



Department
for Work &
Pensions

Disability Employment Adviser Chat

Support available via Job Centre
Disability Confident Employers
Reasonable Adjustments
Access To Work
Health Adjustment Passport

JOBCENTRE SUPPORT

In Jobcentres you will find:

- Front of House staff - for enquiries at the Jobcentre entrance
- Work Coaches – support and advice getting people into work
- Disability Employment Advisors (DEA'S) – additional support for people with disabilities and health conditions

merton.disabilityemploymentteam@DWP.GOV.UK

FUNDING SUGGESTIONS

PIP – Personal Independence Payment

Can help with extra living costs if you have both:

- a long-term physical or mental health condition or disability

AND

- difficulty doing certain everyday tasks or getting around

UC - Universal Credit is monthly payment to help with living costs

Maybe available if on low income, job hunting or unable to work

ESA/JSA - need to have worked and paid enough NI

Plus Access To Work

NB Appointee

SCHEMES AVAILABLE INCLUDE:

WHP – Work and Health Programme

- You can apply if you have a disability or have a health condition
- Helps you find and keep a job

IPES – Intensive Personalised Employment Support

- Supports people with complex barriers into work
- Focuses on more than just getting a job - looks at all areas including ability to work, financial and personal circumstances

Disability Confident Employer Scheme

Supports businesses to successfully employ and retain people with health conditions

- Willing to offer reasonable adjustments
- Staff awareness training
- Accessible recruitment process
- Guaranteed interview if qualified

OR

- May choose NOT to declare ... unless it causes health & safety issues
- Good medical support and self management is also vital

Plus specialist recruiters

Disability Confident employers currently recruiting include:

amazon



Civil Service

Reasonable adjustments

If meet Equality Act's definition of disabled
can request "reasonable adjustments" considered
to job, equipment or workplace:

- Sharing the team duties eg back of house
 - Changing procedures eg standardised
 - Changing communication eg verbal to visual
 - Modifying work area eg quiet area
 - Equipment eg noise cancelling headphones
 - Alter work hours eg avoiding rush hour, breaks
 - Working from home
 - Allow support worker or job coach on site
- etc

Interview adjustments

- Different formats eg avoid panels
- Clear instructions about location & content
- Maybe see questions in advance
- Start with easy factual questions

Mentor support can be useful

Work trial may help demonstrate skills

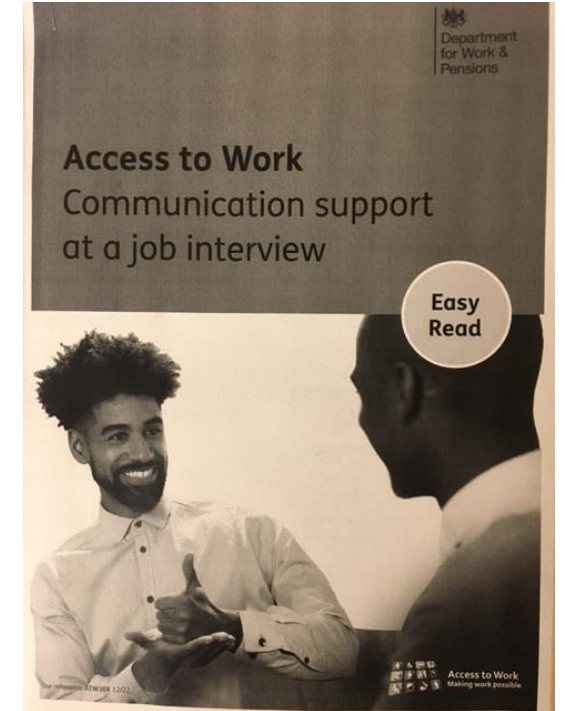
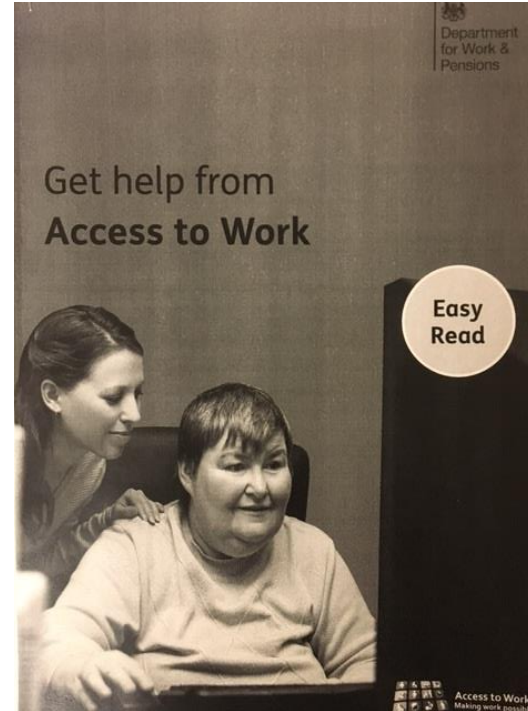
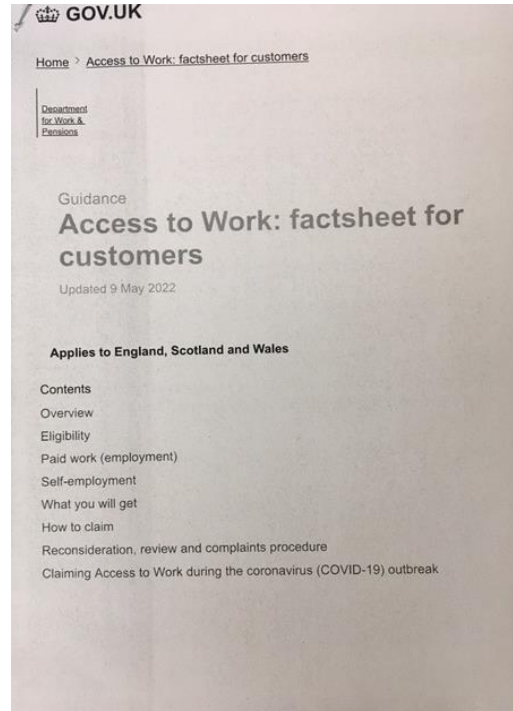
Mock interviews give useful practise



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Any
Questions?

Access to Work



These can be found on gov.uk

ACCESS TO WORK – what is it?

- Grants supporting workers with health condition or disability
 - It provides individual practical support and advice to help to overcome barriers at work
 - It helps people with all types of disabilities, including Mental Health & neurodiversity.
 - Access to Work grants help with additional costs beyond “Reasonable Adjustments”
 - Employers may be asked to contribute towards the cost
-
- You can apply for Access to Work online or by phone;
 - <https://www.get-disability-work-support.service.gov.uk/apply/condition>
 - Telephone: 0800 121 7479

The Health Adjustment Passport

 **Department for Work & Pensions**

Your Health Adjustment Passport

We have many ways we can communicate with you

If you would like braille, British Sign Language, email, a hearing loop, translations, large print, audio or something else please call us on **0800 169 0310** or textphone **0800 169 0314** and tell us which you need. Calls to 0800 numbers are free from landlines and mobiles.

Treating people fairly

We are committed to the Equality Act 2010 and treating people fairly. To find out more about this law, search 'Equality' on www.gov.uk

This passport can be used if you have a disability or health condition that makes it harder for you to move into work or stay in a job. This passport can be used to:

- support you to identify what support and changes (known as reasonable adjustments) you may need when you are in work or moving into work
- help you to apply for support from Access to Work. This could include funding for specialist equipment to support you to do your job, support getting to and from work or support when you are in work, such as job coaching
- help you talk to employers about adjustments and in-work support that you may need.

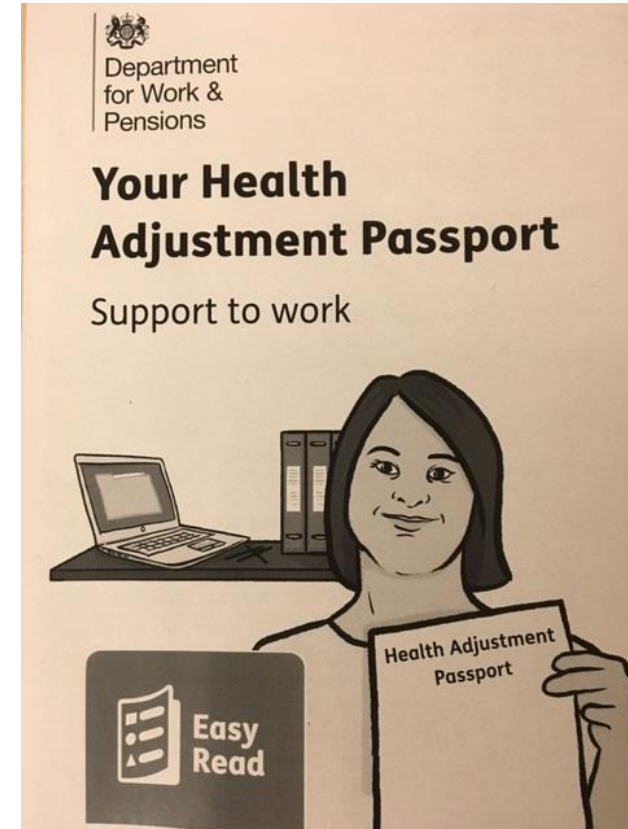
A job could also include, self-employment, an apprenticeship, work experience or a supported internship.

This passport belongs to you and it cannot be shared with others without your permission.

About you

01 Your surname or family name	05 What type of work would you like to do?
02 All other names in full	
03 How many hours do you feel you could work?	
04 What location do you want to work in?	

07/22 1 ATWF01



These can be found on gov.uk

What is the Access to Work Health Adjustment Passport?

Document completed by a prospective or current employee

Helps identify what extra support they will need as a result of their disability or health

- Help communicating at interview
- Help with travel to work or travelling in work time
- Workplace assessments
 - Specialist IT software, equipment etc
 - Support worker

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- specialist equipment to support you to do your job, support getting to and from work or support when you are in work, such as job coaching
- help you talk to employers about adjustments and in-work support that you may need

A job could also include, self-employment, an apprenticeship, work experience or a supported internship.

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About you

91 Your surname or family name

92 All other names in full

93 How many hours do you feel you could work?

94 What location do you want to work in?

95 What type of work would you like to do?

0302

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AT0901

Personalised live document of in-work support needs and adjustments.

Help smooth transition into employment and when changing job roles.

How can the Health Adjustment Passport support an applicant / employee:

The passport can help the applicant by supporting:

- Employer conversations
enabling an informed conversation with employer about disability and in-work support
- Completing the Access to Work application
enabling adjustments to be put in place quicker.





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