



Welcome to today's webinar:

Managing Fatigue at Work

Your Presenter is Annabelle Brodsky
Your Facilitator is Andrea Salmon

Housekeeping



Thanks for joining us for this webinar – welcome!

You will be able to:


- hear the presenter
- see the slides
- see the presenter

You do not need to have camera or microphone.

We cannot see you or hear you today, but our system tells us that you are online.

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Control Panel



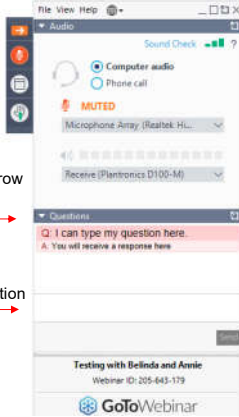
Control panel appears on the right of screen

If you are using a Mac, a tablet or an iPad, you need to look for the control icons across the top, side or bottom of your screen;

Click to minimize or maximise →


Click the down arrow on the Questions pane to open →

Type in your question and click send →




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Handouts




Handouts have been sent separately.
This contains a copy of the slides presented today and possibly other relevant reading material depending on the topic

The webinar will be recorded and will be available on our website: www.ms.org.au via the Webinar library



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Polls 

Polls are used throughout our client webinars as a way of making the webinars interactive.

To familiarise you with how they work I will run one now...

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Managing Fatigue at Work

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Acknowledgement



We acknowledge and pay respect to the traditional custodians past and present on whose lands we meet today.

We acknowledge the deep feelings of attachment and the relationship of Aboriginal people to country and respect the cultural authority of the elders in each community.

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Introduction to Presenter



Annabelle Brodsky is an Occupational Therapist who works with the MS Employment Support Service in Melbourne in the role of Employment Support Consultant.



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Outline



- **MS Fatigue – what is it?**
- **Fatigue management strategies**
 - Getting ready for work
 - Getting to work
 - At work
 - Creative rest breaks
 - Equipment & gadgets
 - Entitlements
- **Where to go for follow up?**



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MS Fatigue



MS Fatigue

- One of the most common symptoms of MS
- Approximately 80% of people with MS experience fatigue
- Can significantly interfere with a person's ability to work and function.



MS Primary Fatigue

- Lassitude fatigue
- Neuromuscular fatigue
- Cognitive fatigue

MS Secondary Fatigue

Eg. sleep disturbance, spasms, restless legs, mood, continence, temperature intolerance

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In the Drivers Seat



Are you self managing your MS from the drivers seat?

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Making Small Changes



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General Fatigue Management Strategies



- Fatigue assessment
- Planning and prioritisation
- Rest breaks
- Exercise
- Diet
- Sleep
- Energy conservation & Work simplification
- Communicate



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Getting Ready for work




- Plan tasks to maximise energy conservation
- For example:
 - Sitting down to get dressed
 - Showering the night before or cooler showers
 - Take time to have breakfast
 - Is your bathroom set up appropriately? Are there aids that could help?




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Getting to Work

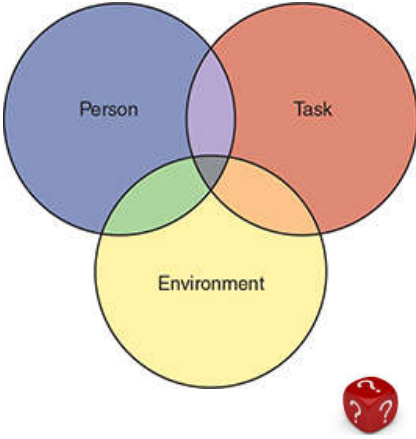



- Transport**
 - Public transport vs Driving
 - Community transport options
 - Taxis (Mob/Transport Allowance)
 - Shared ride services
 - Use carer to drive to work
- Parking**
 - Disability Parking Permit
 - Allocated car park at work
 - Different permits and schemes available in each state (check with state licensing body or your local council)
- Other**
 - Can you negotiate work hours to avoid peak times?
 - Can you work from home?



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At Work



- PERSON**
How can you change your personal practices across whole of life to maximise energy levels at work?
- TASK**
How can you modify the work task to make it less fatiguing?
- ENVIRONMENT**
How can you change or adapt your work environment to make it less fatiguing?

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Person

MS

How can you change your personal practices to maximise energy levels at work?

- Assess your own fatigue patterns and impacts
- Break **before** you fatigue to bank energy
- Plan your work days if you work part time
- Can you work shorter shifts across more days?
- Can you change your work hours to reduce your commute?
- Manage pain / continence to manage fatigue
- Manage mobility to manage fatigue
- Ensure adequate food and water intake throughout the day
- Consider impact of caffeine
- Consider when you take medication
- Discuss fatigue with your neurologist/GP
- Consider how alcohol consumption effects may carry over to a work day
- Sleep and exercise levels



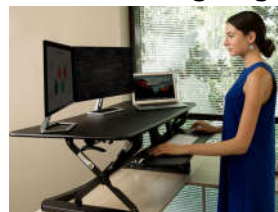
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Task

MS

How can you modify the work task to make it less fatiguing?

- Use of technology (eg. Dragon)
- Change processes/systems
- Alternate heavy and light tasks
- Alternate sitting/standing/walking tasks
- Complete a task analysis
- Performing tasks with a higher demand when you are least fatigued
- Balance activity with rest
- Schedule breaks between appointments
- Apps to help with organising your time e.g. Workflow
- Group tasks together to reduce walking



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Environment

MS

How can you modify the space around you to conserve energy?



- Lighting
- Make decisions to manage temperature
- Position of workstation – eg. proximity to bathrooms, printer etc, distance from windows
- Think about amount of background noise and distractions
- Ergonomic set up – optimize your work environment
- Move frequently used items within easy reach e.g. a printer on your desk
- Education for colleagues can improve their understanding

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Creative Rest Breaks

MS

TAKING REGULAR BREAKS TO MANAGE MS FATIGUE CAN INCREASE YOUR WORK EFFICIENCY & PRODUCTIVITY

What type of quality rest break works for you?

- Quiet room
- Somewhere to lie down
- Headphones
- Apps for relaxation, meditation or mindfulness
- Walk mindfully between places
- Half fill your waterbottle so regular refill trips give cognitive breaks
- Set up pop up reminders in your calendar / phone to take breaks
- Lunch break walks



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Equipment and Gadgets



Can you use equipment to assist?

Energy saving equipment:

- Lightweight equipment / boots / tools
- Sit to stand desk
- Heating or cooling clothing
- Automate doors to assist with access

Technology

- Voice recognition software e.g. Dragon
- Smartpen
- Timing devices to prompt rest breaks
- Monitor / screen options e.g. size, anti glare
- Keyboard & mouse options



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Entitlements



Work specific

Reasonable adjustments by your employer
Workplace policies on flexible working arrangements
Leave entitlements
Job Access - Employment Assistance Fund (EAF)
Employee Assistance Program (EAP)
Superannuation Insurance – Income Protection



Personal

NDIS, Parking Permits, Mobility Allowance, Disability Support Pension,
Medical Cooling Concession / Essential Medical Equipment Payment,
Continence Aids Payment Scheme (CAPS- non-NDIS)

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MS Employment Support Service



MS Employment Support Service

- Available in: Melbourne, Geelong & Surf Coast, Sydney, Brisbane, Canberra, Hobart, Launceston, Perth.
- Information, education, support to individuals currently employed, where MS symptoms affecting work
- Job seekers
- Assessment (workplace, vocational, physical, cognitive)
- Assistance in managing symptoms
- Recommendations and assistance on modifications and equipment to work role and work site
- Advice and assistance on 'whole of life issues' impacting on employment
- Advocacy and links to other services

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Summary



THINK ABOUT WHAT SMALL CHANGES YOU CAN MAKE TO REDUCE THE IMPACT OF FATIGUE ON YOUR WORK

- Assess and monitor your specific fatigue levels and work demands
- Plan
- Prioritise
- Experiment with rest breaks
- Think outside the box



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Further information 

MS Education Sessions

- Managing Fatigue at Home
- Managing Fatigue in the Workplace
- Managing Fatigue When Out and About

MS Connect 1800 042 138
www.ms.org.au
msconnect@ms.org.au

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Questions 

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1800 042 138
msconnect@ms.org.au



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MS Connect



10 reasons to call us:

1. Up-to-date, evidence based information about multiple sclerosis
2. Expert advice on managing symptoms
3. Information about minimising the impact of multiple sclerosis
4. Support for people who are newly diagnosed
5. Information about treatment options
6. Education programs
7. Connections to other people living with multiple sclerosis
8. Referrals to appropriate services in your area
9. Extra support for you and your family
10. Respite options to give families short-term breaks




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Peer Support



- ❖ 1:1 Phone Support
- ❖ Face to Face groups
 - 2 in the ACT,
 - 9 in Tasmania,
 - 17 in NSW and
 - 40 in Vic
- ❖ Telegroups
 - Currently running 12 telegroups
- ❖ Facebook groups
 - 3 groups – for people living with MS
 - for carers
 - for young carers 0 – 25 years of age



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Get Your Act Together



- Online Tool – designed to help you better manage your multiple sclerosis symptoms
- Focuses on some of the common symptoms of MS – emotions, fatigue, continence, cognition, pain and heat sensitivity
- Designed for people living in the ACT but includes useful information for all people living with MS
- Complete the tool to receive a personalized report (listing services, resources, tips etc)

Visit www.ms.org.au and search **Get Your Act Together**

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Employment Support Services



The MS Employment Support Service (ESS) is the only MS specialist employment service for people living with multiple sclerosis in Australia that can help you succeed at work, whether that is staying in your current job or finding new employment.

MS Connect PH 1800 042 138

<https://youtu.be/G5eRBnYvkw0>



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NDISMS

The National Disability Services Scheme is a major social reform devised for people Under 65 years living with a disability to provide support and services.

- ❖ Ms.org.au has MS specific information
- ❖ Webinars and recordings
- ❖ Staff across all states to provide help accessing the NDIS
 - understand the eligibility requirements
 - understand the pathways to access the NDIS
 - prepare for a planning conversation
 - understand your current supports and any unmet need
 - develop your goals



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My Aged CareMS

My Aged Care is an Australian Government initiative, website and phone line to help you find about aged care services.

Available to people who are 65 years of age and over.

Why Contact My Aged Care?

- ✓ Information
- ✓ Assistance in mapping out your needs
- ✓ An assessment for further supports

Phone: 1800 200 422 Free call Australia wide

Website: <https://www.myagedcare.gov.au>

19/11/2019 MS Presentation Title Here Multiple Sclerosis Limited 32


Thank you



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Your feedback is important to us and will
be used to improve our services.

Thank you for your time.

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