

Managing Ill-Health and Disability

ONS figures show that after a “pandemic affected” record low for sickness absence rates in 2020, the most recent figures for 2021 showed sickness absences were at their highest rates since 2010. An estimated 149.3 million working days were lost because of sickness or injury in the UK. With poor mental health on the rise, a strong grasp of the law in respect of disability discrimination has never been more vital.

This course looks at how to lawfully manage situations involving short- and long-term sickness absence in a way that takes account of employer’s duties towards staff well-being and in particular towards disabled staff.

Course Content

- Understanding the definition of disability in the Equality Act 2010 and why this matters
- A detailed look at disability discrimination (discrimination arising from disability and the duty to make reasonable adjustments)
- How to manage a sickness absence procedure fairly: a focus on occupational health assessments and other medical reports
- Understanding types of adjustments which may be relevant to the sickness absence process
- What is a fair ill-health capability dismissal?
- A look at case studies created using our teams many experiences of advising in this area

Course Details

Course duration	½ day
Max delegates	12

For prices and dates please get in touch:

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