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Workable (NI) Programme for Employers



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Workable (NI)

SES offer a supported employment approach via the Workable (NI) Programme throughout Northern Ireland by our seven specialist disability organisations involved in SES:

Action Mental Health, Action on Hearing Loss, Cedar, Mencap, NOW Group, Orchardville and RNIB

SES can support employers:

- * Assist people to return to work following illness or disability
- * With advice about reasonable adjustments and adaptations
- * Mediate between employee and management to achieve best solution for all.
- * Providing impartial support to all involved
- * Through Disability Awareness training for the staff teams
- * Remove stigma and perceptions around disability
- * To minimise impact of disability in the workplace

SES can support any employee who meets the following eligibility:

- * Be in employment of 10 hours+ per week
- * Have a disability or health condition which affects their ability to do their job
- * May be at risk of losing their job due to their disability
- * Their employment is based in Northern Ireland

Benefits to Employers

Financial

- * No cost to the employer
- * Less sick absence, less need for temporary staff
- * Less HR time spent on follow up
- * Increased productivity
- * Long term & short term absence reduced

Support

- * Free advice and guidance – around equality, DDA, reasonable adjustments, benefits
- * Best practice approach to support staff
- * Third party organisation liaison – expert SES staff with knowledge and experience
- * Staff training and better team morale
- * SES pan disability approach with disability specialists
- * Pro-active corrective measures
- * Job coach available where intense support required
- * Attendance at meetings – attendance reviews, performance reviews

Rewards

- * Less use of formal disciplinary procedures as situations do not reach this stage
- * Increased communication within workforce
- * CSR – positive recruitment practices / diverse workforce.
- * Promotion opportunities for people
- * Staff retention improved / reduced recruitment costs
- * Improved knowledge about disabilities and removal of