

# Muscular dystrophy



## Reasonable Adjustments

Muscle-wasting conditions are very rare, affecting just over 1 in every 1,000 people.

Approx. 70,000 people living with muscle-wasting conditions in the UK.



The severity of many of these conditions varies from person to person and it is difficult to generalise. However, these are some of the issues can typically the conditions cause.

Muscle wasting that weakens upper body strength, leg weakness and necessitate wheelchair use.



Some conditions are progressive, and some are not.

Other effects include heart problems and problems with breathing.



The muscles of facial expression, speech and swallowing, and the involuntary muscles (for example those of the bowel and the bladder) can be affected in some of the conditions and not in others.



Other symptoms include joint stiffness and poor stamina/exercise intolerance. It can include difficulty rising from a seated position and climbing stairs, numbness in limbs, issues with nerves and spine scoliosis, hip joint problems and associated pain.

**This can lead to disturbed sleep, fatigue and headaches.**



**Some people with Muscular dystrophy have an additional Learning disability and occasionally seizures.**

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



**1. Always consult the individual and learn about their specific type of Muscular dystrophy.**



**2. Review and adapt reasonable adjustments as the condition progresses.**



**3. Often people will have access to a multi-disciplinary approach.**



**4. Think about making adjustments that will help with:**

**Mobility** e.g. put meetings in accessible rooms.



**Sitting and Standing** e.g. ergonomic seating in offices, higher chairs with arms in waiting rooms.



**Lifting and handling** e.g. limit duties that rely on heavy lifting.

**Bending, flexing and stretching** e.g. careful placing of equipment, where a person does not need to bend flex, lift or stretch overly.



**Fatigue** e.g. be flexible about schedules and breaks.

**Additional medical or therapy appointments** e.g. Allow flexible working times.



**Sleeping difficulties and good and bad days** e.g. be flexible about schedules and breaks.

**Slower travel times** e.g. allow longer appointments and gaps between meetings so that person has time to travel with less energy and muscle strength.

