

# Reasonable Adjustments

at Lower Murray Water



## WHAT ARE REASONABLE ADJUSTMENTS

Reasonable adjustments are any form of assistance or adjustment that is necessary, possible and reasonable to reduce or eliminate barriers at work caused by injury, ill health or disability.

## WHY ARE REASONABLE ADJUSTMENTS MADE

- preventing deterioration of health and allowing employees with health problems to stay at work
- enabling employees to stay at work or return to work after injury
- assisting people with a disability to enter and stay in the workplace

01



### Physical adjustments

Modifying the worksite/workstation to make it accessible, changing the workspace, providing additional equipment or tools.

02



### Work arrangements

Adjustments to work hours or duties such as part-time work, starting and finishing later, working from home and access to work remotely, assistance in managing work load

03



### Adjustments to a job

Modifying duties, adjusting work methods, providing additional training, modifying work patterns.

04



### Technological assistance

Providing new or modifying existing equipment and tools, for example, speech-recognition software

05



### Attitudes of colleagues

- Influencing the attitudes of colleagues so they understand the reasons for providing adjustments and are able to support them.
- Providing information on how reasonable adjustments can support everyone within a workplace to be healthy, safe and productive at work.

## TIPS FOR ASKING FOR REASONABLE ADJUSTMENTS MADE



Ask the People Team for advice on how to approach the topic with your leader



Be honest with your leader about how they can best support you



Trust that your leader will remain confidential and respectful of your request