

Appendix C

Additional Feedback Addendum

Finance Feedback

EMC Report	Section	Feedback	Action
Reasonable Adjustments	9.1) Financial Implications	Wording change to: There is no centralised budget for making accommodations. Costs would need to be funded from existing service budgets wherever possible.	To be communicated to EMC through addendum. Report updated.

Trade Union Feedback: Unison

Feedback on Reasonable Adjustments Policy		
Section	Feedback	Action
1.2	Add wording 'those that become disabled while working for us'.	Amended to add : <i>'those that become disabled while working for the council'</i> .
New Section 1.7	Request to add research data around disability employment gap and disability pay gap.	Summary statistics included and link to suggested research report added for further information.
6.5	Suggestion that this section be moved higher up and to include reference that individuals are the experts in their own conditions.	Agreed: Moved to section 6.3 and updated wording to advise that <i>'they should be considered as experts in their condition and how they are impacted'</i> .
10.1 Managers' responsibilities	Add bullet point: <i>Encourage all employees to complete disability awareness training.</i>	Included.

10.2 Employee Responsibilities	Added bullet point: <i>'Highlight any health/ disability changes that may require updates in Disability passport'</i> .	Agreed and included <i>'To highlight any health/disability changes that may require their Workplace Adjustment Passport to be updated'</i> .
Additional wording	To include wording regarding the time taken to get RA in place, an acknowledgement that delays should not result in a detriment to the disabled individual ... e.g. delays in their RTW, falling into half pay as the equipment is delayed etc it not arriving while on a phased return etc.	<p>Agreed: Updated section 9.0 – Heading is now 'Implementation and cost of reasonable adjustments' replacing previous heading of 'Cost of reasonable adjustments'.</p> <p>Wording to be included as point 9.4 current drafted wording:</p> <p><i>'It is expected that any agreed adjustments are implemented as soon as possible. Where there are any delays, the employee must be kept updated throughout the process. The individual would not be placed at a detriment due to a delay that may have been caused by internal processes, any issues on implementation will be assessed on a case-by-case basis, for example if the delay was going to cause a reduction in pay as the employee is unable to return to work. HR Support can provide advice and escalate as required.'</i></p>
N/A	Need to highlight to staff and managers that we are serious about being a disability confident employer.	This will be included in the Medspace landing page and reiterated through any additional guidance and training that takes place. Will also feedback to the Equalities Board.

15.0 Appendix A	<ul style="list-style-type: none"> • Add bullet under working arrangements to include <i>Ensuring any applicant applying for a job who declares a disability and meets the job spec requirements are offered interviews.</i> 	Added: <i>Making sure any applicant who declares a disability and meets the job specification requirements are offered interviews.</i>
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