

Access to Work

Base Conference

Presentation by

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jobcentreplus

Department for
Work and Pensions



From April to December
2011, 27,420 individuals
were helped through
Access to Work

20,050 were existing
customers

7,370 were new customers

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Access to Work

Access to Work was introduced in June 1994

- It is a government-run programme delivered by Jobcentre Plus to help overcome barriers that disabled people come across in when moving onto or retaining employment.
- It is provided where the employee requires support or adaptations beyond those “reasonable adjustments” which an employer is legally obliged to provide under the ‘Equality Act 2010’
- It is not there to duplicate funding available from other sources.
- It is a flexible programme that focuses on the needs of the individual.

Advantages for Employers

- Encourages disabled people to apply for vacancies and creates a more diverse workforce
- Visibly demonstrates good employment policies and practices
- People are an important asset and it makes sense to have the widest possible choice.
- Retaining an employee who develops a disability or long term health condition means keeping the person's valuable skills



Social return on investment

For every £1 spent on Access to Work the Exchequer recoups £1.48, and the social return on the investment, which includes savings such as healthcare costs is even higher”

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Eligibility

To be eligible for help, a customer must:

- Have a disability or health condition as defined under the Equalities Act 2010 that has a long term adverse affect on their ability to carry out their job. (*Long term* means that the effect of the impairment has lasted or is likely to last for at least 12 months);
- Be over 16 years old;
- Be in, or about to start, paid employment (including self-employment);
- Normally live and work in Great Britain, or required to travel abroad with their duties; and
- Not be claiming Incapacity Benefit or ESA once they are in work (with the exception of Permitted Work).

Types of Support

The main elements within AtW are:

Special Aids and Equipment (SAE)

Provides grants towards aids and equipment in the workplace which are needed as a direct result of disability.

Travel to Work (TtW)

Provides a grant towards the extra costs of travel to and from work where a person cannot use available public transport as a result of their disability or health condition, or helps with adaptations to vehicles.

Travel in Work (TiW)

Provides a grant towards the extra cost of travel incurred whilst at work where a person cannot use available public transport as a result of their disability or health condition or helps with adaptations to vehicles.

Types of Support

Support Worker (SW)

Provides human support in the workplace (such as BSL Interpreter) to allow the person to access their work environment or a Job Coach to assist them with their duties e.g. Customers with learning difficulties or Mental ill health conditions.

Communication Support at Interview (CSI)

A grant for an interpreter or other human support at job interview for someone who has difficulties in communicating with others.

Adaptations to Premises and Equipment (APE)

Helps modify premises and adapt equipment to make it accessible for a disabled employee. Although this element is very rarely used since the introduction of the Equalities Act.

Access to Work Grant

Access to Work provides grants towards the total cost of approved support. The level of grant will depend on:

- Whether the customer is employed or self-employed;
- How long they have been in their job;
- The type of help required.
- The number of employees

Mental Health Support Service

- New service from December 2011
- Support for people with mental ill health, entering or having difficulties in the workplace.
- Remploy delivering support on our behalf, although application is strictly through Access to Work
- 6 month programme
- Development of support plan

Examples of Mental Health Support

Coping strategies

This could cover a range of strategies and will depend on the individual's job role, their condition and how this impacts their work. For example:

- Keeping a mood diary
- Using memory aids such as Mind Maps, checklists
- Relaxation techniques when under pressure
- Developing a Wellbeing Recovery Action Plan
- Cognitive Behavioural techniques

Reasonable adjustments

- Development of Flexible working, phased return, etc.
 - Putting in place a buddy or mentor
 - Temporary reduction in targets or reallocation
 - Additional time to complete certain aspects of job role
 - Regular formalised 121 meetings to review concerns
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The Application Process

- The Access to Work programme is a telephone based service. Tel: **020 8426 3110**
 - Textphone: 02920 644 886
 - atwosu.cardiff@jobcentreplus.gsi.gov.uk
- Applications need to be made in the first instance by the applicant. Can nominate an advocate to take the application forward on their behalf.
- Completed application form returned to Customer Service Centre
- Access to Work Adviser will contact customer & progress application.

Case Study One

Keeping my independence!

Paul

Case Study Two

The Sturdy Bridge

Marion

Case Study Three

First O2 Deaf Guru

Abigail

How can we spread the message?

Question & Answer
session and case study discussion.

Further Information

The information contained in this presentation is correct at the time of going to print.

To keep up to date with current information on the programme, please access the Direct Gov website.

www.direct.gov.uk



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