

MODEL REASONABLE ADJUSTMENTS PASSPORT

Introduction

There TUC and GMB have recently launched a new disability passport to help disabled people who fall out of work or switch employers to get the support they need.

Background

The passport initiative developed out of a research project that found over 390,000 disabled people dropped out of work in the UK last year and a further 555,000 started work with a new employer.

Like all workers or employees, disabled people change their job for a wide variety of reasons. For disabled workers, though, one preventable reason occurs when their employer fails to make the adjustments they need, or where they fail to retain or improve them over time.

The passport

The reasonable adjustments disability passport has been designed to record relevant personal and disability details about the individual worker, their health condition and/or impairments, the adjustments that have been agreed between the worker and the employer, relevant advice provided by occupational health or other sources.

In addition, it provides space for the individual to describe how their condition impact on them at different times, and whether they need further adjustments. Finally, it has space to identify a review period that can be agreed between the worker and the employer.

Model policy

There is a model policy for the provision and use of the passports that reps can seek to negotiate with their employer.

Reps action

The report, passport and model policy are all available from the TUC website at www.tuc.org/reasonableadjustments/disability-passports

Collectively you could seek to agree a protocol or policy with your management about disability and reasonable adjustments and seek to persuade them to adopt a passport system based on the documentation you can download.

Acknowledgments and further information

More information on this and other employment rights matters is available from:

- Val Stansfield, Employment Rights Adviser at stansfieldv@tssa.org.uk or 020 7529 8046
- TSSA Helpdesk – 0800 328 2673