Ill health and adjustments

Explain the impact and ask for practical changes.

1 Keep communication clear

Follow the sickness-reporting process and check evidence requirements. Tell the employer how your health affects work and what contact is manageable. Keep fit notes, relevant correspondence and any occupational-health recommendations.

2 Ask for adjustments

If a condition may meet the legal disability definition, discuss changes that could remove substantial disadvantage. Examples include adjusted hours, equipment, breaks or a phased return. Explain the problem and proposed solution; what is reasonable depends on the circumstances.

3 Review the response

Ask for a written decision, reasons and a review date. Check sick-pay arrangements and any proposed capability process separately. Medical evidence can inform the discussion, but health information should be shared only with people who need it. Seek advice if adjustments are refused or dismissal is proposed.

Remember
A fit note does not itself decide whether you are legally disabled or guarantee a particular adjustment. Avoid resigning under pressure without advice.

Protect your deadline. Internal procedures and Centre enquiries do not pause tribunal time limits. Rules depend on the event date and claim. Check current Acas guidance promptly; some urgent claims have much shorter limits.

Acas: reasonable adjustments

Acas: sick leave

Acas: current tribunal time limits