

# KIDNEY DISEASE IS THE BIG TOPIC MANY EMPLOYERS ARE IGNORING

Around 10% of people in the UK currently have chronic kidney disease (CKD). That means one of your employees could currently be living with this challenging condition. Yet many patients are scared about sharing their diagnosis for fear of losing their job. Understanding how kidney disease affects people will help you give your employees the support they need and make your workplace more kidney aware.

## CAN PEOPLE WITH KIDNEY DISEASE WORK?

Depending on the severity and stage of their condition, people with CKD may still be able to work and continue to be highly productive. Many want to remain independent and continue working if possible.

### EMPLOYEES IN THE LATER STAGES OR WITH SEVERE CKD ARE LIKELY TO:

- **HAVE LOW ENERGY LEVELS AND GENERALLY FEEL ILL. THIS COULD IMPACT ON THEIR CONCENTRATION AND ABILITY TO DO EVERYDAY ACTIVITIES.**
- **NEED TIME OFF SICK DUE TO SYMPTOMS LIKE INSOMNIA, SICKNESS, ACHING BONES AND MUSCLE CRAMPS.**
- **NEED TIME OFF TO ATTEND HOSPITAL APPOINTMENTS OR UNDERGO DIALYSIS TREATMENTS. DIALYSIS MUST BE DONE MULTIPLE TIMES A WEEK FOR UP TO FOUR HOURS AT A TIME, LEADING TO MANY LATE NIGHTS AND, IN SOME CASES, HOURS SPENT TRAVELLING TO AND FROM HOSPITAL.**
- **SUFFER FROM MENTAL HEALTH CHALLENGES DUE TO THE SOCIAL, FINANCIAL AND PERSONAL PRESSURES CAUSED BY THE CONDITION.**
- **NEED TIME OFF TO UNDERGO AND RECOVER FROM TRANSPLANT SURGERY.**

## WHAT CAN EMPLOYERS DO TO HELP?

Kidney disease affects each person differently, so it's important that you talk directly with individual employees to ensure they get the specific support they need. This could include flexible working hours, adjusting job responsibilities or allowing them to work from home.

### STEPS YOU CAN TAKE TO BECOME A KIDNEY-AWARE EMPLOYER INCLUDE:

- **RUNNING RISK ASSESSMENTS AND ADJUSTING HR POLICIES TO HELP EMPLOYEES WITH CKD WORK AT THEIR BEST.**
- **KEEPING IN TOUCH WITH EMPLOYEES TO ENSURE THEY HAVE THE SUPPORT THEY NEED.**
- **RAISING AWARENESS OF THE CONDITION AMONGST MANAGERS AND TEAMS. THIS WILL HELP EMPLOYEES WITH CKD TO BE MORE OPEN ABOUT THEIR CONDITION AND MINIMISE MISUNDERSTANDINGS BETWEEN COLLEAGUES.**

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## DON'T IGNORE COLLEAGUES WITH KIDNEY DISEASE.

Kidney disease puts people under significant mental and physical pressures. Show kidney patients they're not alone this **World Kidney Day (10th March 2022)** by:

Printing off the reverse and putting it up in your workspace.  
Following us on social media [@worldkidneydayuk](https://twitter.com/worldkidneydayuk)  
Finding out more at [worldkidneyday.co.uk](https://worldkidneyday.co.uk)



# DID YOU KNOW THAT



**1 IN 10 PEOPLE  
WORLDWIDE HAVE CHRONIC  
KIDNEY DISEASE**

**THIS COULD INCLUDE YOU OR SOMEONE YOU KNOW**

**THAT MEANS YOUR LINE MANAGER, TEAM MEMBER OR NEW RECRUIT COULD LOOK OK ON THE OUTSIDE WHILE SUFFERING ON THE INSIDE FROM:**



**SYMPTOMS LIKE TIREDNESS, SICKNESS, ACHING BONES,  
FEELING VERY COLD, BODY CHILLS OR MUSCLE WEAKNESS.**



**MENTAL HEALTH PRESSURES SUCH AS FINANCIAL WORRIES,  
THE IMPACT OF TREATMENT AND CONCERNS FOR THE FUTURE.**



**GUILT ABOUT HAVING TO TAKE TIME OFF FOR APPOINTMENTS,  
DIALYSIS OR TRANSPLANT TREATMENTS.**



Without the support of my employers, I wouldn't have been able to spend the time I needed to deal with my mental health. I could schedule time off for my transplant, work from home when I needed to and had decent sick pay. When I'd lost everything else like my partner and my home, my job was still there

**DUNCAN, KIDNEY PATIENT, 48**

**IF YOU'RE  
INTERESTED IN  
LEARNING  
ABOUT KIDNEY  
DISEASE FOR  
YOURSELF OR  
ANYONE ELSE  
SCAN HERE OR  
GO TO:**



**WORLDKIDNEYDAY.CO.UK**



World Kidney Day is a joint initiative of



World Kidney Day in the UK is led by the Kidney Charities Together Group 0300 303 1100 | [info@worldkidneyday.co.uk](mailto:info@worldkidneyday.co.uk) | [worldkidneyday.co.uk](http://worldkidneyday.co.uk)

