

Chronic Illness, Pain & Fatigue

Chronic illness, pain and fatigue can affect much more than physical stamina. Concentration, memory, mood, sleep, mobility and recovery can also be affected.

Energy is a work resource

Consider how much energy is spent on commuting, sitting upright, concentrating, meetings and managing symptoms—not only the core task.

Pacing

Alternating demanding and lighter tasks, using planned breaks and reducing unnecessary travel may support more sustainable work.

Physical environment

Ergonomic equipment, accessible parking, sit-stand options, temperature control and workspace location may make a significant difference.

Flexible working

Where the role allows, flexible hours or home/hybrid working may reduce travel and create more control over symptom management.

Plan for flares

Agree what the employee can do when symptoms worsen and how they should communicate this without renegotiating support from scratch.

Avoid presenteeism pressure

Being physically present while significantly unwell may not be productive or sustainable. Focus on safe, effective participation.

Useful reflection

Which part of the working day costs the most energy, and can that demand be reduced, moved or supported?