



FACT SHEET

Work and MS in Queensland

March 2018

The majority of people with Multiple Sclerosis (MS) are working age at the time of diagnosis, with the average age of onset being late 20s to mid-30s. Employment is an important part of life. It can improve your quality of life, standard of living and provide greater feelings of self-worth and social inclusion. This article highlights information to assist you in the workplace when diagnosed, or if MS affects your ability to do your job.

Be Prepared!

The first point is simply to be prepared. Do not make decisions at a time of crisis or distress.

Equip yourself with:

- information about your workplace rights and responsibilities
- what support is available to you
- the terms and conditions of your employment contract
- your superannuation entitlements and
- any insurance cover you may hold

This information helps you make informed decisions.

Disclosure – Who do I tell and when?

The most common question people with MS ask is whether they should disclose their diagnosis of MS to their employer. Disclosure, the when and who to tell of your diagnosis, will depend upon a range of factors including:

- the nature of your position
- your workplace culture and industry
- your employment contract and
- your relationship with your employer –particularly your immediate manager
- how MS affects you individually and
- your ability to meet the inherent requirements of the position

Some people choose not to disclose in the workplace, as they are living well with MS. Others decide to wait and see how MS affects them and their position over time. Some feel it is important to disclose upon diagnosis. It is best to consider the options, as there are advantages and disadvantages for both disclosing and not disclosing.



MS Queensland

