

Billet d'État XX, 2015

Corrigendum

Article 7: “Policy Council – Update on the Disability and Inclusion Strategy”

Pages 2898 to 2901: Please note that these pages have been incorrectly printed and should be replaced with the single page 2898, shown overleaf.

Supported and Mainstream Employment

Job Centre Team				Supplementary Benefit Team		Incapacity Benefits Team		Third Sector	
Employment Officers	Work Rehab Officers	Case Manager	Job Centre Support Contract	Training & Development	Community & Environmental Projects Scheme				
- Vacancy service - Job-matching service - Redundancy support - Job placement - Recruitment grant - Work trial - Work experience - Work focused meetings - Unemployment review meetings - Job start expenses - Voluntary work - Back to work bonus - Work2Benefit (mandatory work) 1-2-1 support - Incapacity - Unemployment - NEETs - barriers - Information & advice - Referrals to Supported Employment - Referrals to other agency schemes - Employer engagement - Job Fairs - Sanctions - Case conferences	- Professional recruitment consultants working with employers and jobseekers - Referral from Job Centre based on set criteria - Employer engagement expertise - Job placement - Service development	- Short-term training - Basic skills training - Kick Start - GOALS - Suite of College of FE courses funded by SSD - Stepping in scheme - Food & Retail Skills Shop - Training centre at Burnt Lane, St Martins "Get into ..." range of courses - Childcare costs to attend training	- re-establishing a work ethic - re-introducing a work routine - developing team work - reinforcing appropriate workplace behaviour - establishing aptitude and skill sets - increasing basic skills and employability by taking account of employers needs - arranging work experience - delivering training - building self-confidence - developing confidence in ability to learn - recognising individual progress and success	- Means-tested employment benefits and social insurance based unemployment benefit - Progress to Work project - Jobseekers - Single parents - People with disabilities - Partners of claimants - Dependants of claimants - Incapable of self-support - Work requirement - Work focused meetings - Referrals to Job Centre - Early intervention on sickness - Liaison with GPs and other healthcare professionals - Liaison with SSD's Medical Adviser - Extended medical cover when moving into work - Earnings disregard - Off-set of childcare costs when working - Special Case Officer - Earnings Officer	- Supporting Occupational Health & Wellbeing project (SOHWELL) - Targeted incapacity case management - New style medical certificate - Early intervention - New independent capability assessment - Gradual return to work - Return to work plans - Back to work bonus - Liaison with SSD's medical Adviser - Liaison with Primary Care Committee - Liaison with Mental Health Services - Liaison with MSG - Training of practitioners in completion of new style medical certificate and capability assessment - Industrial Disablement Benefit (retraining costs) - Referrals to Job Centre - PCMHWS & contract monitoring of this SSD funded service	- Acts as SSD's Medical Adviser across all areas of the business - Medical Adviser is an Occupational Health expert - Delivers training to GPs relating to completion of new medical certificates and capability assessment - Will deliver workshops to healthcare professionals - Will promote improved approaches to OH with employers - Strategic input to SSD policies	- SSD grants paid to various charitable organisations by States Resolution - Grant scheme to support work rehabilitation initiatives *Placements through SSD's mandatory work scheme - SSD liaison with individual charities - SSD presentations as requested - GO (giving opportunities to Guernsey's young people) - MIND - Guernsey Community Foundation - Prince's Trust - Caritas		
Challenges			Developments		Training of staff		GAPS	Duplication	SSD Contacts
- Accessing <u>proven</u> motivational interventions for long-term jobseekers - Employer engagement - Changing the mind set of some of the long-term sick who have capacity for work, but have fixed views - Educating employers regarding the employment of people with a disability			- Phase 1 of Work2Benefit (mandatory work scheme) commenced in December 2014. Phase 2 involving the GSPCA commenced in April 2015. Phase 3 (final) involving Third Sector expected to commence Q4 2015. - Social Welfare Benefits Investigation Committee is looking at the earnings disregard and benefit limitation - OH advice line for SME's being piloted from March 2015. - Partnership working with HSSD's OH service - Development of Guernsey Employment Trust (see box below)		SSD would welcome access to training on:- - Employer engagement - Engaging with people with disabilities - Motivational techniques - Changing mind sets Training has not always been easy to source from providers with experience of dealing with SSD's client base, but if coordinated as part of a wider agency requirement this may be more successful.		- Resolving what is sometimes referred to as the "benefit trap", but this will be a work stream of the SWBIC in 2015 - Third sector in other jurisdictions often provide work rehabilitation services commissioned by Government. Hopefully SSD's new grant scheme will kick start this provision locally	Vast majority of SSD clients will be clients of other agencies, but only SSD has access to individual benefits data	- Ed Ashton, Deputy Chief Officer – 732562 - Martin Bridle, Manager, Job Centre – 732585 - Rosemary Browne, Manager, Supplementary Benefit – 732436 - Stephanie Barnes, Manager, Incapacity Benefits - 732462

Guernsey Employment Trust

From 1 May 2015 HSSD's supported employment services and resources move to the Guernsey Employment Trust (GET). New premises have been identified and progressed and Social Enterprise options are under development and discussion. A new Chief Executive for the wider Trust is also being sought. GET's strategic aims are to improve the impact of the investment of resources, offer meaningful employment opportunities, create a self-sufficient social enterprise and provide effective education and work based training. Services to be provided include the supported employment team, work experience placements, a work preparation team, a job club, supported employment scheme, social enterprise opportunities and an employers' consultancy and advisory service. GET contact: Dave Chilton, Chief Executive, Guernsey Community Foundation – 748056.