



Has an employee recently become disabled?

Policies on disability can never cover every situation, and it is important to concentrate on the individual and their abilities. There is a positive duty on all managers and supervisors to take into account the needs of the staff and applications with disabilities.

Applicants should be encouraged to provide information on any practical requirements.

Decisions are based on the suitability of the applicant's qualifications, experience and skills for the position.

We always try to enable staff to stay in their jobs with suitable adjustments before considering alternatives.

Take advice from the individual, medical professionals and disability advisers or other organisations and agencies that can offer specialist advice on adaptations, equipment or training. Also consider flexible working arrangements.

We helped a warehouse production team when an employee (John) was involved in a car crash. His injuries kept him away from work for more than a year. His managing director contacted us after receiving a letter from him explaining that, although he still had some problems walking and sitting for long periods, he was ready to return to work. The managing director felt that John was unlikely to be able to make a positive contribution to the company, and wanted to dismiss him.

We looked at John's job description and investigated how his role had changed. The greatest difference involved a new computer system - something that would only require some IT training.

A work-feasibility assessment with an occupational therapist was suggested, and we arranged for a physical needs assessment with Access, which provided funding for a special chair. His work bench was adapted and we arranged for a later daily start time. We planned a phase return and within three months he was working four days a week.

As well as avoiding a costly tribunal, the company avoided recruitment expenses, and benefited from the value of John's experience.

Have you been faced with a similar case? Have your business got long term sick cases? Let The HR Dept. see if they can help. Call us today on 0870 240 1919 or email info@hrdept.co.uk

