

**Vhi
Neurodiversity
Supports for Workday**



Vhi Neurodiversity Supports



In this guide, Jeanette Delahunty, who has been working in the area of 'neurodiversity and complex needs' for over 15 years and who is the founder of TSK Academy Ltd, aims to answer any questions you may have around neurodiversity. We'll also provide you with information on the supports available from Vhi Healthcare.

If you would like more information about your policy and the range of benefits and services available to you, please call the **Vhi - Workday Concierge Line on 056 775 3034.**

FAQ

What is neurodiversity?

Neurodiversity is the word used to describe different types of brain functioning, such as Autism, ADHD and Dyslexia. It is the viewpoint that neurological differences like Autism and ADHD are a normal, natural variation on the human genome.

Why are we using this word?

Using the term neurodiversity helps to remove stigma around various neurological conditions and promotes acceptance as everyone is different and unique.

What are the most common conditions that are under the neurodiversity umbrella?

- + Autism Spectrum Conditions
- + Asperger's Syndrome
- + Extreme Demand Avoidance
- + Dyslexia/Dyscalculia/Dysgraphia
- + Dyspraxia/DCD
- + Tourette's Syndrome
- + Attention Deficit Hyperactivity Disorder (ADHD)
- + Acquired Neurodivergence
- + Mental Health (conditions such as anxiety, depression and obsessive compulsive disorder)

What benefits are available from Vhi on my Workday health insurance plan PMI 06 10?

- + GP - 75% cover - unlimited visits
- + Consultant - 50% cover - unlimited visits
- + Paediatrics at Vhi 360 Health Centre, Carrickmines - full cover subject to a €75 payment and 6 personalised follow-up sessions
- + Any additional follow-on consultant and specialist visits in Vhi 360 Health Centre, subject to a €75 payment
- + Psychologist - €40 x 7 visits
- + Psychotherapy & Counselling - €40 x 7 visits
- + Child Development Assessment - €250 per lifetime where the assessment is carried out by a Consultant, Psychologist, Speech & Language or Occupational Therapist
- + Speech & Language Therapy - 50% cover - unlimited visits
- + Occupational Therapy - 50% cover - unlimited visits
- + Physical Therapy - 50% cover - unlimited visits
- + Beats Medical Dyspraxia App - €50 (exclusive discount for Vhi members)
- + Calm or Headspace App - €30 per year

FAQ

Does a waiting period apply?

No, all waiting periods are waived on the Workday health insurance plan PMI 06 10.

What can I do if I suspect I have any of these conditions?

You can seek a referral from your GP for a private psychologist or psychiatrist assessment. Your GP will make the referral based on your specific needs.

What can I do if I suspect my child has any of these conditions?

You can speak to your GP about your concerns and ask to be referred for an assessment. Your GP will make the referral based on your child's specific needs and this may be public or private. As part of the Workday health insurance plan, your child can avail of a Child Development Assessment or may be referred to Paediatrics at Vhi 360 Health Centre, Carrickmines.



Key tips for dealing with the most common neurological conditions



Autism specific tips

Autistic people are well known for having sensory processing difficulties.

- + Consider softer lighting or having dimmer switches in your home or workplace
- + Reduce music if you normally have music on, or change it to something soothing
- + Reduce clutter and the number of items that are on the walls
- + Have fidget toys readily available
- + Give transitional warnings of upcoming changes or events – for example, when you need to go somewhere, make sure they know about it in advance and have time to process the information
- + Break down tasks into more manageable segments so it is less overwhelming
- + Promote the use of lists, visuals, and calendars
- + Be sensory aware



Dyslexia specific tips

Dyslexic people may have areas of difficulty around spelling and grammar or writing and organisation. Not everyone with dyslexia is the same.

- + Consider changing the colour of the paper you use when doing written work – white paper with black ink can be difficult to read
- + Use a screen guard on the PC or an App that creates a different coloured screen - this can also be used for presentations
- + Give the person extra time to complete tasks
- + Promote the use of assistive technology, such as Grammarly® or a LiveScribe®
- + Diaries, planners, mind-maps and timetables are also excellent resources

- + Allow for video and audio messages
- + Focus on the content of the message and not the spelling and grammar
- + Pencil grips, colour overlays and keyboard stickers can be very helpful

ADHD specific tips

People with ADHD tend to have higher stress and anxiety levels than their neurotypical peers. This can lead to a lack of sleep and difficulty with concentration. Much more patience and empathy is needed to support a person with ADHD.

- + Consider flexibility with start and finish times of tasks or chores
- + Have a larger PC monitor screen
- + Have clocks which are clearly visible and make use of alarms, reminders, and timers
- + Encourage the use of planners and timetables
- + Break tasks into smaller segments
- + Be clear when giving instruction and provide this in written format too
- + Check in with them frequently to check they are on task and be prepared to replan if required
- + Encourage lots of movement breaks
- + Provide a chill-out zone to de-stress in
- + Be consistent with bedtimes and other routines
- + Remove distractions from the bedroom – e.g. television, mobile phone and gaming machines



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