



## Chronic UTI Global Support

[www.chronicutiglobalsupport.com](http://www.chronicutiglobalsupport.com)

### **Employer's Guide to Chronic Urinary Tract Infection**

This document aims to offer guidance to support employees coping with Chronic Urinary Tract Infection (UTI). With reasonable adjustments, most individuals can be assisted to continue working.

Symptoms of chronic UTI can fluctuate in severity, with sufferers experiencing varying levels of discomfort from day to day. Chronic UTI sufferers can be in constant or sudden discomfort combined with emotional distress and anxiety.

Unlike acute UTI episodes, which typically resolve within a few days with a short course of antibiotics, chronic UTI presents distinct challenges. The infection becomes embedded in the bladder wall, making treatment more challenging and more troublesome to treat.

Discussing chronic UTI can be distressing and embarrassing for sufferers, even with close contacts. If an employee approaches you about this condition, acknowledge their courage in seeking help.

#### **Symptoms of chronic UTI may include;**

- Urgent or frequent urination
- Pain/burning during & after urination
- Sleep disturbances
- Abdominal pain
- Fever
- Emotional distress
- Cognitive fog

At present, management of chronic UTI involves long term antibiotics and pain medication alone. Unfortunately, there's no fixed timeline for resolution, but many individuals continue working while managing their condition.

## **How can you help your employee?**

Supporting an employee with chronic UTI involves identifying problematic tasks, making reasonable adjustments, allowing time off for medical appointments, and planning for their return to work. Practical solutions may include home-working, ergonomic adjustments, location-based meetings, avoiding strenuous tasks, and providing easy access to restroom facilities.

If lifting and carrying tasks are problematic, consider pre-assigning these responsibilities to other colleagues to alleviate the need for constant assistance, thereby reducing workplace stress for the individual.

Be accommodating of their medical appointments, recognising that the condition may flare up unexpectedly and necessitate additional time off.

Upon their return to work following an absence, collaborate on a tailored plan, which could involve options such as telecommuting, a gradual phased return, or revisiting their role responsibilities.

Some practical solutions to consider include facilitating home-working to minimise commuting, implementing ergonomic measures such as providing supportive seating options or encouraging regular posture changes, scheduling meetings near the individual's location, organising tasks on the same level to minimise stair climbing, ensuring easy access to restroom facilities, delegating lifting tasks to other employees, minimising long-distance driving requirements, and incorporating regular breaks or flexible working hours to accommodate their needs.

For further information about Chronic UTI please visit:

[www.chronicutiglobalsupport.com](http://www.chronicutiglobalsupport.com)

**Citizens Advice can give up-to-date employment law advice in order that you and your employee are both fully aware of rights and responsibilities**

**Further information regarding the Equality Act 2010 is available at**

<https://www.gov.uk/guidance/equality-act-2010-guidance>