

Access To Work

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jobcentreplus

Part of the Department
for Work and Pensions

Background

- Access to Work was introduced in June 1994
- Aims to assist disabled people who are in paid employment or with a job to start.
- Gives practical support and help to meet additional costs associated with overcoming work related obstacles
- Provides a grant towards these additional costs
- Flexible programme that focuses on the needs of the individual.

Access to Work

Access to Work helps the Government achieve its key objectives to:

- Encourage greater independence;
- Provide work for those who can;
- Promote work as being the best route to inclusion for disabled people.

Access to Work

- Provides support to overcome work related obstacles resulting from disability
- Enables disabled customers to work on a more equal basis with their non disabled colleagues.
- Encourages employers to recruit and retain disabled people by offering practical help
- Provides advice to disabled people and their employers

Advantages to Employers Using the programme

- Encourage disabled people to apply for work with you and create a more diverse workforce
- Visibly demonstrates good employment policies and practices
- Having good disability employment practices sends a powerful message to all employees that your organisation values it's people.
- People are an important asset and it makes sense to have the widest possible choice
- Retaining an employee who develops a disability means keeping the person's valuable skills

Eligibility

To be eligible for help, a customer must:

- Have a disability or health condition as defined under the DDA 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;

Eligibility Cont...

To be eligible for help, a customer must:

- 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).

NB: Employers have a responsibility under the DDA to make reasonable adjustments.

Types of Help

There are six main elements within AtW:

Special Aids and Equipment (SAE)

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

Types of Help cont...

Adaptations to Premises and Equipment (APE)

Helps modify premises and adapt equipment to make it accessible for a disabled employee.

Types of Help cont...

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.

Types of Help cont...

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 Help cont...

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.

Types of Help cont...

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.

Access to Work Grants

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.

Grants cont...

AtW will pay grants of up to 100% for:

- Unemployed people starting a job;
- All self employed people;
- People who have been working for less than 6 weeks when they first apply for AtW.

And for:

- Support Workers;
- Additional Travel to Work and Travel in Work costs;
- Communication Support at Interview.

Cost Sharing

- It applies to customers who are employed and have been in their job for more than 6 weeks;
- It applies only to Special Aids and Equipments (SAE), Adaptations to Premises & Equipment (APE);
- Does not apply to self employed applicants.

Cost Sharing cont...

- When cost sharing applies Access to Work will pay up to 80% of the approved costs above a statutory threshold.

- The amount of the threshold is determined by the number of employees employed by the organisation the customer is working for.

0 - 9 attract no cost share

10 - 49 - £300

50 - 249 - £500

Over 250 - £1000

- Costs above £10,000 will normally be met by AtW.
- If there is a general business benefit a contribution will be sought in addition to any compulsory cost share.

Case Study 1

- Alison was Successful in securing a job as Human Resource Assistant
- Registered Blind – Could not read information on her computer monitor and written text.
- Using public transport also a problem as catching a bus meant crossing busy roads and city streets
- She contacted Access to Work for help
- Access to Work funded an in work assessment which recommended specialist software and a CCTV
- Access to Work also provided funding for a taxi to get her to and from work.

Case Study 2

- Paula was born with a condition resulting in shortening of the bones in the limbs – Powered Wheelchair user
- After 3 years of studying secured a job as a freelance journalist.
- Job involved going to locations meaning she would have to use manual chair – difficulty in transferring herself from vehicle to her chair
- Contacted Access to Work – Her adviser assessed her needs
- Access to Work provided a support worker for the days she was on location to help her with access to and from the vehicle and to push her around the film location

Further information:

Remember, this presentation is only a general guide and not a full and authoritative statement of the law. We have made every effort to make sure that the information in this presentation is correct. However, changes in law make this information become gradually less accurate.

- Information about AtW and contact details for the Operational Support Units (OSUs) is available on:
www.jobcentreplus.gov.uk and www.direct.gov.uk
- Local Jobcentre Plus offices or DEAs can also put you in touch with your OSU.

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Any Questions?



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