

PATIENTS & EMPLOYERS

FND and work — a practical overview

FND can affect work even when someone “looks fine” in a short meeting. Fluctuation, fatigue, cognitive fog, seizures and mobility changes all matter. This is general information — not employment law advice.

What employers often need to understand

- Symptoms can vary hour to hour; a good morning is not a full-capacity guarantee
- Cognitive load, screens, heat, travel and stress can increase symptoms
- Recovery after a flare may need quiet time, not “push through”
- Adjustments are about function and safety, not laziness

Adjustments people sometimes request

Hours & place

- Flexible start/finish or hybrid work
- Phased return after absence
- Reduced travel / remote meetings
- Predictable rest breaks

Environment & role

- Quiet workspace; lower sensory load
- Written instructions; extra processing time
- Temporary duty changes on flare days
- Parking closer to the entrance

Next steps to discuss with your GP / clinician

- Fit note wording that reflects fluctuation if appropriate
- Whether occupational health referral would help
- Access to Work in Great Britain, or the separate Northern Ireland scheme, where eligible
- Evidence for workplace adjustments (function-focused, not only diagnosis name)

Safety first

If your role involves driving, heights, machinery or lone working, discuss safety with your clinician and employer. Do not ignore new or severe symptoms at work — seek urgent care when needed.

Continue overleaf for practical next steps, a personal plan and sources →

WORK · NEXT STEPS

Make an adjustment request concrete

Describe the task that is difficult, the change you propose and how it could help. For example: 'After a long commute I struggle to concentrate; could we trial a later start?' Agree who will put the change in place and a review date. Keep a copy of the agreed plan.

Fit notes and practical support

A fit note can support a discussion about what you may be able to do with changes. Access to Work may offer eligible people support beyond workplace adjustments; it does not replace the employer's responsibilities. The GOV.UK scheme covers Great Britain, with a separate scheme in Northern Ireland.

Disclosure and safety

You can focus on functional impact rather than sharing your whole medical history. Discuss safety-critical tasks with your clinician and employer before attempting them. Acas explains adjustment duties in Great Britain; Northern Ireland has different legislation and advice routes. If a plan is not working, seek advice early and ask for a review.

My next steps — discuss with your care team

A work task and the change that could help

Who will review the adjustment and when

Sources and further reading

- Acas: reasonable adjustments at work (Great Britain)
www.acas.org.uk/reasonable-adjustments
- GOV.UK: Access to Work
www.gov.uk/access-to-work

More practical help: FND and work topic · Appointment prep · Benefits topic