



MOORE THAN ARTHRITIS | DETAILED GUIDE

The Employee's Guide to Arthritis at Work

Understand your options, prepare conversations and protect sustainable work.



WORKPLACE INCLUSION Practical, respectful and evidence-informed guidance for sustainable work.

Supporting People | Raising Awareness | Building Community | Living Beyond the Diagnosis

Stronger together. Beyond limits.

General workplace information - not individual medical or legal advice | Version 1.0 | August 2026



The Employee's Guide to Arthritis at Work

Understand your options, prepare conversations and protect sustainable work.

KEY MESSAGE The strongest workplace plan connects your functional experience with specific barriers, practical options and regular review.

Know your pattern Identify tasks, timing and recovery effects.	Prepare disclosure Choose what is relevant to share.	Request support Use informal or written routes as appropriate.
Consider adjustments Explore task, time, place, equipment and access.	Use specialist input Occupational health or Access to Work may help.	Keep records Retain requests, decisions and reviews.

Scope This resource offers general workplace information. It cannot determine whether a person is legally disabled or what is reasonable in a specific case.



What can make workplace inclusion harder

Look beyond diagnosis labels to the interaction between the person, the role, the environment and workplace systems.

Delayed conversation Support begins only after crisis or long absence.	Diagnosis focus The functional barrier remains unexplained.	Self-blame Changing capacity is treated as personal failure.
Unclear policies The employee does not know who to contact.	One adjustment Alternatives are not explored if the first idea fails.	No escalation Problems continue without advice.

AVOID ASSUMPTIONS Individual experience, role demands and effective support vary.



Actions that may reduce disadvantage

Use a person-centred discussion and competent advice where needed. Adjustments should be effective, proportionate and reviewable.

Map the role List physical, cognitive, travel and environmental demands.	Rank barriers Choose the most significant two or three.	Prepare evidence Use a brief diary, fit note or relevant professional advice.
Make a clear request State the change and expected benefit.	Agree review Use a trial when the outcome is uncertain.	Seek advice Use Acas, a union or independent support when needed.

Confidentiality Agree what information may be shared, with whom and for what practical purpose. Health information requires particular protection.



From first conversation to review

A consistent process improves trust, accountability and the chance that support works in practice.

1. Understand the work impact
2. Choose the disclosure and contact route
3. Prepare a specific request
4. Discuss options and responsibilities
5. Trial and review adjustments
6. Escalate concerns appropriately

Questions for the conversation

- What work outcome matters most?
- Which task, practice or environment creates the barrier?
- What has helped or made things harder before?
- Which options should be tried or assessed?
- Who will act, by when, and when will we review?

Keep it practical Record the decision, reason, action owner, target date, confidentiality agreement and review point.



Use this page to prepare or record action

Complete only the fields that are relevant. Keep personal health information secure and share it only through appropriate routes.

1. My role priorities are:

2. My main barriers are:

3. Relevant information I will share is:

4. Adjustment options are:

5. Evidence or advice available is:

6. Review/escalation route is:

Action record Decision: _____ Owner: _____ Target date:

Review date: _____ Measure of success:



Use the right route for the issue

Workplace inclusion can involve equality law, employment rights, health and safety, data protection, HR policy and medical care. One conversation may not resolve every part.

Important This guide is general information, not medical or legal advice. Deadlines can apply to employment claims, so obtain timely independent advice.

Appropriate next steps may include

- Review the adjustment or work plan with the employee and manager
- Use HR, occupational health, health and safety or Access to Work where appropriate
- Seek medical advice for new, severe or worsening health symptoms
- Use a union, Acas, Citizens Advice or independent legal advice for employment concerns
- Call 999 for a life-threatening emergency or use NHS 111 for urgent medical help that is not an emergency

Jurisdiction Equality Act 2010 information in this resource applies to England, Scotland and Wales. Northern Ireland has separate disability-discrimination legislation and support routes.



Trusted workplace information

Use current primary guidance and obtain professional advice for the facts of an individual case.

[1] **GOV.UK - Disability rights: employment.** Protection across recruitment and employment. [Open source](#)

[2] **GOV.UK - Reasonable adjustments.** Duties and practical examples for disabled workers. [Open source](#)

[3] **Acas - Reasonable adjustments.** Making, discussing, recording and reviewing adjustments. [Open source](#)

[4] **GOV.UK - Access to Work.** Support with additional disability-related work costs. [Open source](#)

[5] **GOV.UK - Fit note guidance for employers.** Using fit-note advice in work discussions. [Open source](#)

[6] **Acas - Supporting disabled people at work.** Inclusive conversations, language and confidentiality. [Open source](#)

Evidence checked: 21 August 2026. Review sooner if UK employment, equality, health or data-protection guidance changes.

Related Moore Than Arthritis workplace resources

- Talking to Your Employer About Arthritis
- Reasonable Adjustments in Practice
- Managing Pain, Fatigue and Flare-Ups at Work
- Line Manager Support Toolkit
- Workplace Accessibility Self-Assessment Toolkit

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Disclaimer This resource provides general educational information and is not medical, occupational-health, employment or legal advice. Moore Than Arthritis does not determine disability status, employment rights or the reasonableness of an adjustment. Obtain advice from an appropriately qualified professional about individual circumstances.

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