

# Working Out MS

**Emma Rogan, Project Coordinator EMSP**

**With special guest**

**Antonella Cardone, Director, The Work  
Foundation**

**emsp**

*Emma Rogan, Spring Conference, Oslo, May 17<sup>th</sup> 2016*



EUROPEAN  
MULTIPLE SCLEROSIS  
PLATFORM

# EMSP Employment Projects

## Believe & Achieve

This project aims to provide young people with MS with opportunities to work in supportive environments, through partnerships with businesses across Europe.

### Action

- Support young people with MS to gain professional experience.
- Promote healthier and more inclusive workplaces.

### Employees

- Have their abilities and resilience properly recognised and rewarded.
- Receive support to fulfil their potential while becoming full contributors to society.

### Employers

- Become better adapted to the changing needs of the workforce by supporting greater diversity and inclusion.
- Demonstrate good business practice while being able to tap into new talent pool.

Working out MS in the Workplace:

## A Practical Toolkit for Employers



## Leaving the Path to Participation

This project aims to promote policy change and will support maximum participation of people with MS in the labour market in Europe.

### Action

- Implement Pact in employment policy and best practice.
- Support businesses to create solutions for people to stay in or return to work.
- Persuade policy-makers and national authorities to adapt policies for flexible working.

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**This is everyone's business-** diversity of opinion. More people focused on this, the better.

Work with member organisations and the MS community to **publicise projects**

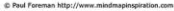
Spread the use the **Employment Pact and Toolkit to businesses. Focus on ABILITY &** on the specific considerations for successful employment of people with MS or other neurological conditions

Showcase the **business & societal benefits of tapping into talent** of enthusiastic, capable people

**Sustainability and future-proofing** business

Inspire **confidence & motivate by empowering people with MS.**

**Boost employability and** opportunities for young people diagnosed with MS. This means support, information, practical tools.



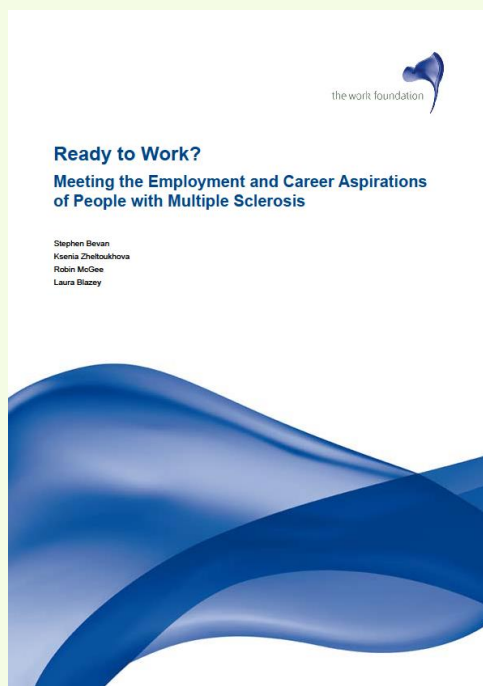
# Our Vision



**“Workability” (supporting people into employment) should become a priority outcome of the clinical care. This will lead to maximising work productivity, inclusiveness and therapeutic benefits for the patient.**



# The Research



**MULTIPLE SCLEROSIS (MS) IS A COMPLEX, FLUCTUATING NEUROLOGICAL CONDITION<sup>1</sup>**

**COMMON SYMPTOMS<sup>2</sup>**

- Spasms & stiffness
- Problems with balance, walking & dizziness
- Problems with speech
- Problems with vision
- COMORBIDITIES<sup>3</sup>
- Impaired cognition
- Insomnia & fatigue
- Depression

**Almost... 3 times more women are diagnosed with MS compared to men.**

**An estimated 100,000 people have MS in the UK.**

**482,000 days of MS related sickness absence are reported each year.<sup>4</sup>**

**The total indirect cost of MS to the UK is estimated to be £0.65 BILLION.**

**The total cost of MS, including direct healthcare expenditure and indirect costs, has been estimated to be £2.33 BILLION.<sup>5</sup>**

**EFFECTS ON ABILITY TO WORK AND QUALITY OF LIFE**

**The average number of sick days taken by employees with MS per year is 16.6.**

**The average employment rate for someone with mild MS is just 37%.**

**46% of individuals with MS retire early in the UK.<sup>6</sup>**

**On average, people with MS report a lower quality of life compared to the general population.<sup>7</sup>**

**47% of workers with MS report that it has an impact on their productivity.<sup>8</sup>**

**The average age of retirement for someone with MS is 42.**

**On average, people with MS report a lower quality of life compared to the general population.<sup>9</sup>**

1) The MS Society (2015). What is MS? Available at: <http://www.mssociety.org.uk/what-is-ms/> (last accessed 10/10/2015).  
2) Bevan, et al. (2011). Ready to work? Meeting the employment and career aspirations of people with multiple sclerosis. London: The Work Foundation.  
3) The Work Foundation (2015a). Data Appendix, Box, Table 1.6, for details of symptoms and estimations.  
4) Bevan, et al. (2012). Employment, productivity, and career aspirations: People with multiple sclerosis. Multiple Sclerosis Journal, 18(2), 7-15.  
5) Bevan, et al. (2015). Work productivity in multiple sclerosis: associations with disability, depression, fatigue, cognition, and health-related quality of life. Three in One, 10(2), 102-115.  
6) Bevan, et al. (2015). Employment, productivity, and career aspirations: People with multiple sclerosis. Multiple Sclerosis Journal, 21(1), 1-15.  
7) Bevan, et al. (2015). Employment, productivity, and career aspirations: People with multiple sclerosis. Multiple Sclerosis Journal, 21(1), 1-15.  
8) Bevan, et al. (2015). Employment, productivity, and career aspirations: People with multiple sclerosis. Multiple Sclerosis Journal, 21(1), 1-15.  
9) Bevan, et al. (2015). Employment, productivity, and career aspirations: People with multiple sclerosis. Multiple Sclerosis Journal, 21(1), 1-15.

**THE WORK FOUNDATION**  
PART OF LANCASTER UNIVERSITY

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The background of the slide is a soft-focus bokeh effect with numerous out-of-focus circles in various shades of pink, from light blush to deep magenta, creating a dreamy and elegant texture.

## **Interview with Antonella Cardone, The Work Foundation**

***Thank you.  
Any questions?***

**Contact me:**

- **EMSP:** emma.rogan@emsp.org
- **Twitter:** @emmadragon
- **<http://www.emsp.org>**

