

Mobility impairment



Reasonable Adjustments

Mobility impairment can be due to leg or foot impairment, general muscular weakness, illness or injury.

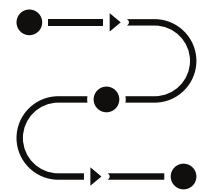


People may not need an aid or may use an aid some or all of the time e.g. a stick, crutches or a wheelchair.

Wheelchair users may have full, partial or no use of their upper limbs.

Substantial adverse effects include:

- difficulty going out of doors unaccompanied;
- difficulty using transport, e.g. because of physical restrictions;
- difficulty in going up and down steps or gradients;
- the ability to walk only a short distance without difficulty; and
- difficulty accessing and moving around buildings.



Mobility Impairment



Work Place Reasonable Adjustments: what you and your colleagues can do at your workplace



1. Provide wheelchair accessible toilets. Handrails in toilets.



2. Provide non-slip grips on stairs.



3. Ensure that there are accessible routes between offices, car parks, toilets, coffee machine and colleagues.



4. Think about the location of offices, meetings or training sessions. Ensure these are on the ground floor or accessible with lifts ramps.



5. Ensure corridors, hallways, reception areas and walking routes have sufficient space and are obstruction free.



6. Where the worker uses lifts, establish safe fire evacuation procedures.



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Work Place Reasonable Adjustments: what you and your colleagues can do at your workplace



7. Reduce the need to carry files or heavy objects around, e.g. by a better lay-out, mechanisation, computerisation and assistance of an unskilled worker to lift and move.



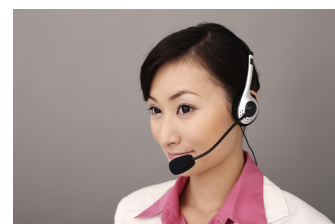
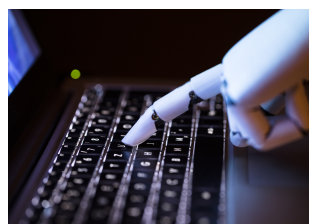
8. Widen doorways, ramps for wheelchair users.



9. Adjust the office layout. Think about accessible light switches, door handles and shelves, height adjustable desks, accessibility of office equipment and refreshment facilities.



10. If the employee has restricted use of upper limbs, provide an automatic stapler, writing aids, voice activated telephone or head-set.



See also adjustments suggested for RSI.