Dear **[Employer's Name]**,

I am writing to let you know about a serious issue that may significantly affect the lives of many employees over the coming weeks and months.

On 27th September 2023, a Nationalist Patient Safety Alert regarding global shortages of medication treating ADHD was published. These issues are still continuing, and are predicted to last until April 2024.

ADHD is a neurodevelopmental condition that may amount to a disability under the Equality Act 2010, requiring reasonable adjustments to be made.

I wanted to alert you to this issue on behalf of my colleagues who may be impacted by this, as it may cause **extreme stress, disrupted routines, and difficulties with executive functioning**.

Thousands of adults and children who have ADHD without access to medication, which may be a critical element of their treatment plans. Stopping any kind of long-term prescribed medication may be extremely dangerous, but particularly so for people with ADHD.

As an employer, it's important to be aware of this to provide support and compassion for those who may be impacted, such as:

- Employees who take this medication, who have disclosed ADHD at work
- Employees who take this medication, who have not disclosed ADHD at work
- Employees who have loved ones who are impacted by this, such as children or partners who take this medication.

Talking about medication at work can feel highly sensitive and vulnerable, especially given the stigma surrounding ADHD medication.

I hope a safe and compassionate space can be provided for people to navigate these challenges alongside their work.

Some suggestions include:

- Alerting managers and HR to ensure that sickness absence policies relating to disabilities are communicated to all employees, ensuring they feel safe to take time off if they are unwell without requiring extensive explanations.

- Raising awareness of alternative means of support, such as by accessing ADHD training and/or supporting employees through the Access to Work process (which can fund support such as ADHD Coaching).
- Encouraging support towards and adapting reasonable adjustments for individuals who may be affected as may be needed, such as by allowing flexible working hours and/or locations.
- Fostering a supportive working environment, promoting understanding and empathy. This ADHD Champions course may be of interest, teaching employees ADHD coaching skills to provide peer to peer support.

I believe that collectively, we can make a positive difference for those in our community who are dealing with these medication shortages. This issue affects not only individuals but also the well-being and productivity of our overall organisation and society.

Thank you very much in advance for your consideration and support of this issue.

Sincerely,

[Your Name]