



Motorline

Motorline have made various reasonable adjustments for difference disability requirements. They have listed a few of these to show how flexibility and small cost has made a significant difference to a number of their employees.

Dyslexia – an employee went into performance management and then declared their dyslexia. Motorline used a combination of coloured paper and screen gels to assist them, and subsequently, the employee’s performance improved and they remain a valuable member of staff.

Physical condition - A sales employee developed a shoulder condition that caused limited movement. Motorline relocated two main key cabinets within the dealership to accommodate this one condition. Motorline purchased an iPad tripod for the employee, which assisted during the sales process.

Depression/Anxiety – Motorline received reports through their internal communications and manager reporting of numerous cases when returning to work post-covid. Motorline accommodated counselling and introduced an approach of phased return to work.

Knee replacement – a very recent case of a Motorline employee, employed as a van driver. The employee was no longer able to work a full day so it was agreed for her to work reduced hours and a phased return to work

Arthritis – A Motorline employee developed arthritis in hands. The company purchased a modified computer keyboard and mouse for them to be able to perform their role.

Anxiety and Asperger’s – A Motorline employee with anxiety and Asperger’s had a breakdown at work, due to the pressures of their role and making mistakes. Motorline worked with the employee to identify the issues, encouraging them to bring their mentor and/or a family member to the meetings. Motorline agreed to change the employee’s workplace and job role. The employee was allocated a workshop buddy to assist them and coached their new line manager, establishing a good working relationship from the start.

Mental health – A Motorline employee suffered a mental breakdown, being subsequently diagnosed with a personality disorder. Motorline encouraged the employee and a family member to meet to discuss how we can help facilitate their return to work. Motorline identified the need for a phased return with a workshop buddy to assist them.



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