

12CP

BARRISTERS

EMPLOYMENT

FACT 3

REASONABLE ADJUSTMENTS

These are usually things that an employer does without prompting however sometimes this does not happen and both employer and employee need to know where they stand.

Always talk about it; early communication may be all it takes to adjust a workplace or a job role. If this does not resolve the issue then the following should help:

- ⇒ The duty to make adjustments is in most cases engaged once the disability is disclosed to the employer.
- ⇒ The duty is on the employer to make the adjustments although the employee needs to cooperate.
- ⇒ Information should be sought either from the employee or a medical expert (GP/OH), sometimes both, about the disability and its impact on the job as well as the individual.

There is a lot of help out there to assist you both in overcoming challenges:

- ⇒ <http://www.acas.org.uk/>: who have more general information on equality and diversity in the workplace.
- ⇒ <http://www.equalityhumanrights.com>: provides guidance and resources in the form of an Employer Code which covers reasonable adjustments in Chapter Six and can be downloaded from their website.
- ⇒ Access-2-work can help with advice and assessments as well as funding <https://www.gov.uk/access-to-work/overview>. This done through the employee.
- ⇒ Specific disability charities such as RNIB can advise and sometimes fund adjustments.

If there is still no resolution you should consider seeking specialist advice on resolving the dispute and if necessary, mediation. This will in most cases resolve the position to everyone's satisfaction.