

Workable (NI) Programme Guide for Employers

Do you have an employee with a **disability** or **health condition** which is affecting their ability to work?

Would you like **support** to retain **employees**?



Benefits to employers:

Financial



No cost to the employer



Less HR time spent on follow-ups



Long-term and short-term absence reduced



Increased productivity



Reduced need for temporary staff



Benefits to employers:

Support



Free advice and guidance - around equality, DDA, reasonable adjustments, benefits



Proactive corrective measures



Best practice approach to support staff



Job coach available where intense support required



Expert panel disability SES staff with knowledge and experience



Attendance at meetings - attendance reviews, performance



Staff training and



Benefits to employers:

Rewards



Increased communication within workforce



Staff retention improved/reduced recruitment costs



CSR - positive recruitment practices/ diverse workforce



Improved knowledge about disabilities and removal of barriers



Promotion opportunities for people



Less use of formal disciplinary procedures as situations do not reach this stage



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, Cedar Foundation, AdaptNI, Mencap, NOW Group, Orchardville** and the **RNIB**.

SES Workable (NI) can support employers by:



Helping people return to work following illness or disability



Advising on reasonable adjustments and adaptations



Mediating between employee and management to achieve best solution for all



Providing impartial support for all involved



Disability Awareness training for staff teams



Removing stigma and perceptions around disability



Minimising impact of disability in the workplace

SES Workable (NI) 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

Contact us for more information

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