



**SKANSKA**

Exercise: Appropriately match the reasonable adjustment to the candidate requirement

<p>A new job start has a hearing impairment, and lip reads to follow what is happening.</p>	<p>Meetings are chaired. Participants will raise their hands and speak one at a time.</p>
<p>An employee has a mobility impairment and requires easy access to the office.</p>	<p>Create designated car parking spaces, with close access to office entrance.</p>
<p>A worker has severe vertigo. Part of their duties are to occasionally go onto an open roof.</p>	<p>Arrange with co-workers to transfer the task away from the worker who is unable to complete this task. It could be an exchange of some duties.</p>
<p>A worker is required to travel long hours to their place of work, which causes fatigue arising from their disability.</p>	<p>A change in working hours to avoid the need to travel in rush hour.</p>



<p>A dyslexic employee is required to attend training to operate a particular piece of machinery.</p>	<p>Arrange a one to one training session where the employee is shown how to use the machine, and then given instruction in a written format.</p>
<p>A visually impaired colleague is unable to navigate the office due to clear glass partitions.</p>	<p>The office manager inserts coloured panels onto the clear doors.</p>
<p>A disabled worker has severe depression, and is unsure of a suitable reasonable adjustment.</p>	<p>Manager increases catch up meetings to every week to monitor the employee and check what adjustments are required. The manager also agrees that the employee can work from a designated quiet room when the open plan meetings is too much.</p>
<p>A wheel chair user requires access to files in the communal filing cupboard.</p>	<p>Lower relevant files to an appropriate height.</p>



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<p>An autistic employee is unable to perform at his best in the chaotic and 'ad-hoc' work environment.</p>	<p>The team manager arranges for a structured working day, in collaboration with the rest of the team. The manager must discuss with the employee first that they are ok to have this information shared.</p>