



## Part 2 - Employment



## **Part 2 - Employment**

Code of Practice for the elimination of discrimination in the field of employment against disabled persons or persons who have a disability.

Effective from 2 December 1996



## Part 2 - Employment

- Are in force now
- Reasonable adjustments need to be made for disabled employees and job applicants
- Adjustments may be made to the way work is done or to physical premises
- Rights are **specific to the person concerned**
- Companies of more than 15 people – This figure will be removed in 2004



## **Part 2 - Reasonable adjustments**

- Make alterations to physical features of premises
- Change place of work
- Assign duties to others
- Alter hours of work
- Acquire or modify equipment
- Provide a reader or interpreter



## Part 2 - What is reasonable?

- Effectiveness
- Practicality
- Cost
- Disruption
- Employers financial/other resources
- Amount already spent
- Availability of grants - up to £10,000 for adaptations



## Part 2 - Other factors

- Effect on other employees health & safety
- Adjustments made for other employees
- The extent to which the disabled person is willing to co-operate



## Part 2 - Leased Premises

- If lease prohibits alterations
  - Seek written consent on the landlord
  - Cannot unreasonably withhold consent
  - Consent may be subject to reasonable conditions
- Withholding consent may be reasonable if
  - Substantial permanent reduction in value
  - Will cause significant disruption or inconvenience to other tenants



## Part 2 - Enforcement

- Employment provisions are enforced by the disabled person taking the employer to industrial tribunal
- Legal aid is not available
- ACAS provides conciliation in the employment field
- DRC may give assistance





## Part 2 – New Regulations

- Draft Code of Practice – Employment and Occupation - Covers advertising vacancies, recruitment, retention health & safety and employment agencies
- Draft Code of Practice – Trade Organisations and Qualification Bodies aimed at trade unions, trade organisations, professional associations and qualification bodies.