Simplifying & Democratising Workplace Adjustments

Graeme K Whippy MBE
Disability Consultant
UK

ILO Forum on Reasonable Adjustments in the Workplace

22nd Feb 12:40-14:40
Graeme K Whippy

- Historically an IT professional
- IT Accessibility pioneer in the early 00s
- Whole-business approach to disability in employment
- Expert in Workplace Adjustments
- 16 years in financial services
- Currently working mainly in Media/TV

© Graeme K Whippy
Shifting attitudes

Reasonable Adjustments

Proof of disability **NOT NEEDED**

Not trusted **NOT TO PLAY THE SYSTEM**
The old way

- Multiple entry points
- Multiple stakeholders
- Diffused responsibility
- Lots of back & forth
- Everything has to be approved each time
- Line manager has to drive process & pay
The new way

I need adjustments

- Employee is empowered and trusted
- Effort and cost burden removed from manager

Are your needs basic?
- Use self-service catalogue

Do you have a health condition?
- Refer to Occupational Health

Do you have a disability?
- Refer to Disability Specialist
- Conduct assessment (if needed)
- Organise adjustments
- Issue passport

Employee is empowered and trusted
Effort and cost burden removed from manager
The benefit of a clear policy

• What is a ‘disability’?
• What are workplace adjustments?
• What is “reasonable”?
• Who do we make adjustments for?
• Who is responsible for making adjustments?
• Who pays for adjustments?
Graeme K Whippy MBE
Disability Consultant

graemekwhippy@gmail.com
graemekwhippy.com
@graemekwhippy
www.linkedin.com/in/graemekwhippy