

Enabling Disabled Workers

- Basic Facts & Figures
- Examples of disabilities
- To see things from a disabled person's point of view
- When H&S should become involved & how they can help
- The important do's and DON'TS
- Practical Examples
- You'll never make it...

Definition of Disability

- ‘a physical or mental impairment which has a substantial and long-term adverse effect on someone’s ability to carry out normal day-to-day activities’.
- Substantial – Includes time taken to complete tasks, way in which you do things, the cumulative effect of this and other combined tasks.
- Long-Term – Has or is likely to last 12 months or longer, or in the case of some conditions which are likely to reoccur, they are treated as ongoing.

Examples of disability

- Paraplegia
- Amputee
- Head Injury
- Multiple Sclerosis
- HIV/AIDS
- Cancer
- Arthritis
- Speech, Hearing or Sight Impairment
- Circulatory and Respiratory Disorders
- Learning Difficulties
- ME
- Cerebral Palsy
- Stress
- Depression
- Mental Health Disorders

And You Think You've Got Problems...

- Impaired Mobility/Motor Skills
- Epilepsy
- Cognitive/Behavioural Problems
- Self-Image
- Confidence
- Having to learn new skills

Do's & Don'ts

DID

- ✓ Adopt positive Approach
- ✓ Establish & maintain effective communication.
- ✓ Recognise our level of knowledge
- ✓ Recognise the competencies of others
- ✓ Assess risks sensibly.
- ✓ Monitor/review through feedback from Supervisors

DID NOT

- ✗ Panic
- ✗ Make assumptions about capabilities or special requirements
- ✗ Incur significant if any costs.
- ✗ Make the work environment unrealistic.
- ✗ Create any additional risks.

Risk Assessment

- Environment
- Location
- Individual(s)
- Tasks
- Equipment

Construction

- Deaf Employee
- Minimal One to One's at Induction
- Consult Squad Foremen/Site Agent
- Identify "Buddies"
- Incorporate Individual Controls in Site Specific RA's.
- Monitor on Site Visits
- "Best Worker I Ever Had in my Squad"

Construction

- Employee With Learning Disability.
- Concerns Raised by Some Trainers.
- H&S Team Facilitating But Not Directly Involved.
- Land Based Assessors Observe, Monitor & Liaise With Operational Department.
- Individual Controls/Site Specific RA, Monitor.
- “Loves His Job, Very Popular in Squad”

Call Centre Operator

- Semi-Quadriplegic.
- Exacerbated by Personal Circumstances.
- No Routine to Life.
- Individual Risk Assessment.
- Buddy Identified.
- 18 Months Later – Call Centre Supervisor.
- “These People Gave Me a Life, I Can’t Thank You All Enough”.

Recognition of Effort

- Peer Group Recognition
 - IOSH Certificate of Merit
 - AOHS&G Certificate??

You'll Never Make It...

- Managing Safely After 10 Weeks in Safety
- First Tech SP in Scotland - 1999
- MIOSH 2001
- National Head Injured Achiever of the Year 2001
- IOSH Chartered Status 2006.
- Who Won't??