

Alongside this, the Department is developing a number of Key Performance Indicators that focus on progress against the review and audit of equality of access to the Department's services and infrastructure.

As ever, the Department stands ready to assist the Disability and Inclusion Strategy Steering Group as necessary to deliver this important work.

Deputy S J Ogier, Minister

Social Security Department

Thank you for your letter dated 9 June 2015.

In relation to the Disability and Inclusion Strategy Governance Structure and the workstreams to change attitudes and raise awareness, you will be aware that Social Security is taking the lead on supported and mainstream employment. In order to give transparency to the collective activities of all agencies under this workstream, the Department has developed a framework listing the services currently provided and setting out some of the challenges, gaps in provision and future developments. This framework is updated periodically at the request of the Disability and Inclusion Steering Group and the latest version is attached for your information.

With regard to the specific objectives of improving opportunities for disabled people and carers to participate across society and promoting more positive and inclusive attitudes towards disability in the community, Social Security has been involved in numerous workstreams and activities since November 2013. In connection with Resolution 11 of the 2013 report the relevant workstreams and activities are set out in the table below.

<p><i>a) contribute to a multi-agency approach to implementing the Strategy where their assistance is required and, in particular, to implement the actions laid out in the timetable,</i></p>	<ul style="list-style-type: none"> • Officer lead for supported and mainstream employment. • Officer attendance at meetings and workshops in connection with other workstreams, such as Capacity legislation and Safeguarding Vulnerable Adults. • In connection with the disability register, officer attendance at the multi-agency 14+ transition group.
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<p><i>b) take account of the Strategy when developing strategies, policies, plans procedures and when making changes to services or capital works,</i></p>	<ul style="list-style-type: none"> • The Primary Care Mental Health & Wellbeing Service (PCMHWS) established on a permanent basis following completion of a successful 2 year trial period. • Implemented changes to Carer's Allowance which mean that there is no longer any restriction of the level of earnings a carer can receive while getting Carer's Allowance. • Progress to Work project implemented giving effect to 2012 States Resolutions to introduce work incentivisation within the supplementary benefit scheme. Work-focused meetings now carried out with all people of working age, including non-working partners. Officers take account of disability-related matters within the work-focused approach and with regard to setting work rehabilitation plans. • Supporting Occupational Health & Wellbeing (SOHWELL) project implemented. This project has transformed the way in which the Department deals with sickness claims and is focused upon earlier intervention to support people who may need extra help to stay in work or get back to work more quickly. Using the expertise of a Consultant Occupational Health Physician and Accredited Specialist in Occupational medicine, the Department has changed the way incapacity for work is assessed and has also redesigned the medical certificate to support occupational health and workplace adjustments. In support of these changes, the Occupational Health Consultant has delivered bespoke training to local GPs and other healthcare professionals. • Implemented a Third Sector Grant Scheme to encourage voluntary organisations who have clients of
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	<p>working age to develop work rehabilitation initiatives to help people stay in work or return to work more quickly.</p>
<p><i>c) note the requirement to provide for reasonable adjustments under existing budgets, when legislation is introduced.</i></p>	<ul style="list-style-type: none"> • The Department fully subscribes to the concept of reasonable adjustments. The Department has made both temporary and permanent adjustments for staff in the past, and is currently in the process of making adjustments to respond to new issues that have arisen for existing staff. • The Department welcomes the change in legislation and believes that the work it is doing through the SOHWELL project go some way towards supporting other Departments and the private sector.

I hope that the above information and enclosure are helpful, but if you need further information please ask Carol Le Page to liaise with Ed Ashton, Deputy Chief Officer in the first instance.

Deputy A H Langlois, Minister

States' Assembly & Constitution Committee

Please include the changes which will be made to the Reform Law to remove Legal Disability. The Committee will also be making new Rules regarding the presence of candidates and their representatives at elections counts. At present a representative cannot be subject to the Legal Disability. The Committee will also remove that barrier.

The Committee also plans to run "Community Awareness" training for States' Members as part of their induction programme (along the lines of Dignity at Work / diversity training for civil servants) to make them more aware of the need to respect the diverse nature of the Guernsey population.