

**Redundancy:** You can't be chosen for redundancy just because you have CGD. The selection process for redundancy must be fair and balanced for all employees.

Some employers may use sickness records to help them determine which members of staff to make redundant. If they choose to use sickness absence as a selection criterion for redundancy, then they should not count any absence linked to your disability.

For more information on employment rights, please visit:

- [www.gov.uk/rights-disabled-person](http://www.gov.uk/rights-disabled-person)
- [www.hse.gov.uk/sicknessabsence](http://www.hse.gov.uk/sicknessabsence)
- [www.gov.uk/redundant-your-rights](http://www.gov.uk/redundant-your-rights)
- [www.gov.uk/dismissal](http://www.gov.uk/dismissal)



## About the CGD Society

The Chronic Granulomatous Disorder Society (CGD Society) is the leading global charity dedicated to promoting an understanding of CGD and providing support to affected individuals and their families.

Our website [www.cgd-society.org](http://www.cgd-society.org) provides medical information and practical advice on living with CGD. It is free to become a member of the CGD Society. Please go to [www.cgd-society.org/register](http://www.cgd-society.org/register).

If we can be of any help, please contact us at [hello@cgd-society.org](mailto:hello@cgd-society.org) or on 0800 987 8988, where you can leave a message.

Our charity is reliant on voluntary donations. To make a donation, please go to [www.cgd-society.org/donate](http://www.cgd-society.org/donate).



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## Your Employment Rights

[hello@cgd-society.org](mailto:hello@cgd-society.org)  
0800 987 8988  
[www.cgd-society.org](http://www.cgd-society.org)

This leaflet gives information about your employment rights when you have CGD.

If you have chronic granulomatous disorder (CGD) then you are automatically covered by the definition of disability in the Equality Act 2010. It is against the law for employers to discriminate against you (directly or indirectly) because of a disability in areas such as recruitment, pay, redundancy and dismissal.

**Recruitment:** If you are not asked directly (e.g. on an application form) and you would prefer not to tell your employer about your CGD, then that is totally up to you. However, if you think you might need reasonable adjustments to be made or some support with attending medical appointments, then it is often best to be open and honest with your employer.

If your employer asks you directly, either at the application stage or afterwards, then you need to be open and honest about your condition and its potential impact on your work and/or attendance. Your employer cannot discriminate against you for having a health condition/disability, but may need to know so that they can consider any reasonable adjustments you may need.

**Medical examinations:** Some jobs may require you to have a routine medical after a formal offer of employment. Don't be concerned about this. Your employer should work with you to ensure **reasonable adjustments** are made for you in your future role. Your employer should do this on a case-by-case basis.

### **What are reasonable adjustments?**

Reasonable adjustments are changes made to avoid you being put at a disadvantage compared with non-disabled people in the workplace. The key word is 'reasonable', so the following adjustments may be made depending on your role in the company.

- Changing your working hours to fit around your treatment
- Helping with transport to and from work
- Allowing you to have extra breaks during the working day (these may be paid or unpaid at your employer's discretion)
- Allowing you to work from home if this arrangement fits with your role for all or some of the week.

**Medical appointments:** People with CGD have no right to paid time off to attend medical appointments. However, being allowed the time off, whether it is paid or unpaid, is seen as a reasonable adjustment.

**Home therapy:** If you need home therapy and it occurs regularly during the working week, it is best to request a permanent change to your working hours. If, for circumstances beyond your control, you have to infuse during the working week and you can show that you are not able to infuse at any other time, then this ad-hoc request should be seen as a reasonable adjustment for your employer to make.

**Working from home:** If you are able to carry out your work to the same standard from home, then this may potentially be a reasonable adjustment for your employer to make. However, for many jobs this is not possible, so you may want to discuss other adjustments with your employer, such as reducing your hours or starting and leaving work early.

**Sickness absence:** If your employer is considering disciplinary action or even dismissal relating to the amount of absence you have taken, then you should remind them that any absence relating to your disability (medical condition) needs to be treated separately from other absence.

If your company's general policy is that after three episodes of absence you are given a written warning, then this should not normally apply in your case. This is because due to the nature of CGD, you are likely to have more sickness absence than average, and as this is caused by your disability, it should not be counted in the same way. An employer may be directly discriminating against you if they decide to dismiss you because of the amount of sickness absence you have taken owing to your disability.

