



## MAINTAIN

Chronic illness is generally *not* effecting an employee's overall work ability but some adjustments are required to support adaptation to their changed circumstances.

Supports include:

- flexible working (e.g. hybrid/remote working, altered start times, compressed hours)
- ergonomic adjustments



## ACCOMMODATE

Chronic illness *is* affecting an employee's ability to work to their previous levels of functionality; the employee accepts that this is likely to remain the case in the longer term.

Supports include:

- part-time work/reduced work hours
- reduced workload
- workflow delegation
- extended leave

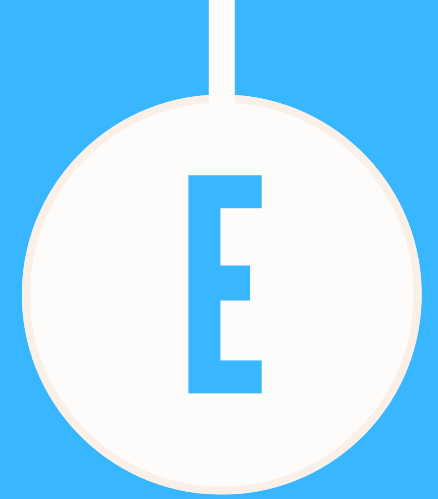


## DEVELOP

An employee is at the early stages of processing the impact of chronic illness on their work capacity and career; they may be feeling isolated and unsure of where to get support.

Supports include:

- coaching (chronic illness and career management)
- mentorship
- employee resource groups
- OT referral



## ENABLE

An employee is returning to previous levels of work functionality after an extended absence; they may be experiencing low-confidence as they reassess their mental, physical and emotional capacities.

Supports include:

- redesigned job role
- lateral organisational movement
- regular supervision