

# Work and dementia



**Alzheimer's  
Society**

Together we are help & hope  
for everyone living with dementia



## About this booklet

If you have been diagnosed with dementia while you are still working, this booklet can help. It covers things to think about if you decide to keep working or stop working. You may even need to stop work for legal reasons.

This booklet gives advice on talking to your employer, ways they can support you, and how the law protects you if you continue to work. It also suggests ways to stay active and involved if you don't work.

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# 1 Making your decision

If you are working when you receive a diagnosis, you might be worried about how dementia will affect you. You might also be worried about how you are going to pay your bills or support your family.

Having dementia doesn't mean you automatically have to give up work. You may be able to stay in work for a while if your symptoms allow you to continue with some help. Your employer may be able to support you with this. See section 5 'Changes to your role' on page 18.

Some people find that staying in work for as long as they can helps their physical and mental health, social connection and sense of purpose. But there is no right or wrong decision. Dementia affects people differently and you need to make the decision that feels right for you.

Deciding whether or not to continue working after your diagnosis depends on your own feelings, the type of work you do and your personal situation.

You may decide to stop working, or you may not feel comfortable carrying on in your role. This is completely understandable. In some cases, it may not actually be possible for you to continue working for legal reasons. See section 3 'Talking to your employer' on page 7.



## Having support

Making a decision about work can be difficult. You may feel anxious and find it hard to think about things. Talking to friends and family might help. Or you might find it useful to talk to a professional about your feelings, such as a counsellor.

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You can also talk to a Dementia Adviser on our Dementia Support Line by calling **0333 150 3456**. For Welsh-speaking, call **03300 945 400**. For languages other than English and Welsh, call **0333 150 3456**.

If you have speech or hearing difficulties and have a textphone or an adapted computer, you can use Text Relay to call our English-speaking Dementia Support Line on **18001 0300 222 112**.

Some people find it useful to talk to others in a similar situation. Alzheimer's Society's Dementia Support Forum is a place where you can chat to others online and share experiences for support. Visit **[forum.alzheimers.org.uk](http://forum.alzheimers.org.uk)**



## 2 Working with dementia

Many people say their first symptoms of dementia appeared while they were at work. You may notice that you:

- begin to forget meetings or appointments
- forget where certain things are
- start finding it hard to concentrate and follow conversations
- struggle with something you're normally familiar with.

People often put these symptoms down to tiredness, stress or depression. This is why getting a diagnosis of dementia is an important first step. It can help you plan how long you want to carry on working and think about how your employer can help you.

Having a diagnosis can provide some legal protection for you in the way you are treated by your employer. See section 4 'How the law protects you' on page 13.

You might also want to think about whether you'd like to retire early to explore other interests, such as volunteering.



For more information on how to get a diagnosis see our booklet 78DD, **Diagnosing dementia: A practical guide to assessment**.



Call our Dementia Support Line on **0333 150 3456**



Taking medication may also support you in staying in work for longer. Talk to your GP for advice.

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**I'm determined to continue working for as long as I can.**

Person with dementia

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For more information visit [alzheimers.org.uk](https://www.alzheimers.org.uk)



## 3 Talking to your employer

You may need to tell your employer that you have dementia. If you work for a large employer, this could mean either talking to your line manager or contacting the Human Resources (HR) or People team.

Not everyone has to tell their employer about their diagnosis, but legally some people have to. This will depend on the type of work you do and on the terms of your contract.

For example, you'll need to tell your employer about your diagnosis if your job has an impact on the health and safety of other people. This includes work that involves driving or operating machinery. If this is the case, it might also affect any insurance that covers you. See 'Work with driving and machinery' on page 9.

It is normal to feel anxious about telling your employer that you have dementia. But this conversation can be helpful - for both of you.

If you don't tell your employer about your diagnosis, they may not have any legal duty to help you. This means that telling them can be a positive thing and may lead to changes being made to help you in your role.



You could ask someone to come with you when you talk to your employer. This could be a colleague you trust or a family member.

It can help to discuss what to say with the person who is supporting you. Together you may be able to suggest changes to make it easier for you to do your job. See section 5 'Changes to your role' on page 18.

You may find it a relief to tell your employer, especially if you have been struggling with certain things. Your employer may have already noticed your struggles, so telling them may help them to understand.

It is up to you whether you tell your colleagues that you have dementia. People you work closely with can be a great source of help and support.

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**What kept me going, see, the guys that I worked with, an absolutely fantastic group of guys, couldn't ask for better honestly and I think that's what really kept me going.**

Person with dementia

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## Work with driving and machinery

If you have been diagnosed with dementia and you drive, you have to tell the Driver and Vehicle Licensing Agency (DVLA) in England and Wales. In Northern Ireland, this is the Driver & Vehicle Agency (DVA).

You must also tell your car insurance company about your diagnosis. The DVLA/DVA will then advise you on whether or not you have to stop driving.

If you drive as part of your job, this will have an impact on whether you can continue in that role. Your employer's vehicle insurance company may need to know that you have dementia. You will need to discuss the impact of this with your employer.

Even if your job does not involve driving, your ability to get to work may be affected if you travel by car. For information about continuing to drive safely see booklet 1504, **Driving**.

If you operate machinery at work, it is important to tell your employer about your diagnosis for health and safety reasons. This could also affect insurance cover, especially if you have responsibility for health and safety in the workplace.

Check your employment contract. See 'Your employment contract' on page 10. And seek legal advice to support you. See 'Your legal and financial options' on page 11.



## Making decisions with your employer

Once you have discussed your diagnosis with your employer, give yourself time to make decisions. You don't have to decide everything when you first speak to your employer. You can tell them that you need time to think about things and to get advice if necessary.

You need to make decisions that are right for you, and these may change over time. Any decision you make should be an informed decision. This means you should make it based on information about your legal and financial options, such as your pension and benefits entitlement. See 'Pensions' on page 25 and 'Benefits' on page 28.

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## Your employment contract

Read your employment contract and look at any workplace policies that might apply to you. For example, there might be policies dealing with equality or disability issues, or early retirement.

If you are not sure what policies there are or where to find them, ask your employer, or the HR team if there is one. Your HR team might be called the People team.



## Your legal and financial options

You can find out about your legal and financial options in a number of ways. For example, if you are a member of a union or staff association, they should be able to give you advice and support.

There are also organisations that can give you advice about your rights and financial options. See 'Other useful organisations' on page 36 for suggestions and relevant contact details.

### Sick pay

Your employer should pay you statutory sick pay if you are unable to work. The amount is set by the government and it can be paid for up to 28 weeks. To check if you are eligible, visit **[www.gov.uk/statutory-sick-pay](http://www.gov.uk/statutory-sick-pay)**

Your employer may have a more generous sick pay scheme, so you should also check your contract or ask your employer.

You might already be on sick leave when you get your diagnosis. This may make it more difficult for you to think about things and to talk to your employer. If this is the case, you might want to get legal advice about your rights and your financial options.

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Your employer might not have dealt with a situation like this before. They may not know much about dementia, what a person with dementia is capable of, and what changes might help you. They may not know what legal rights you have.

We have information that can help organisations understand more about dementia - see [alzheimers.org.uk/get-involved/dementia-friends/dementia-friendly-resources](https://www.alzheimers.org.uk/get-involved/dementia-friends/dementia-friendly-resources)

## 3



## 4 How the law protects you

If you have been diagnosed with dementia, you will be protected from discrimination by The Equality Act 2010 in England and Wales. In Northern Ireland, this is the Disability Discrimination Act 1995.

These Acts protect people from being treated unfairly at work if they have a 'disability', which can include dementia. They cover areas such as:

- recruitment
- terms of employment (including pay)
- performance in the role
- promotion
- dismissal (including selection for redundancy).

These laws give employers a duty to make 'reasonable adjustments' so that people with a disability can continue to work. This includes people with dementia.



## Reasonable adjustments

Your employer has to make ‘reasonable adjustments’ in the workplace to help you carry on working. For example, they could move your desk to a quieter area or agree to change your working hours. See ‘Changes to your role’ on page 18 for more examples of reasonable adjustments.

The adjustment must be needed to make sure you are not at a disadvantage compared with your colleagues. Employers only have to make adjustments if they know about your diagnosis, or could reasonably be expected to know about it.

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You can also apply for funding from a government scheme called ‘Access to Work’. This scheme provides support and funding for people with a disability if they need help at work that isn’t covered by reasonable adjustments.

This might pay for special equipment or computer software to help you do your job. It might also pay for any help you need getting to and from work. See ‘Other useful organisations’ on page 36.

## Being asked to leave

The law protects you from being forced to leave work or chosen for redundancy just because you have dementia. Some people have said they were sacked after telling their employer about their condition.





If your employer forces you to leave without considering reasonable adjustments to support you, this may be 'unfair dismissal'. It could also be discrimination.

It could be 'constructive dismissal' if your employer makes things so difficult that you feel you have to leave. If you think you were pushed out unfairly because of your dementia, you may be able to challenge the actions of your employer.

If you want to take legal action through an employment tribunal, you should do so as soon as possible after dismissal. This is because there are strict time limits for starting the process (usually within three months of dismissal).

If you intend to make a claim to the tribunal, you have to notify ACAS (Advisory, Conciliation and Arbitration Service). They will give you the option of 'early conciliation'. This means ACAS will talk to both you and your employer about your dispute. It gives you the chance to come to an agreement without having to go to the tribunal. This service is free.

In Northern Ireland, you would need to notify the Labour Relations Agency.

See 'Other useful organisations' on page 36 for details of ACAS and the Labour Relations Agency and for suggestions about organisations that can help you take legal action.



## Applying for a job

The law also protects you when applying for jobs. Perhaps you weren't working when you received your diagnosis, but you were planning to apply for a job. Or maybe you can't keep working in your current position, and you are looking to apply for a different or part-time role.

If you want to apply for a job, the law protects you from being discriminated against during the application process.

If the employer knows (or should reasonably know) that you have dementia, they must try to ensure that you are not at a disadvantage. This means making reasonable adjustments to their application and interview processes.

It also means that employers cannot reject you simply because you have a disability. They would need to justify why having dementia makes you unsuitable.

You may be able to ask a disability employment adviser at your local Jobcentre Plus for advice about looking for work and applying for jobs. See 'Other useful organisations' on page 36.



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**I left work as I could no longer learn new information, which was needed to do the job. I still do a part-time job, which I have been doing for about five years and hope to continue.**

Person with young-onset Alzheimer's disease

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## 5 Changes to your role

Think about what you can and can't do in your role, then talk openly with your employer. If you want to keep working, there might be changes you can make to help you work better, such as:

- changing your work schedule to give you time to rest if you're tired
- changing your working hours
- working from home some, or all, of the time
- arranging meetings in familiar locations and at times when you're likely to feel and perform better
- simplifying your routine
- doing one task at a time
- working in a quieter area where there are fewer distractions
- using technology and equipment, such as a computerised diary to remind you about meetings and deadlines
- having a 'buddy' to support you
- moving to a different role – for example, moving to a non-driving role if you are not able to continue driving.



If any of these changes qualify as ‘reasonable adjustments’ for the purposes of the law, your employer has to make them for you. The decision about what counts as ‘reasonable’ will depend on your specific situation, including:

- how practical the changes are
- how much they cost
- the size of the organisation you work for
- the type of adjustment.

Your employer should think about reasonable adjustments they could make, and how these may help you, before they ask or force you to leave. If you stay in work, and your employer doesn’t make adjustments when they should do, this is known as ‘unlawful discrimination’.

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**My initial fear after diagnosis was that I would have to stop working, but my employer has made it possible for me to continue working by making adjustments to my role.**

Person with dementia

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## Flexible working

Flexible working can include things like working from home, working part-time or job sharing. All employees have the right to request flexible working, whether or not they have a disability.

In Northern Ireland, you have to have worked for the same employer for more than six months to have this right. In England and Wales, you have it from day one.

Employers do not have to approve requests for flexible working, but they have to show good business reasons for refusing them. You can request flexible working like anyone else.

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You may have more protection under the Equality Act (England and Wales) or the Disability Discrimination Act (Northern Ireland). This is because under those Acts, the employer has a duty to make reasonable adjustments for you. This might include giving you flexible working arrangements.

It is harder for an employer to reject a flexible working application if it is made as a request for a reasonable adjustment. See 'How the law protects you' on page 13.

For more information, see 'Other useful organisations' on page 36 and at **[www.gov.uk/flexible-working](http://www.gov.uk/flexible-working)**



## Getting advice and support

When making decisions, it is good to know what all your options are. You can get advice and support in a number of ways. Some of these are free.

See 'Other useful organisations' on page 36 for suggested organisations that you can contact for advice on different topics.

It is also worth checking whether you have any insurance policies that include 'legal expenses cover'. This is sometimes added to household, car, credit card or mobile phone insurance policies.

Many people don't realise they have legal expenses cover until they check their policy. If you do have it, you might be able to get your insurance company to pay for legal help.

Contact your insurance company (or companies) to find out if you have legal expenses cover and what the conditions of your policy are.

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## 6 If you are self-employed

If you work for yourself, the legal protections which apply to employees won't apply to you. However, you may have more control over when and how you work.

If you have built up your own business, you may be worried about what will happen to it and anyone who works for you. This is understandable.

As your dementia progresses, it may help to allow more time to do things or to make some changes to your working environment. You could consider if there is any technology that could help you, such as memory aids. You might find that you work better at different times of day.

As time goes on, you will need to think about taking on less work, or perhaps handing over to other people. You might want to get some legal and financial advice about how to do that. See 'Other useful organisations' on page 36 for who to contact for advice.

You should also get information about your financial options for the future and any benefits you might be entitled to. See 'Stopping work' on page 24, and 'Benefits' on page 28.

It is a good idea to start planning early, so that you can make decisions about the future while you are still able.



## 7 Stopping work

You may choose to stop work, or you may find you cannot continue working, even if you have a supportive employer. Some people find it is a relief to stop work. Other people find work very hard to give up. You may have mixed feelings.

There are many reasons why people give up working. If your condition means you cannot continue working, you have not failed. Having dementia means many jobs are simply not possible.

It's a good idea to look into your financial options, so you can plan ahead as far as you can. This can help you make an informed decision about leaving work. See 'Other useful organisations' on page 36 for who to contact for advice.

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**I have to confess it was a huge relief to me to be able to go “Ok, enough is enough”.**

Person with dementia

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## Pensions

Before deciding whether to leave work, find out your pension rights. Here are some pensions that may be available to you.

### State pension

A State pension is paid to people who reach the State pension age. It cannot be taken earlier. A person will usually receive a State pension if they have made enough National insurance (NI) contributions. You can check your situation online at **[www.gov.uk/check-state-pension](http://www.gov.uk/check-state-pension)**

The State pension age (the age when people can start to receive the State pension) is currently 66. But this is gradually rising to 67 for those born in or after April 1960. For more information about the State pension age, see **[www.gov.uk/state-pension-age](http://www.gov.uk/state-pension-age)**

If you are younger than the State pension age, but you are not able to work, you may be able to get NI contribution credits. This is to protect your State pension rights if you are receiving certain benefits.

Contact the government's Pension Service for information about your pension rights. See 'Other useful organisations' on page 36 for their contact details.



## Occupational and personal pensions

If you have a company pension plan (a ‘workplace pension’) or a personal pension plan, leaving work at an earlier date will affect how much money you will receive. However, many pension plans will let you take your pension if you retire early because of illness.

Ask your pension provider whether you qualify to take your pension early. Taking your pension early may have some impact on your financial situation. You may want to talk to a financial adviser about this.

‘Pension Wise’ is a free and impartial government service. It can give you advice about options for your workplace or personal pension. See ‘Other useful organisations’ on page 36 for contact details.

## Insurance policies

Check if you have any relevant insurance policies, such as critical illness cover. This might mean you could receive a lump sum if you have to give up work for medical reasons.

Look at the terms of any policy you have to see whether it covers dementia and if there are any restrictions or conditions. Talk to the insurance company if you need more information about your policy.



## Financial advice

If you are facing challenges with your finances, you may find it helpful to get advice from an independent financial adviser. Ask someone you trust to recommend an adviser.

Citizens Advice or the MoneyHelper Service can also suggest ways to find a suitable adviser. See 'Other useful organisations' on page 36. If you do speak to a financial adviser, make sure they confirm how much they will charge you at the start of your conversation.



## 8 Benefits

There are a range of benefits that can help with the cost of living after stopping or reducing work. If you have to stop work sooner than planned or reduce your hours, you may face challenges with your finances.

You may worry about how you will pay your bills or support your family. You may be entitled to receive some benefits to help you with these costs. These will differ depending on your circumstances. Some benefits that may be relevant to you include:

- Personal independence payment (PIP)
- 'New style' Employment and support allowance (ESA)
- Universal credit.

These may be available whether you are employed or self-employed.

### **Personal independence payment (PIP)**

PIP is designed to support people under State pension age who have daily living or mobility needs. Whether or not you can claim it depends on your needs, not on your diagnosis.

PIP isn't 'means-tested' which means that it doesn't depend on your financial situation. It is paid at either a standard or enhanced rate, depending on your needs and can be reviewed.



If you are over State pension age when you claim, you should claim Attendance allowance instead. See factsheet 413, **Benefits for people affected by dementia**.

## **‘New style’ Employment and support allowance (ESA)**

You can make a claim for ESA if you are under State pension age and are unable to work due to ill health.

Whether or not you qualify for ESA depends on your National insurance (NI) contributions record. This is usually from the last two to three years.

If you don't have sufficient NI contributions, you may be able to claim Universal credit instead.

You will be placed in one of two groups if you are entitled to ESA. These are:

- The ‘work-related activity group’ (meaning you cannot work now, but can prepare to work in the future).
- The ‘support group’ (meaning you cannot work now and are not expected to work in the future).

To continue claiming ESA after a year, you will need to be placed in the ‘support group’.



## Universal credit

Universal credit is gradually replacing many working age means-tested benefits. Universal credit is paid as one single monthly amount. This is to help you meet:

- living costs
- rental housing costs
- costs of supporting children
- any extra costs arising from disability or caring responsibilities.

It won't cover mortgage payments, but you may be entitled to a loan to help pay the interest on a mortgage. You will need to have been receiving Universal credit for at least three months in a row to qualify for this loan.

It will have to be repaid with interest when you sell or transfer ownership of your home. You can also pay it back earlier if you wish.

To claim Universal credit if you are self-employed, you will need to show that self-employment is your main work.

You may also be entitled to other benefits, such as help with Council tax. This is why it's important that you get a full benefits check. Talk to Citizens Advice or Turn2us for more advice.

If you are in Northern Ireland, you can contact the Make the Call service. See 'Other useful organisations' on page 36.







For more information about Benefits, see factsheet 413, **Benefits for people affected by dementia**.  
For more information about Council tax and dementia, see factsheet 414, **Council tax**.



## 9 Staying involved and active

If you decide to stop work after a diagnosis, it doesn't mean you can't keep doing other things you want to do. Many people with dementia like to stay active and involved, whether they are working or not. This can help their physical and mental health.

A possible benefit of stopping work is that it gives you more time to enjoy other activities. Ideas include:

- taking part in or watching sport
- travelling
- studying
- doing hobbies and creative activities like writing, painting, gardening or singing
- going to the cinema or museums
- political campaigning
- walking
- trying new activities.

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**Focus on what you can do and keep striving.**

Younger person with dementia

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## Group activities

There may also be ways that you can be active in your community, including taking part in group activities. Those don't have to be connected with dementia.

You could join a group doing outdoor or cultural activities or something creative. Or you could get involved in local or national campaigns. You may be able to find some groups specifically for people with dementia, if you prefer that.

Your local Alzheimer's Society may be able to help you find groups in your area. Or you can use our online dementia directory at [www.alzheimers.org.uk/find-support-near-you](http://www.alzheimers.org.uk/find-support-near-you)

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Call our Dementia Support Line on **0333 150 3456**

## Volunteering

You might want to spend time volunteering. Alzheimer's Society has a wide range of opportunities for people who want to volunteer. To find out more, visit [www.alzheimers.org.uk/get-involved/volunteering](http://www.alzheimers.org.uk/get-involved/volunteering)

There are also many volunteering opportunities that don't have a connection with dementia. For information about a wide range of volunteering opportunities, see [www.gov.uk/volunteering](http://www.gov.uk/volunteering)

If you do volunteering, it's a good idea to check if this will have an impact on any benefits you may be getting. You are allowed to volunteer while receiving benefits, as long as you continue to meet all the conditions of your benefit.

You should tell your benefits office about any volunteering that you are planning to do. For more information, see [www.gov.uk/guidance/volunteering-and-claiming-benefits](http://www.gov.uk/guidance/volunteering-and-claiming-benefits)

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**I fill my time as a volunteer – hearing children read in a local primary school. The school accepts what I can do and the fact that this can be variable.**

Person with dementia

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## Dementia research

You could also choose to take part in dementia research. This can take many forms. You could get involved in a clinical trial to test a new treatment or test some new technology. Or give your views on the quality of healthcare and support services.

This is an exciting time for dementia research and there are many different ways you can get involved if you want to.

Ask your GP about research that is happening in your local area or register with Join Dementia Research. This is a national service that helps to match people affected by dementia with suitable research studies in their area.

For more information, see **[www.alzheimers.org.uk/research/our-research/take-part-dementia-research](http://www.alzheimers.org.uk/research/our-research/take-part-dementia-research)**



# Other useful organisations

## **Access to Work**

[www.gov.uk/access-to-work](http://www.gov.uk/access-to-work)

This government scheme provides support and funding for people with a disability at work. This applies if they need help at work that isn't covered by their employer making 'reasonable adjustments'. People in Northern Ireland can read more information at [www.nidirect.gov.uk/articles/access-work-practical-help-work](http://www.nidirect.gov.uk/articles/access-work-practical-help-work)

## **Advisory, Conciliation and Arbitration Service (ACAS)**

0300 123 1100 (Helpline, 8am–6pm Monday–Friday)

[www.acas.org.uk](http://www.acas.org.uk)

If you are in England or Wales, ACAS can give you impartial information and advice about situations at work, including employment law. Its website has guidance and publications. You can also phone the helpline for information and advice.



### **Citizens Advice**

0800 144 8848 (Adviceline England, 9am–5pm  
Monday–Friday)

0800 702 2020 (Adviceline Wales, 9am–5pm  
Monday–Friday)

[www.citizensadvice.org.uk](http://www.citizensadvice.org.uk)

Citizens Advice can give you information and advice about legal and financial issues, including benefits. It can also suggest ways to get more legal and financial advice. To find your nearest Citizens Advice look in the phone book, ask at your local library, or look on the Citizens Advice website (above).

### **Civil Legal Advice (CLA)**

[www.gov.uk/civil-legal-advice](http://www.gov.uk/civil-legal-advice)

Civil Legal Advice (CLA) can explain whether you qualify for legal aid (money to help with legal costs) in England or Wales. It is not common for people to get legal aid in employment cases, but it may be available if discrimination is involved.

### **Department for Communities**

028 9082 9000

[www.communities-ni.gov.uk](http://www.communities-ni.gov.uk)

The Department for Communities can give information about benefits in Northern Ireland.



**Department for Work and Pensions (DWP)**

[www.gov.uk/government/organisations/department-for-work-pensions](http://www.gov.uk/government/organisations/department-for-work-pensions)

DWP is the government department that looks after employment and social security in England and Wales. The DWP website has information about the State pension and benefits for people who are of working age.

**Disability Law Service**

020 7791 9800 (advice line, 10am–1pm and 2–5pm,  
Monday–Friday)  
[employment@dls.org.uk](mailto:employment@dls.org.uk)  
[dls.org.uk](http://dls.org.uk)

The Disability Law Service may be able to give you free advice about employment and discrimination in England and Wales.





## **Disability Service Centre**

[www.gov.uk/disability-benefits-helpline](http://www.gov.uk/disability-benefits-helpline)

**Personal independence payment (PIP)**

**0800 121 4433 (9am–5pm Monday–Friday)**

**Disability living allowance (DLA)**

**For people who were born after 8 April 1948 –**

**0800 121 4600 (9am–5pm Monday–Friday)**

**For people who were born on or before 8 April 1948 –**

**0800 731 0122 (9.30am–3.30pm Monday–Friday)**

**Attendance allowance (AA)**

**0800 731 0122 (9.30am–3.30pm Monday–Friday)**

The Disability Service Centre provides advice and information on Attendance allowance, Disability living allowance, Personal independence payments, Carer's allowance and Carer's credit. This service is for people living in England and Wales.

## **Equality Advisory and Support Service**

**0808 800 0082 (helpline, 9am–7pm Monday–Friday,  
10am–2pm Saturday)**

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

The Equality Advisory and Support Service helpline can give you free advice and support about your employment rights in England and Wales.



## **Equality and Human Rights Commission**

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

The Equality and Human Rights Commission produces information about discrimination in the workplace. This includes information about reasonable adjustments in England and Wales. The Commission signposts people to the Equality Advisory and Support Service helpline for free advice and support (see above).

## **Equality Commission for Northern Ireland**

028 90 500 600

[information@equalityni.org](mailto:information@equalityni.org)

[www.equalityni.org](http://www.equalityni.org)

If you live in Northern Ireland, the Equality Commission for Northern Ireland has a helpline that can give you free advice and support on employment law.

## **Jobcentre Plus**

[www.gov.uk/contact-jobcentre-plus](http://www.gov.uk/contact-jobcentre-plus)

Your local Jobcentre Plus can help you apply for a job. It can also give you information and support about applying for benefits. Find the contact details for your nearest Jobcentre Plus office using the website above.

## **Labour Relations Agency**

03300 555 300

[www.lra.org.uk](http://www.lra.org.uk)

The Labour Relations Agency offers free advice and information about employment in Northern Ireland.



### **Law Centre NI**

028 9024 4401 (Advice line)

[admin@lawcentreni.org](mailto:admin@lawcentreni.org)

[www.lawcentreni.org](http://www.lawcentreni.org)

If you live in Northern Ireland, Law Centre NI can give you free legal advice on a range of issues, including employment.

### **Law Society**

[solicitors.lawsociety.org.uk](http://solicitors.lawsociety.org.uk)

If you live in England or Wales, the Law Society can help you find a solicitor to help with employment law. Unless the solicitor agrees to give you free advice, make sure they confirm how much they will charge at the start of your conversation. A solicitor can also let you know if you qualify for legal aid (money to help with legal costs).

### **Law Society of Northern Ireland**

[www.lawsoc-ni.org/solicitors](http://www.lawsoc-ni.org/solicitors)

The Law Society of Northern Ireland can help people who live in Northern Ireland find a solicitor to help with employment law. Unless the solicitor agrees to give you free advice, make sure they confirm how much they will charge at the start of your conversation. A solicitor can also let you know if you qualify for legal aid (money to help with legal costs).



## **LawWorks**

[www.lawworks.org.uk](http://www.lawworks.org.uk)

This charity can help you find a free legal advice clinic in your area. You can use the search on the LawWorks website to help you do this. It also provides information about other ways you can get free legal help.

## **Make the Call**

**0800 232 1271 (Helpline, 9am–5pm Monday–Wednesday and Friday, 10am–5pm Thursday)**

Make the Call (Northern Ireland benefit enquiry line) provides advice and information on Attendance allowance, Disability living allowance, Personal independence payments, Carer's allowance and Carer's credit. This service is for people living in Northern Ireland.

## **MoneyHelper**

**0800 138 7777 (England and Northern Ireland)**

**0800 138 0555 (Wales)**

[www.moneyhelper.org.uk](http://www.moneyhelper.org.uk)

The MoneyHelper Service is sponsored by the government. It can give you information about a range of financial issues, including work and benefits.



### **Pension Service**

0800 731 0469 (8am–6pm, Monday–Friday)

[www.gov.uk/contact-pension-service](http://www.gov.uk/contact-pension-service)

The government's Pension Service can give you information about whether and when you are entitled to receive the State pension in England and Wales. See the relevant contact details on the website for help to claim the State pension for the first time, or for help if you're already getting the State pension.

### **Pension Wise – MoneyHelper**

0800 011 3797

[www.moneyhelper.org.uk/en/pensions-and-retirement/pension-wise](http://www.moneyhelper.org.uk/en/pensions-and-retirement/pension-wise)

Pension Wise at MoneyHelper can give you advice about workplace and personal pensions.

### **Turn2us**

[www.turn2us.org.uk](http://www.turn2us.org.uk)

Turn2us is a national charity that can help you understand what benefits you are entitled to. It also provides information about other financial support, such as charitable grants.





Last reviewed: November 2024  
Next review due: November 2027

Our information is based on evidence and need, and is regularly updated using quality-controlled processes. It is reviewed by experts in health and social care and people affected by dementia.

Reviewed by:

Stephen Robson, Senior Solicitor, Employment & Discrimination, Disability Law Service, and Professor Arlene Astell, CPsychol., Psychology Department, Northumbria University.

To give feedback on this booklet, or for a list of sources, please contact **[publications@alzheimers.org.uk](mailto:publications@alzheimers.org.uk)**

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At Alzheimer's Society we're working towards a world where dementia no longer devastates lives. We do this by giving help to everyone who needs it today, and hope for everyone in the future.

We have more information on **Practical arrangements after diagnosis**.

For advice and support on this, or any other aspect of dementia, call us on **0333 150 3456** or visit **alzheimers.org.uk**

Thanks to your donations, we're able to be a vital source of support and a powerful force for change for everyone living with dementia. Help us do even more, call **0330 333 0804**



**Alzheimer's  
Society**

Together we are help & hope  
for everyone living with dementia

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