

Living Caring Working

IMPROVING QUALITY OF LIFE FOR PEOPLE WITH A LIFE THREATENING ILLNESS,
THEIR FAMILIES, CARERS AND COMMUNITIES

RESOURCE 3 | Conversation with your employers and managers

Below is a list of topics you may wish to discuss with your employer or manager to help them understand what you are experiencing in living with your illness.

Remember that what and how much to wish to share with your manager or employer is your choice and your employer is obliged to maintain your confidentiality.

Your illness

1. Explain the nature of your illness and its likely progression.
2. Think about how the symptoms of your illness and the potential side effects of your treatments may impact on your ability to work and explain this to your employer.
3. Think about what aspects of your illness you give permission for your manager/employer to share with your work colleagues.

Working arrangements

4. Think about how much time attending doctors' appointments might take and how much time you may need to recover from treatments. Tell your employer or manager.
5. If you think it might be necessary, ask about your organisation's policies on:
 - part-time work
 - job sharing
 - working from home
 - flexible working hours/flexible rostering arrangements/swapping shifts
 - accruing time to take longer breaks to meet appointments
 - compressed working week
 - leave without pay
6. If you are in a physically demanding job and you think your illness may make it difficult for you to complete your tasks, you might consider asking about the possibility of moving to a less physically demanding position.

Raising these issues with your manager or employer may help you identify your options.

For more information, you might like to look at these documents

http://www.docep.wa.gov.au/lr/LabourRelations/Content/Work_Life_Balance/Work_and_Family/Pages/Creating%20Carer%20Frien.html

http://www.workandfamily.nsw.gov.au/resources/familyguide_febo3.pdf