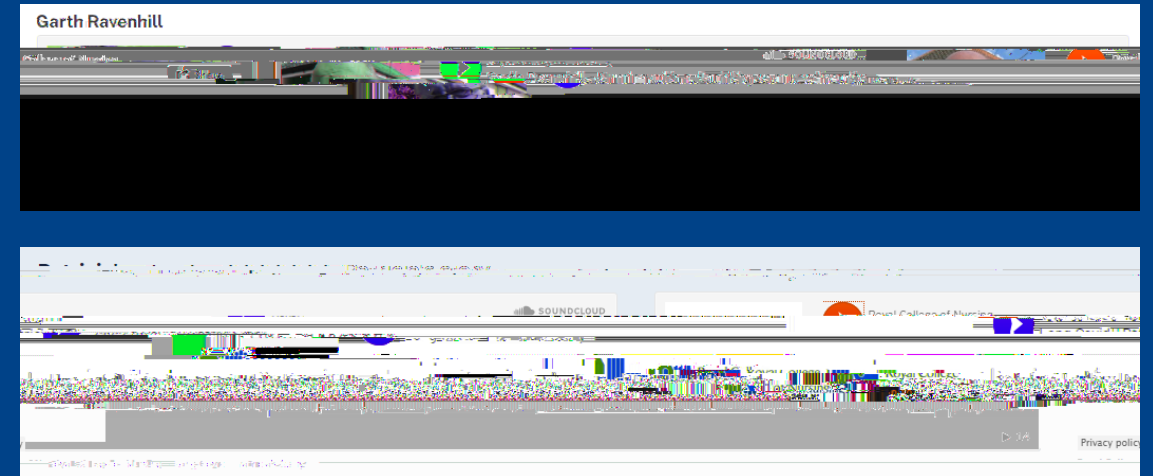
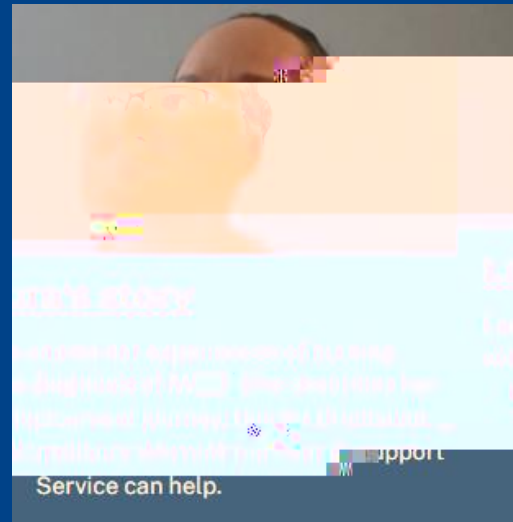
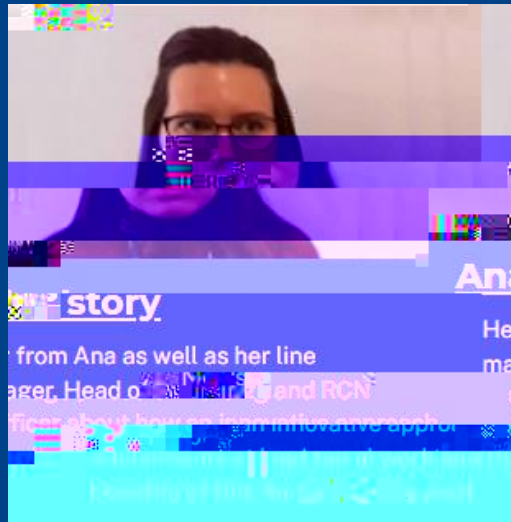


The following slides contain links to case studies and resources relating to:



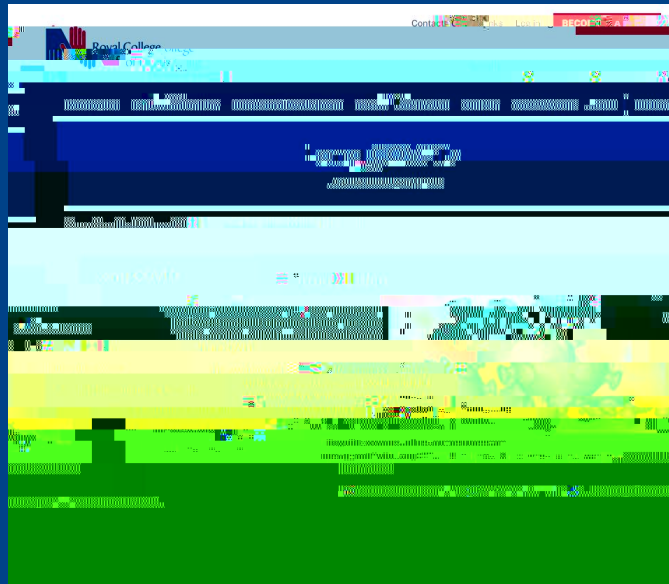


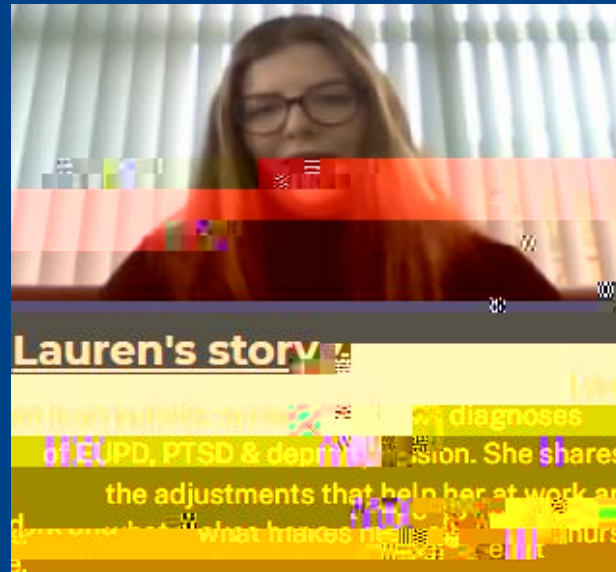
<https://www.rcn.org.uk/Get-Help/Member-support-services/Peer-support-services/Member-Stories>



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# Royal College of Nursing





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