

What is a health ability passport?

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

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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.



What is a reasonable adjustment

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

Equipment

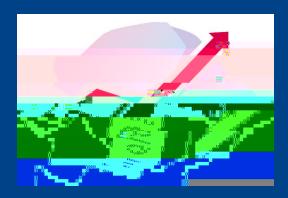
Changes to working patterns

Changes to the workplace

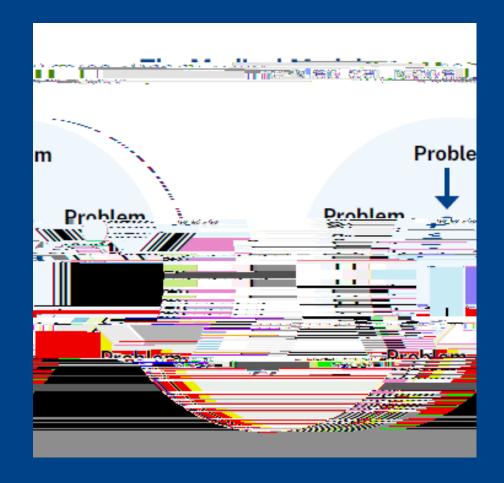
Training

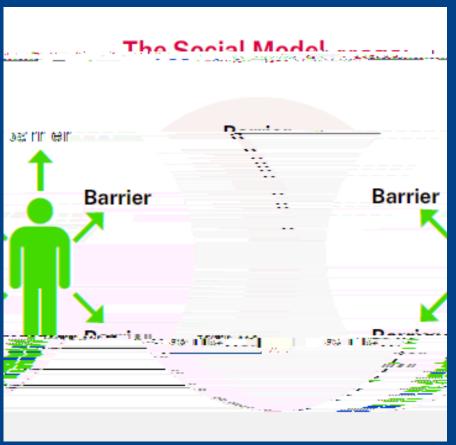
Redeployment

Employer policies and procedures



Understanding barriers





Who can request reasonable adjustments?

Disability and discrimination

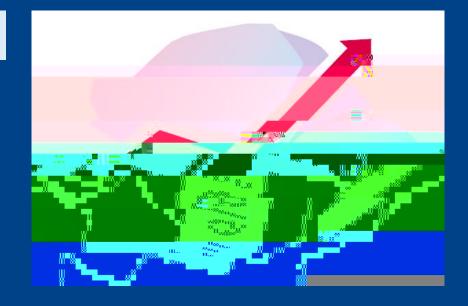
this is a legal, rather than a medical, definition. Anyone meeting this legal definition is entitled to reasonable adjustments by law.

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.

Completing a health ability passport



Making the most of your meetings

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





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Support from Occupational Health

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?

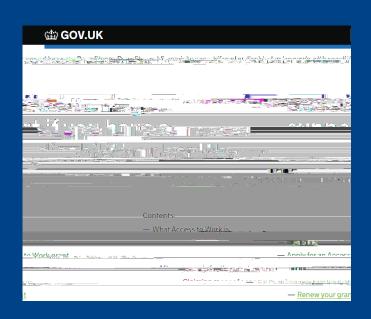
Consider other third part organisations like Access to Work and disability charities.



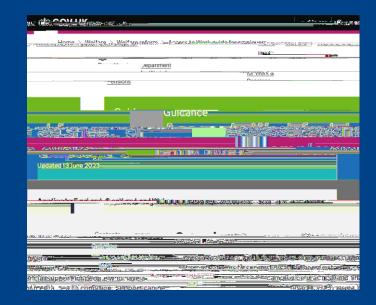
Access to work



www.disabilityrightsuk.org/resources/acc ess-work



www.gov.uk/access-to-work



www.gov.uk/government/publications/access-towork-guide-for-employers/access-to-workfactsheet-for-employers

Documentation & Review

It is vital that documentation

Sharing with the team

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



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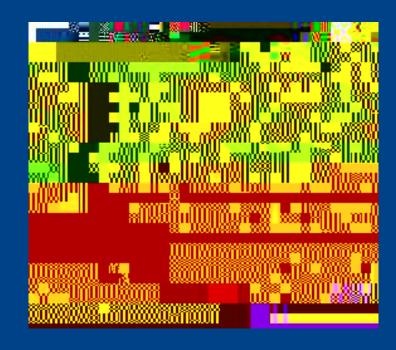
Getting started



Hard copy:

Join the RCN peer support network

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.

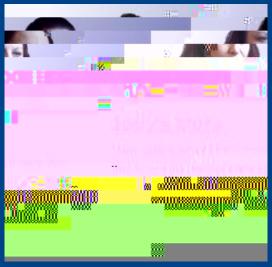


Barrel Callege of Number

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

Physical disability



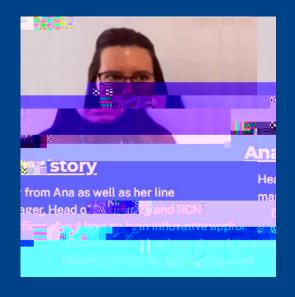


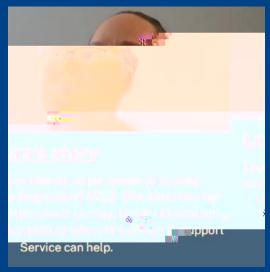


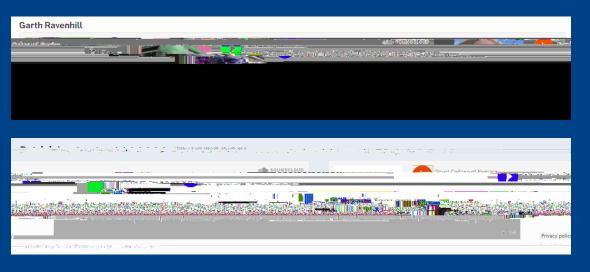


https://www.rcn.org.uk/Get-Help/Member-support-services/Peer-support-services/Member-Stories

Chronic illness and fatigue



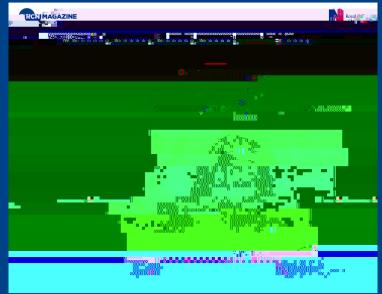




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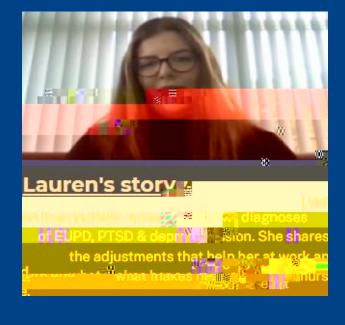
Chronic illness and fatigue





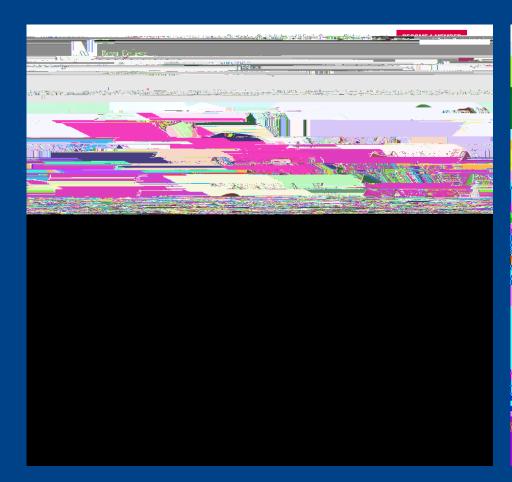


Stress and Mental Health





Stress and Mental Health







Neurodivergence



https://www.rcn.org.uk/Get-Help/Member-support-services/Peer-support-services/Neurodiversity-Guidance



https://www.rcn.org.uk/Professional-Development/publications/neurodiversit y-supporting-neurodivergent-membersuk-pub-010-399