



# Disablement Advisory Service (DAS)



The Disablement Advisory Service is an integral part of the Department for Employment and Learning's Preparation for Work Division. It provides support to people with health conditions and disabilities to help them obtain suitable employment and enable those who become sick or disabled in their jobs to retain their employment.

Additionally, DAS has responsibility for the choices package available under the Pathways to Work Initiative and also has an Occupational Psychology Service.

## How it works:



DAS provides a range of programmes to assist people with health conditions and disabilities obtain and retain suitable employment. These programmes include:

- (1) Job Introduction Scheme (JIS):** JIS is a job trial lasting up to 13 weeks. It allows the disabled person and the employer to work together to consider if this job or work in general is an appropriate way forward for that individual. During the period of the job trial, employees are employed under the same terms and conditions as any other employee of that company and receive the rate of pay for the job.
- (2) Access to Work (NI) (AtW):** AtW can help people with disabilities who wish to take up employment, or who are in work and experience difficulties related to their disability. It provides individually assessed support to assist disabled people find and keep suitable employment. A range of one off or longer term often indefinite, supports are offered. The supports include: assistance with travel to and from work; the provision of a support worker; provision of equipment; and adaptations to premises.



**(3) Workable (NI):** This is a relatively new programme that provides a flexible range of long term supports to assist disabled people with substantial disability related employment barriers to find and keep work. The support needs of each individual are assessed and the provision can include supports such as a Job Coach to assist the disabled worker and their colleagues adapt to the needs of the particular job; payment of developmental costs to the employer; extra training; and disability awareness training.

**(4) New Deal for Disabled People (NDDP):** NDDP is a programme designed for people in receipt of health related benefits. Individuals who are nearly job ready undertake a range of job preparation activities with a contracted Job Broker to assist them to find and keep a job.

**(5) Pathways to Work Initiative:** Pathways to Work is an innovative new approach to help people with health conditions and disabilities to consider their options for returning to work. Under this initiative, there are a number of options of help available to assist customers to progress towards work, or find and retain suitable employment. These include Condition Management Programme, Work Preparation Programme, New Deal for Disabled People, Return to Work Credit and Advisers Discretionary Fund. Anyone who is not in work because of an illness or disability can volunteer to participate in Pathways to Work.

## Who can apply?

Additional information or access to these programmes is available through Personal Advisers based in local Jobs & Benefits offices/Jobcentres. Additional information may also be obtained through the DEL website.

### **What can the Occupational Psychology Service (OPS) do to help people with disabilities?**

OPS offers consultancy, advice and guidance in areas relating to work, disability and health. It is based in Belfast and provides services across Northern Ireland. OPS is available to support clients with disabilities, Personal Advisers and also provide occupational psychology consultancy to the Department and other agencies.

### **Where can I find further information on Disablement Advisory Service and Pathways to Work?**

You can access further information on all DAS and Pathways to Work provision on the DEL website – [www.delni.gov.uk](http://www.delni.gov.uk)

DAS has also produced a Disability Awareness Pack which may also be of benefit to people with disabilities and is accessible via the DEL website.

Disablement Advisory Service is based at Gloucester House, 57 Chichester Street, Belfast BT1 4RA