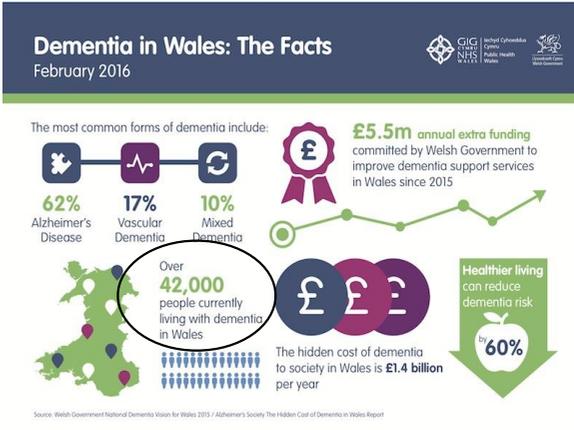
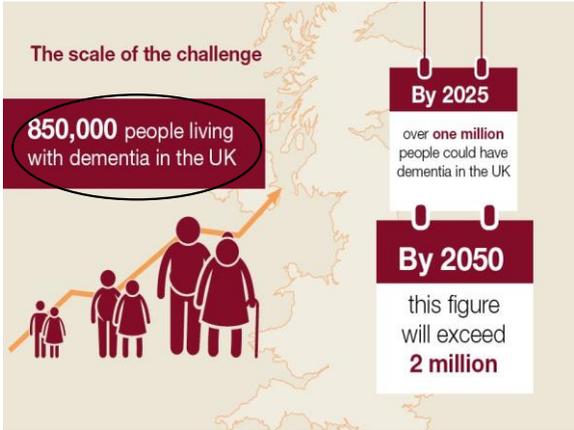
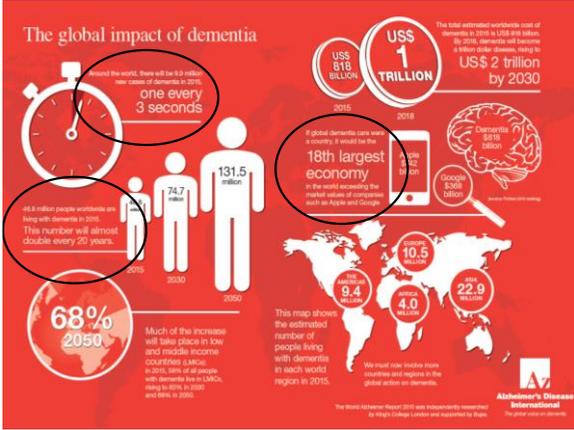


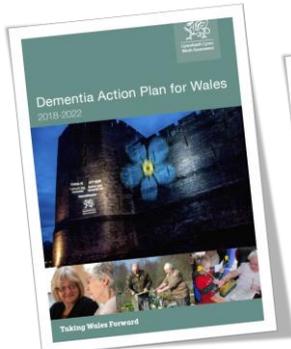
# Managing New Complexities in the Workplace



Karyn Davies



Source: Welsh Government National Dementia Vision for Wales 2015 / Alzheimer's Society: The Hidden Cost of Dementia in Wales Report



<https://gov.wales/docs/tfhs/publications/180214dementiaen.pdf>

NPI15011

**Statistics show that an increase in the statutory retirement age in the UK will mean that many more people will develop a dementia while still in employment**

... people who develop a dementia while still in employment do not always receive the 'reasonable adjustments' in the workplace to which they are entitled under the Equality Act (2010). Some of the participants felt that they were poorly treated by their workplace and described some distressing experiences. The study highlights the need for more effective specialized advice and support regarding employment issues and more research into the numbers of people in the UK that are affected by this issue.

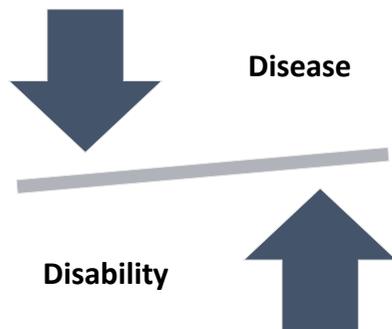
**Protected Characteristics**



Equality Act 2010



## How Dementia is viewed..





• In the last few decades, we have seen wheelchair users, blind people, deaf people & people with learning disabilities & other impairment groups unite to demand a better deal from Government & more acceptance from society.

• Disability is now seen not just as a health condition, but as a matter of equal opportunities & inclusion.

• But when it comes to dementia, we are still thinking in terms of disease & tragedy & passivity....

May 1999 May 2007  
© Programme Budget 2007 for Dementia without Walls

• In law, dementia is already covered by disability discrimination legislation. At the domestic level that means the Equality Act (2010) & at the international level the equivalent is the Convention on the Rights of Persons with Disabilities (2006).

• Both these laws talk about reasonable adaptations that can be made to ensure that people with dementia or other disabilities are included, not excluded



Employees who develop an illness or disability while in employment are entitled to protection under the **Equality Act (2010)** this entitles them to 'reasonable adjustments' in the workplace.

This could include a change of role, a reduction in hours and the provision of a support worker to assist them in their work.

The definition of what might be 'reasonable' remains largely untested and elusive but it is clear that the law is intended to be facilitatory and not in any way punitive yet evidence points to a mixed picture.

In the UK it is suggested that some people with a dementia who are dismissed from work and have not been offered 'reasonable adjustments' would be justified in bringing a case of wrongful dismissal against their employers.

.. However, the likelihood of people with a dementia, especially those who are newly diagnosed, emotionally vulnerable and not a member of a Trade Union bringing such a case is unlikely

## Dementia Friendly?

- Prohibited behaviour' (direct & indirect discrimination) is outlawed against a Protected characteristic
- ...'a disability can arise from a wide range of impairments which can be.. Progressive such as motor neurone disease, muscular dystrophy and forms of dementia'.
- This shifts the terrain of 'dementia-friendly' communities from being aspiration to legal obligation in England and Wales.
- **..Maybe dementia supportive or dementia inclusive**
- It is clear that this is a growing and imminent problem augmented by the removal of the statutory retirement age in 2012



- Employers must be prepared to support the 42,325 people aged under 65 with dementia, many of whom continue to work following diagnosis (Alzheimer's Society, 2014) and the 27% carers who continue to work after a diagnosis of dementia (CEBR, 2014).
- **The Equality Act (2010)** requires employers to avoid discrimination and make reasonable adjustments to ensure people with dementia are not disadvantaged in the workplace. Employers are also obliged to consider requests for flexible working from carers under the **Flexible Working Regulations (2006)**.
- Employers should provide appropriate support throughout the journey of a person with dementia. As the condition advances, employees will require information, advice and guidance about finishing work. The same support should be provided to people with dementia and carers who do not want to continue to work following a diagnosis

50,000 carers will have quit their job due to caring responsibilities- a further 66,000 will have to make adjustments at work. But businesses are showing signs of a shift in willingness to make society/employment more dementia friendly:

Most businesses have already provided or would consider providing a range of support to carers of a person with dementia. A total of 87% of business surveyed have or would consider letting carers work flexible hours

More than half of businesses would consider providing a range of support to carers such as flexible working hours (63%), extended leave (61%), working from different locations (53%) and counselling and support (51%)

Around 18% would consider paying for respite care

The average person diagnosed with dementia has been in their current job for at least 9 years. The relatively rapid progression of the disease from diagnosis means that it is inevitable that many individuals affected while still working will have to retire at some point, however with support from employers they may be able to keep working for longer.

## Carers

Carers spend 28 hours a week on average caring for someone with dementia

Most (51%) are also working; these employed carers spend an average 18 hours a week caring on top of their jobs

Over a quarter (27%) of businesses surveyed have employed someone who needed to make adjustments to their working patterns in order to care for someone living with dementia

The hours lost due to carer commitments equates to £1.6bn to English businesses each year

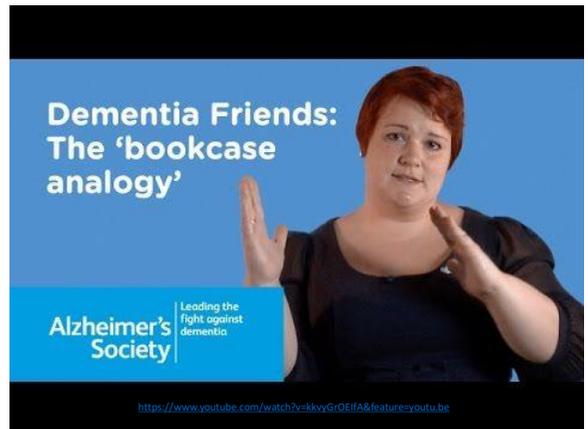
Centre for Economics and Business Research (April 2014). Cost of dementia to English businesses: A study into the costs to business from time taken to care, workforce skills and knowledge lost and consumer spending at risk through a lack of understanding of dementia.



You will now watch a short film clip followed by a short activity followed by a further short clip

<https://www.dementiafriends.org.uk/>

1	Dementia is not	A	turning understanding into action
2	Dementia is caused	B	a natural part of ageing
3	One common type of dementia is	C	can still communicate effectively
4	Dementia is progressive which means	D	the symptoms will gradually get worse
5	Alzheimer's disease usually starts	E	people's perception
6	Dementia is not just about	F	the dementia
7	Dementia can also affect	G	has dementia at any one time
8	People with dementia	H	live well with dementia
9	One in 14 people over 65	I	by diseases of the brain
10	It is possible to	J	Alzheimer's disease
11	There's more to the person than	K	by affecting people's short term memory
12	Dementia Friends is about	L	losing your memory



### 5 Key Messages



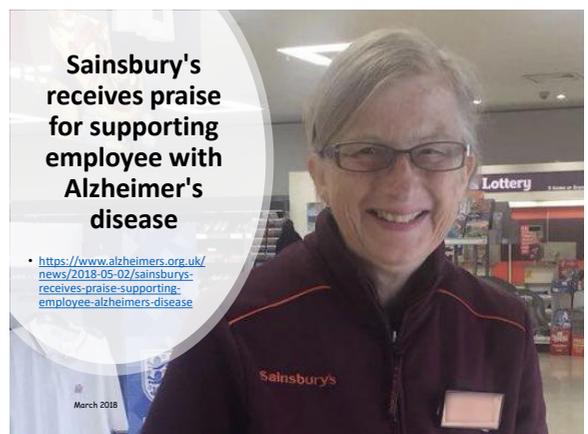
Dementia is not a natural part of aging

Dementia is caused by diseases of the brain

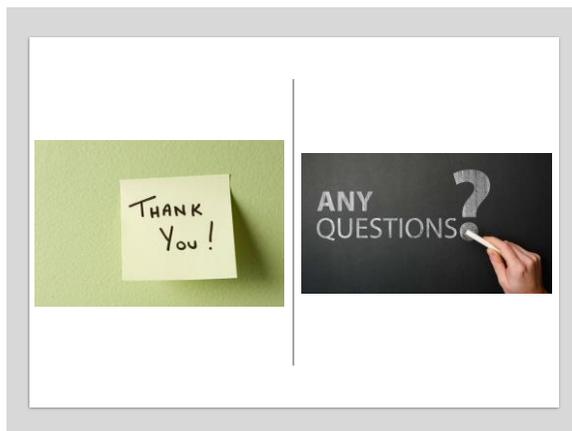
Dementia is not just about losing your memory

It is possible to live well with dementia

There is more to the person than the dementia



[http://www.telegraph.co.uk/news/2017/05/15/nurses-dementia-should-allowed-keep-jobs-says-royal-college/?utm\\_content=buffer680d4&utm\\_medium=social&utm\\_source=twitter.com&utm\\_campaign=buffer](http://www.telegraph.co.uk/news/2017/05/15/nurses-dementia-should-allowed-keep-jobs-says-royal-college/?utm_content=buffer680d4&utm_medium=social&utm_source=twitter.com&utm_campaign=buffer)



## Useful References/Further information

- Alzheimer's Society (2014) Dementia UK: second edition
- Alzheimer's Society (2013) Dementia 2013: The hidden voice of loneliness
- Alzheimer's Society (2012) Dementia 2012: A national challenge
- Alzheimer's Society's Support. Stay. Save. (2011)
- Carers UK and Employers for Carers (2013) Supporting working carers: The benefits to families, business and economy
- Carers UK (2013) State of Care report 2013
- Centre for Economics and Business Research (April 2014) Cost of dementia to English businesses: A study into the costs to business from time taken to care, workforce skills and knowledge lost and consumer spending at risk through a lack of understanding of dementia.
- Chaplin R, Davidson I (2016) What are the experiences of people with dementia in employment. Dementia Vol 15(2) pp147-161.
- Department for Work and Pensions (2014), Disability Confident promotional material (<https://www.gov.uk/government/publications/the-disability-confident-campaign>)
- Department of Work and Pensions Select Committee (2014) Access to work inquiry
- Employers for Carers (2014) Supporting carers who are caring for someone with dementia
- Rahman S (2015) Living better with dementia- Good practice and innovation for the future. Jessica Kingsley Publishers. London.