

‘Enablement – Helping colleagues to reach their potential in the workplace – The case for providing reasonable adjustments’

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Key Points

- Posturite is primarily an ergonomic and seating specialist who assess and adapt work stations and seating to help employees with special physical requirements.
- In 2015/16 roughly 0.5million suffering from musculoskeletal disorders; 0.5million from stress, depression and anxiety.
- Cost of £9.3bn (2014/15) for new cases of work-related illness – excluding long latency illness such as cancer.
- Research (by CIPD) has revealed that ‘presenteeism ‘ is on the increase; people at work whilst being ill - rather than at home recuperating - and consequently being less effective or productive.
- Any special equipment acquired –such as specially adapted seating – should be for the sole use of the person requiring the adjustments as it will have been obtained and set up for their specific needs.
- On-going training will be required to ensure employees continue to use their equipment correctly.
- If accommodating new personnel, ascertain what provisions were put in place at their old place of employment, and its potential suitability to their new situation.
- Assessments may reveal that the adjustments required may not be reasonable for your organisation to introduce – in which case guidance should be sought from HR and legal professionals.
- Providing reasonable adjustments for employees with special needs/disabilities is likely to have many benefits including increase productivity.