Open letter from The Migraine Trust

Date

To whom it may concern

Support for migraine sufferers in the workplace

The Migraine Trust is the health and medical research charity for migraine in the United Kingdom. We fund research, provide evidence-based information, campaign for and support people affected by migraine.

Migraine is a complex neurological condition with a wide variety of symptoms. It is highly prevalent and can be extremely disabling. Migraine is ranked globally as the seventh most disabling disease among all diseases (responsible for 2.9% of all years of life lost to disability/YLDs) and the leading cause of disability among all neurological disorders (Steiner TJ et al JHP 2013).

Migraine can be classed as a disability under The Equality Act 2010. A person will be classed as disabled for the purposes of the Act if they meet the following criteria:
1. They have a physical or mental impairment
2. The impairment has a substantial and long term-adverse effect on their ability to perform normal day-to-day activities

Employers can make reasonable adjustments to ensure that migraine sufferers are not put at a substantial disadvantage in the workplace. Many of these adjustments are low cost and easy to implement e.g. flexible working, access to drinking water, redeployment, stress management and disregarding disability related sickness absence etc. Employers are recommended to consider the episodic nature of migraine in relation to sickness policy action ‘triggers’. Due to the episodic nature of migraine, sufferers may be more likely to take short periods of sickness absence rather than longer term sickness absence. An individual’s health professional will be able to provide information and advice based on the individual’s circumstances.

You can also find further information about how to support employees with migraine online at www.migrainetrust.org/employment-advocacy.

If you would like us to support you or provide further information please contact us on 020 7631 6973 or email advocacy@migrainetrust.org.

Yours faithfully,

Helen Dada
Advocacy Officer