



Welcome to tonight's Webinar
Working with MS

Your Presenters are:

Larney O'Sullivan, Employment Support Consultant

Kim Shaw, Maurice Blackburn Lawyers

Your Facilitator is: Belinda Saunders

Acknowledgement



We acknowledge and pay respect to the
Traditional Custodians past and present on
whose lands we communicate 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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Informed Choice



Part of this presentation has been prepared and is presented by an independent expert.

Individuals are encouraged to seek further advice regarding the relevance of the information presented for their situation.

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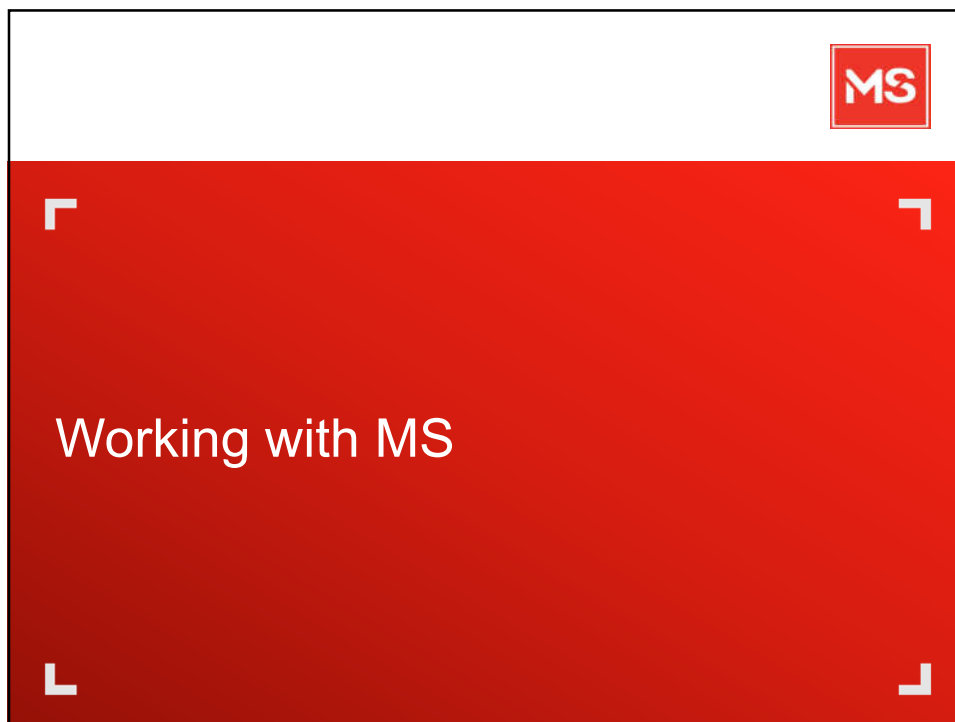
Introduction to Presenters




Larney O'Sullivan – Is an employment support consultant with MS who trained as an Occupational Therapist.

Kim Shaw – Is the Practice Group Leader and Maurice Blackburn and be presenting on the legal aspects of working with multiple sclerosis this evening.

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Aims – ESS



- Understanding of the pros and cons regarding disclosure
- Information regarding symptom management in the workplace
- Understanding of ESS services and supports

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Aims – Maurice Blackburn



Understand legal requirements regarding:
disclosure, discrimination, reasonable
adjustments, redundancy, unfair dismissal,
workers compensation, leaving work,
practical advice

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Benefits & Barriers



What are the benefits of working?

What do you see as the barriers to
continuing to work?



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MS in the Workforce



- Approximately 24,000 people in Australia have MS and over 2 million worldwide.
- 87% are working age
- People with MS who leave employment do so mainly because of the symptoms of the disease rather than because of workplace factors such as inflexibility of working conditions or being asked to leave. Reference Australian MS Longitudinal Study 2011

Managing Symptoms assists in Managing Work

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Staying at Work



Do not alter your working conditions, hours or consider leaving work before you have reviewed all options.



Call MS Connect 1800 042 138 to discuss

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Understand your Legal Rights



- Discrimination
- Privacy and Confidentiality
- Reasonable Adjustments

<https://www.fairwork.gov.au/>
[http://www.chronicillness.org.au/
workwelfarewills/](http://www.chronicillness.org.au/workwelfarewills/)

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What are you entitled to?



- Leave
 - Sick leave
 - Annual leave
 - Unpaid leave
- HR Policy
- Employment Contract
- Award
- Union



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Entitlements

Centrelink Allowances and Payments include:

- Mobility Allowance
- Sickness Allowance
- Disability Support Pension
- Essential Medical Equipment Payment*
- Carer Allowance


Government Entitlements

- National Disability Insurance Scheme (NDIS)
- Better Access to Mental Health Care Plan
- Chronic Disease Management Plan
- Medical Cooling Concession Vic / Medical Energy Rebate NSW *
- Parking Permits
- Taxi Subsidy Programs

* Concession card required

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Review Job Requirements


Can you perform the inherent requirements of your role? 

- **Physical requirements**
 - A builder needs to be able to climb ladders
- **Cognitive requirements**
 - A call centre operator needs to be able to multitask and communicate with clients

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Disclosure

It is a very personal choice whether to disclose in the workplace or not

Do I need to disclose? It depends... 

Pros

- e.g. receive support, debunk the myths, share experiences

Cons

- e.g. experiencing stigma, challenge presumptions, treated differently

Resources:
https://www.msaustralia.org.au/sites/default/files/MSA_GuideForEmployees.pdf

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Symptom Management

Consider the symptoms you experience and how they impact working?

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Symptoms Impacting Work – a case study



- Fatigue
- Cognitive function; Memory, attention, processing speed
- Mobility
- Visual Disturbance
- Bladder / Bowel Changes
- Temperature Sensitivity
- Depression



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Seeking Advice



- MS Connect **1800 042 138**
 - MS Employment Support Consultants
 - MS Employment Support Service
- Manager / Supervisor
- HR Department
- Union
- Fairwork Commission www.fwc.gov.au
- WorkWelfareWills www.chronicillness.org.au/workwelfarewills
- Superannuation Fund Advisors
- DHS Financial Information Service **132 300**
- Legal Advice –Lawyer or MS Connect



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MS Employment Support Service



- Information, education, support to individuals
 - Currently employed with concerns
 - 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




- Be Proactive and Plan Ahead
- Disclosure is your choice
- Make informed decisions not impulsive decisions
- Seek advice before making any changes



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Resources



- Presentation Handouts
- MS Connect: 1800 042 138
msconnect@ms.org.au
- <https://www.fairwork.gov.au/>

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Questions



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1800 042 138
msconnect@ms.org.au

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Stretch



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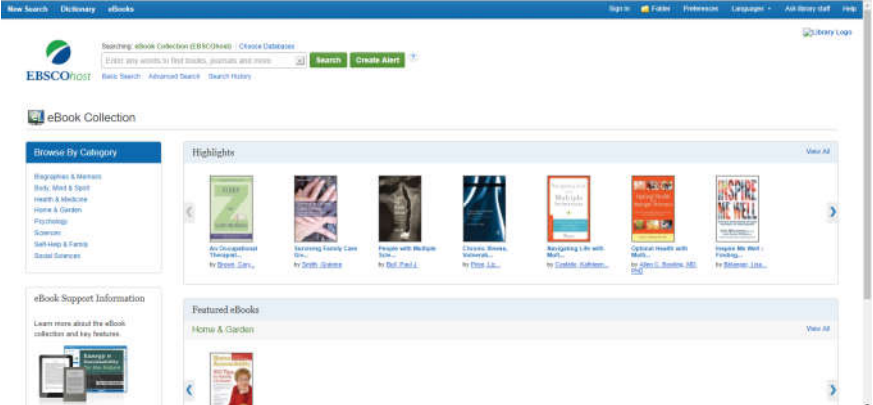
Legal Presentation



- The views presented are not necessarily the views of Multiple Sclerosis Limited
- Disclosure
- Discrimination
- Reasonable adjustments
- Redundancy
- Unfair dismissal
- Works comp
- Leaving work
- Practical advice

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Free E-books



**Contact MS Connect to obtain login details
1800 042 138**

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Get Your Act Together

- Online Tool – designed to help you better manage your multiple sclerosis symptoms
- Focuses on three common symptoms of MS – emotions, fatigue, and continence. There are **three more** symptoms coming soon!
- 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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The National Disability Insurance Scheme



A major change to the way disability supports and services are funded and delivered

- Available to people who are: under 65, satisfy residency requirements and are able to demonstrate that their disability substantially affects daily living
- Promoting choice, control and social and economic participation
- Providing a whole-of-life approach
- It is not means tested
- Providing reasonable and necessary supports and services
- Ensuring equity of access

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We can help you to



- 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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We are a 'Registered Provider' 

MS is a registered NDIS provider in NSW, ACT, Vic and Tas. MS is approved to provide:

- Preplanning prior to your conversations (All areas)
- Support Coordination/Connection – assistance to help make your plan active (All areas)
- Short term accommodation (Vic)
- Community Participation (NSW)
- Exercise physiology and personal training (NSW)
- Specialist Continence Assessment (NSW and Vic)
- Physiotherapy and Occupational Therapy (NSW and Vic)

Want to learn more?
Please call
MS Connect
1800 042 138

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MS Wellbeing 


MS Go for Gold Scholarships

MS Go for Gold Scholarships are open to people living with multiple sclerosis who wish to follow a dream. The scholarships can be used to achieve dreams from a number of topics, including education, travel, the arts, music, sport, employment and lifestyle. Each scholarship is up to \$3,000 in value (depending on the circumstances, see the [MS Go for Gold Application Form](#) for more information). Applications are open.

MS Financial Assistance program


MS Financial Assistance program provides one-off funds for those facing financial hardship. The funds can be used to purchase equipment or air conditioners to promote quality of life and help with health related matters

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Thank you 

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msconnect@ms.org.au

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be used to improve our services.

Thank you for your time.

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