

Hidden disabilities

HIV/AIDS

Reasonable Adjustments

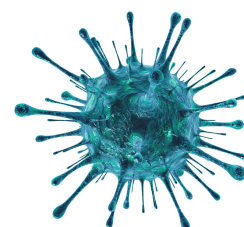


It is estimated that 105,400 people were living with HIV in the UK in 2019. Of these, about 6% were undiagnosed.



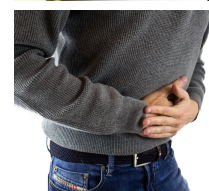
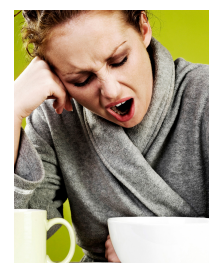
Since 1999, heterosexually acquired HIV has led to a steep increase in the number of HIV diagnoses.

HIV attacks the body's immune system, making it hard for people to fight off infections and exposing them to serious illnesses.



The effects can be:

- weight loss;
- fatigue and weakness;
- respiratory impairment;
- light sensitivity or visual impairment;
- difficulty concentrating;
- diarrhoea, the side-effects of medication; and
- depression and psychological impact.



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



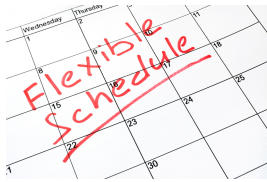
Always consult the individual.

Medication has improved the health of people living with HIV enormously, but the side-effects of the drugs also have to be dealt with.

Some people have to take a large number of pills daily at specific times and accompanied by dietary restrictions.

Adjustments, depending on the nature and severity of the person's condition, could include:

1. Allowing flexi-time.



2. Ensuring water is available.



3. Providing easy access to food or kitchens and being flexible over eating times.



4. Providing safe and confidential places for storage of medication.



5. Allowing the worker time off for medical appointments or if they are unwell.



6. Notifying the worker in advance of changes to routine, e.g. training days, travel or overtime requirements.



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7. Providing nearby access to toilets (medication can cause chronic diarrhoea).



8. Providing ergonomic chairs if there has been severe weight loss



9. Allowing time-off for counselling; allowing telephone calls to emotional supports.



10. Reducing hours, the amount of lifting and walking. Increase rest breaks.



For difficulty in concentration, see adjustments suggested for Dyslexia.

For any visual impairment or light sensitivity, see adjustments suggested for Visual impairment or Migraine.