

# SES

supported employment solutions

[www.sesni.org.uk](http://www.sesni.org.uk)

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## Workable (NI) Programme Guide for Employers

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## Workable (NI)

The SES Partnership offers a Supported Employment programme called Workable (NI) which is funded by the Department for Communities. This Supported Employment programme is delivered throughout Northern Ireland by the seven specialist Disability organisations involved in SES, namely ;

Action Mental Health, AdaptNI, Cedar Mencap, NOW Group, Orchardville and RNIB

### SES can support employers by:

- \* Helping people to return to work following illness or disability
- \* Advising on reasonable adjustments and adaptations
- \* Mediate between employee and management to achieve best solution for all.
- \* Providing impartial support to all involved
- \* Disability Awareness training for staff teams
- \* Removing stigma and perceptions around disability
- \* Minimising impact of disability in the workplace

### SES can support any employee who meets the following eligibility criteria:

- \* 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
- \* Long term & short term absence reduced
- \* Reduced need for temporary staff
- \* Less HR time spent on follow up
- \* Increased productivity

### Support

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

### Rewards

- \* 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 barriers
- \* Less use of formal disciplinary procedures as situations do not reach this stage