

REASONABLE ADJUSTMENTS KNOW YOUR RIGHTS

(Northern Ireland)

WHAT DOES
THIS MEAN
FOR ME?

I WORK IN NORTHERN
IRELAND, WHAT DO
I NEED TO KNOW?

The Reasonable Adjustment Duty and The Disability Discrimination Act

In responding to employers' queries, we stress the need for the employer to talk initially to the disabled person about the adjustments they require, after all, it is the disabled person who is managing their disability and may have been doing so for some time.

The Disability Discrimination Act (DDA) requires that employers introduce reasonable adjustments in respect of applicants and employees who are disabled.

This is with a view to ensuring that disabled people are not disadvantaged and enjoy equality of opportunity in employment. There are a number of factors that employers should consider when determining what is a reasonable adjustment.

Is it a one fits all approach?

No: Reasonable adjustments are specific to an individual person. They can be for physical or mental health conditions. They can cover any area of work.

What rights do I have in law?

- Employers must make reasonable adjustments by law.
- Assessing and balancing these factors will call for the employer to exercise his or her judgment.
- It will not necessarily be easy, but it may be made easier by taking these steps:
 - Consult the disabled person about his or her needs.
 - Obtain expert advice, where appropriate.
 - Refer to the guidance given in the DDA Code of Practice issued by the Equality Commission.


The communications union

Equality Commission for Northern Ireland:

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Discrimination Through Association

Reasonable adjustments are also possible in the context of discrimination through association and if you want more information speak to your Branch Secretary.

Access to Work (NI)

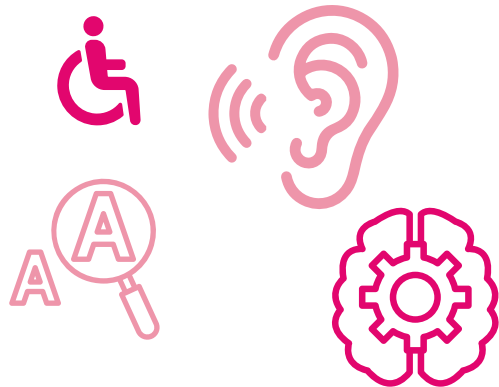
- Access to Work CAN help towards the process of getting reasonable adjustments but the process can be quite complex so individuals should seek advice from their respective Branches.

This includes:

- Standard Equipment.
- Standard business costs.
- Standard Health & Safety requirements.
- Access to Work (NI) does not provide medical aids that you use or wear outside of work to improve your disability, illness, or medical condition.

Access to Work (NI)

- Communication support for deaf people or people who have a hearing impairment and need a communicator in the workplace or at interview.
- Provision of special aids and equipment to suit particular work needs arising from disability.
- Adaptations to premises and equipment in the workplace to help an employee with disabilities.
- Support if practical help is needed because of a disability, either at work or getting to and from work.
- Support when a person with a disability incurs extra costs in travelling to and from work because of disability.
- Support to assist employers where other additional costs arise because of disability – for example, extra “in – work” travel costs, or provision of disability.



Is there any extra help from the Government available to me?

- There could be extra support that you may be entitled to. By looking at the Check Benefits and Financial Support to see what support you can get.
- www.gov.uk//check-benefits-financial-support

What does the law say and what if the employer refuses? From The Equality Commission for Northern Ireland.

- The Equality Commission has responsibility for enforcing the Disability Discrimination Act 1995 (DDA), as amended, in Northern Ireland. It also has a legal duty to work towards the elimination of discrimination against disabled people, to promote the equalisation of opportunities for disabled people, and to keep under review the working of the Disability Discrimination Act 1995 (DDA).
- The DDA only protects people who meet its definition of disability.
- If your employer does not make the adjustments they have a duty to make, it could be discrimination. You might be able to complain or take them to an employment tribunal to get what you need.
- You must go through your companies' procedures that deals with discrimination. We strongly recommend you seek advice from your local CWU Branch.



Where can I get advice and support?

- Speak to a representative of your Branch .
- You can also email or phone the CWU Equality, Education and Development Department equality&education@cwu.org



Links

www.nibusinessinfo.co.uk/content/current-tribunal-and-arbitration-compensation-limits

www.nidirect.gov.uk/articles/employment-related-tribunals#toc-8

www.employmenttribunalsni.co.uk

www.cwu.org/ltb/ltb-156-25-supporting-vulnerable-workers-five-hse-easy-read-guides-launched

www.cwu.org/ltb/ltb-161-25-workplace-adjustments-and-health-passport-poster-campaign-and-attachments

www.cwu.org/ltb/ltb-353-21-royal-mail-group-introduction-of-whole-workplace-office-stress-risk-assessment-process-tool-and-updated-stress-toolkit-guidance-and-joint-statement

www.bt.com/content/dam/bt-plc/assets/documents/digital-impact-and-sustainability/our-approach/our-policies-and-reports/bt-group-wellbeing-report-2024.pdf

www.gov.uk/check-benefits-financial-support/y

www.equalityni.org/reasonableadjustments

www.nidirect.gov.uk/articles/access-work-ni-practical-help-work



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