



REASONABLE ADJUSTMENTS FOR PHYSICAL DISABILITY

Andy Kars

Joe was introduced to us by his occupational therapist. He was introduced as a double amputee, both legs just above the knee. He was struggling with mental health and as a result self-harming. Initially Joe was only coming to us for a six-week introduction to getting back to work. The first day he was meant to start, he failed to turn up. In his words “he got cold feet” but he arrived on the second day, and we all had a laugh.

Although it had been nearly two years since he lost his legs he had not been fitted with prosthetic legs, due to stump sores. He was therefore still in a wheelchair. This was a very heavy NHS one, so the first thing we did was to get him into a lightweight one on loan while he was with us. It was clear that he had a sense of humour when he was in a good place. Within two weeks, we could see that he needed to be pushed harder and he was asking for more to do.

We saw a large change in Joe during the six weeks as did his occupational therapist. He enrolled at the college for a three day a week course and he came to the garage for two days a week, so that he could do levels 1 & 2 Motor Mechanic over a two-year period. Joe then went onto a main dealer closer to his home, with the intention to go on to complete his level three.

Unfortunately, he struggled to keep up to their required workload on the shop floor. He was back without work and stayed this way for 18 months, when the occupational therapist contacted me to see if there was any other routes Joe could take as he was enjoying it so much.

With the help of Job Centre Plus Joe secured a parts advisor’s job at an aftermarket parts supplier. Once the job was confirmed Access to Work assisted by contributing towards the cost of a support worker/runner to collect the parts from the stores. Six years on both are still employed.

The result of this collaboration between the Occupational Therapist, Job Centre Plus, and Access to Work and a little out of the box thinking two.



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