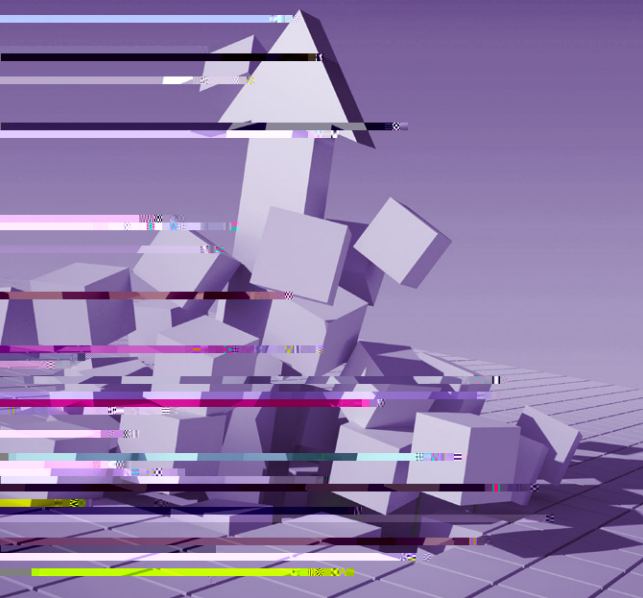
Royal College of Nursing

Health ability passports

How to agree sustainable reasonable adjustments



Foreword

with those in fluential conversations

1. What is a health ability passport?

the employee to ful f l their role, are

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2. What are reasonable adjustments?

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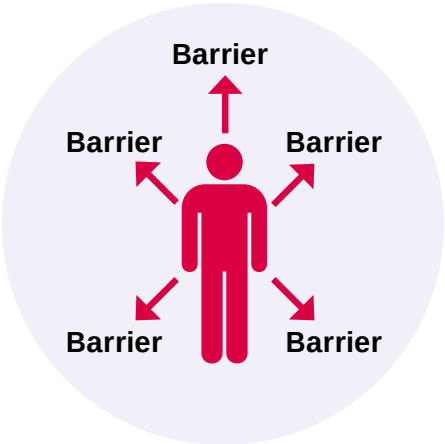
rather than a medical, de f nition.
Anyone meeting this legal de f nition

the de f nition of a disability, but if

3. Changing the

The Social Model



4. How to complete a health ability passport

Step 1 - Arranging a meeting

Employee

You can request the first meeting

to prepare for your f rst meeting, but

Line manager

bene f t from being accompanied

but you can always con f rm this by

be bene f cial, then suggest that you

Think about

an essential f rst step according

f lling it in together. The employee

recommendations. You may f nd that

bene f ts everyone including the

- Agree confidentiality.

- Make space for concerns.

- You are not the expert.

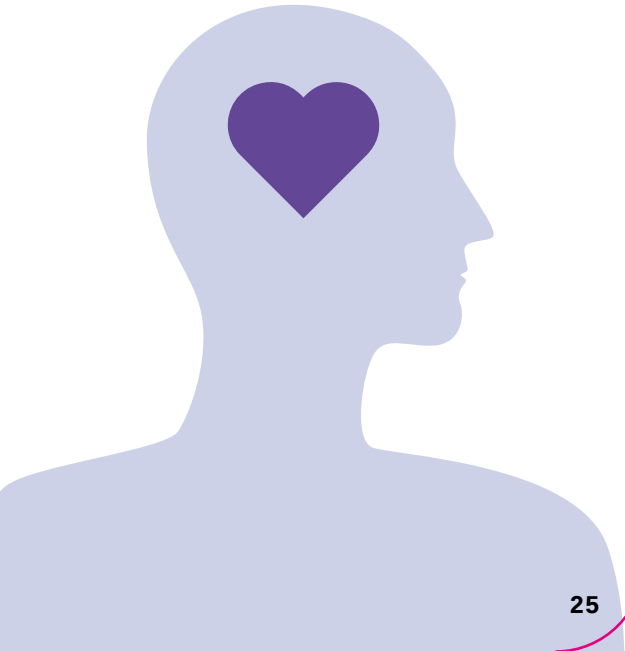
Treat them as you would the final

final document. They may be useful

Step 3 - The nature of your health issue

The nature of your health issue

Employee



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- If you have a fluctuating
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Line manager

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without feeling the need to f ll

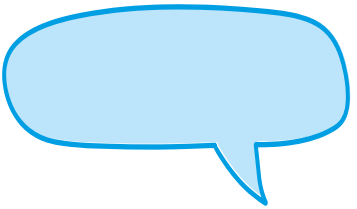
Think about

Step 4 - Occupational health, Access to Work and other third-party recommendations

Employee

Line manager

felt confident to do so earlier. If



Step 5 - What

they find a third-party who can assist such as a condition specific

Step 6 - The way forward

do when the individual has a ‘ f are

both parties are satis f ed that

Think about

- [redacted]

Agreeing the passport document

Review and sign

5. Seeking additional advice on reasonable adjustments

The role of occupational health

6. What if adjustments are delayed or not implemented

not being implemented, try and f nd

Disability discrimination and the Equality Act 2010

7. When adjustments fail

work, it is time to find out why and

8. When it is not possible to remain in your role

possible, this can be a very dif f cult

signi f cant part of our daily lives and

Support Service f nds that many

to health issues do just f ne–it just

- Regional support

9. Students on placement

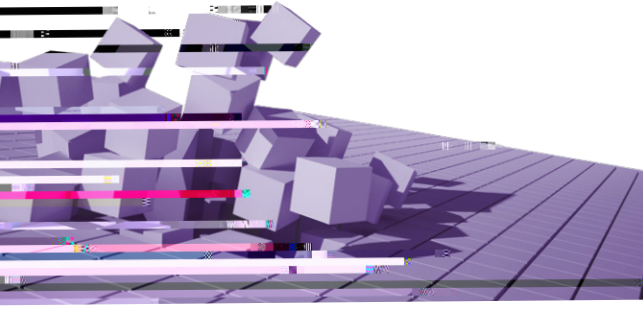
is often an area of difficulty for

facing difficulties on placement due

10. Resources and links

RCN resources and support:

External resources and support:

Notes

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