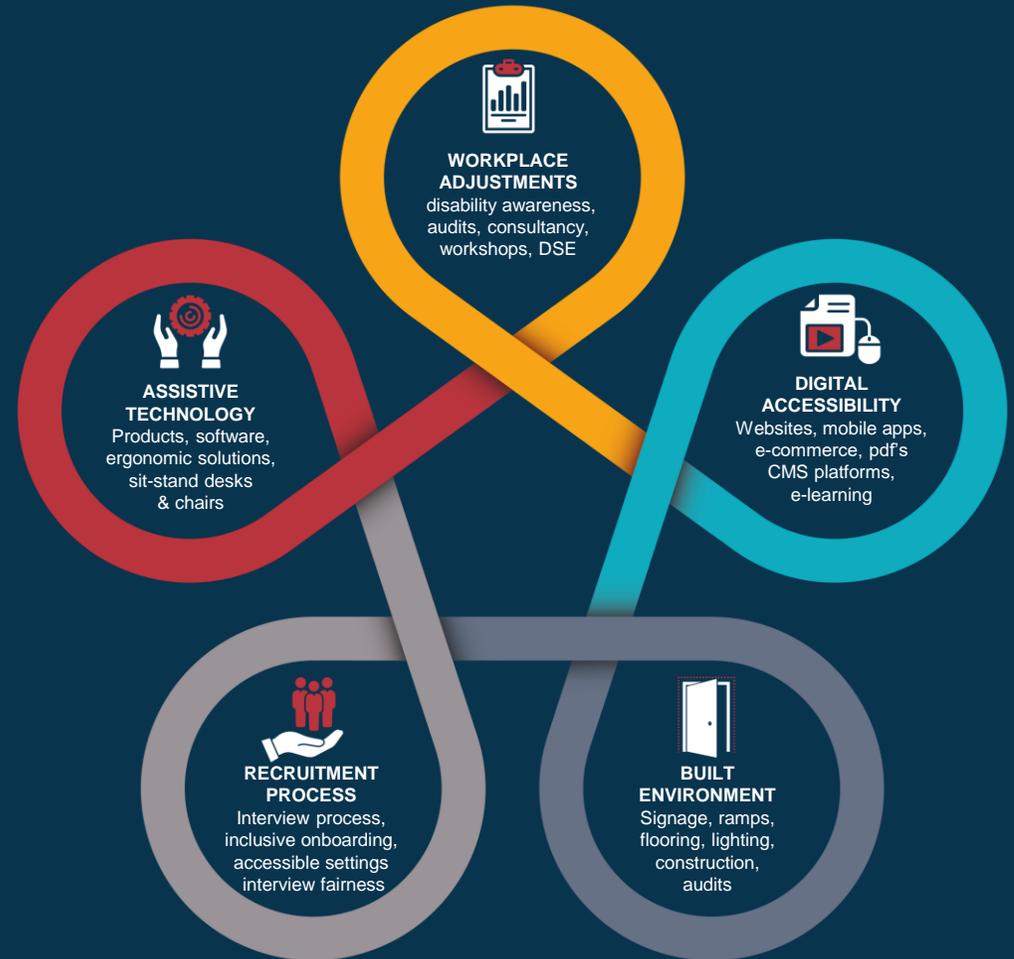


# Adjustments

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## Microlink PC

- Started in 1992
- Work with Local Councils and their Directorates
- Understanding of what works for colleagues
- Resourcing of support workers with Ingeus

## Did you know?

- Over a 3-year period around 20% of your colleagues will tell you they need support
- Another or possibly overlapping, group of colleagues will have some form of neurodiversity, this doesn't usually involve sick leave as its not an illness but means your adjustments need to be available.
- Mental health. Hearing and visual impairments as well as arthritis have roughly the same % and absence days
- MSK by far the biggest group so ergonomics are important

## Most common assistive technology

- Dragon
- Read and write
- Mind mapping tools
- Need for non cloud based solutions
- Sensory readable, the right solution?
- Group and global licensing the way forward?

## Simple solutions

- Create a sensory grab bag, so something that could be loaned out to check it removes barriers
- Training IT teams on the accessibility features to role out to colleagues, saves time and money
- Things like new wearable kit such as Lexilens, xrai etc
- ERG, do you have them
- Coaching, co-coaching and coping strategies
- Product demonstrations
- Consider the built environment

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THANK YOU

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