

The Employers' Pledge



Did you know?

Arthritis is the leading cause of physical disability in the UK, affecting people of all ages. There are nine million people in the UK with arthritis – around 1 in 6 people – and a large proportion are of working age.

It is an often invisible condition which affects everyone differently and can fluctuate significantly.

Chronic pain is the most common symptom of arthritis. Chronic pain can be debilitating, and has a severe impact on a person's ability to work and to live a full and productive life.

With the right support from employers and treatment from health professionals, the impact of pain, and other symptoms of arthritis, can be minimised significantly.

The absence of such support carries a huge cost not only to individuals, but also to the UK economy and businesses, estimated at £7 billion in 2007.

I/we pledge to help make a positive difference to the lives of people with arthritis at work.

Seven simple and effective ways you can start making a difference:

1. Arthritis affects people in different ways: find out how arthritis affects your individual employees, in order to determine what support they need.
2. Where possible, provide flexible working arrangements – e.g. flexible hours, working from home – for people whose arthritis may affect their ability to work regular hours.
3. Provide physical adjustments to the workplace that can help reduce the impact of a person's arthritis.
4. Be proactive in offering information on support and Government schemes such as Access to Work and ensure that this support is being accessed.
5. Accommodate the time needed during working hours for rehabilitation, assessment or treatment via disability leave, where possible.

6. Wherever possible, provide occupational health services for your staff directly, or work with local work-based health services to ensure that people with arthritis receive the support they need.
7. Refer employees with arthritis to voluntary organisations which are able to provide support services for them.

I/we pledge to help make a positive difference to the lives of people with arthritis at work.

Signed: _____

Name (print): _____

Position: _____

On behalf of: _____
(employer)

Post code: _____

Date: _____

Email (optional): _____

Find out more: visit www.arthritiscare.org.uk/employersinformation