



Multiple sclerosis

Reasonable Adjustments

Multiple Sclerosis (MS) is a complex Neurological disorder affecting the central nervous system.

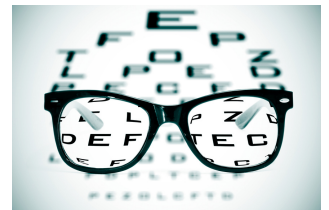


MS affects approximately 85,000 people in the UK.

Potentially it affects a whole range of physical or mental functions, but most people only experience a few aspects.

Possible symptoms are:

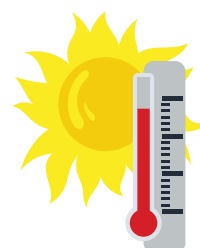
- **muscle weakness, most commonly in the legs;**
- **spasms or tremor;**
- **dizziness and balance difficulties;**
- **pain from poor posture or positioning;**
- **visual disturbance;**
- **speech disorders;**
- **needing to go to the toilet frequently and urgently;**
- **severe fatigue;**
- **pain and;**
- **problems with short-term memory and concentration.**



The symptoms of MS come and go, and it can be in remission for very long periods.



Symptoms vary in their severity and duration, and can be exacerbated by heat, exercise (raising body temperature), stress and overwork.



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



1. Adjustment of working hours to avoid rush-hour travelling.



2. Reduction of hours or introduction of extended breaks to assist with tiredness.



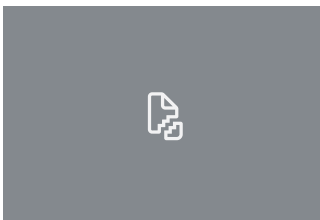
3. Provision of lifts or relocation of workers to the ground floor, providing handrails on any stairs used by the worker.



4. Creation of an ergonomic workplace.



5. Provision of doors which are not heavy to open and close.



6. Provision of easy access, user friendly toilets e.g. featuring grab bars to hold onto.



If there is visual impairment, see Visual Impairment.

If there are concentration difficulties, see suggestions for Dyslexia.