

Disability and health in the workplace - improving employment support and closing the disability gap 7th December 2016

CONDITIONS FOR USE OF TRANSCRIPTS:

This document is intended to provide a timely reference for interested parties who are unable to attend the event to which it refers. Some portions are based on transcripts of proceedings and others consist of text submitted by speakers or authors, and are clearly marked as such. As such, apart from where it is indicated that the text was supplied by the speaker, it has not been possible for the transcript to be checked by speakers and so this portion of the document does not represent a formal record of proceedings. Despite best endeavours by Westminster Forum Projects and its suppliers to ensure accuracy, text based on transcription may contain errors which could alter the intended meaning of any portion of the reported content. Anyone who intends to publicly use or refer to any text based on the transcript should make clear that speakers have not had the opportunity for any corrections, or check first with the speaker in question. If in doubt please contact the forum first.

Contents

| About this Publication | 3 |
|--|-----------|
| <u>Agenda</u> | 4 |
| Session Chair opening remarks Professor Kim Hoque, Professor of Human Resource Management, Warwick Business School, | - |
| University of Warwick (transcript) | 6 |
| Disability and employment - the challenges for policy | |
| Dr Lisa Cameron MP, Chair, All-Party Parliamentary Group for Disability (transcript) | 7 |
| Questions and comments from the floor (transcript) | 9 |
| The disability employment gap - where we are now and options for moving forward | |
| Philip Connolly, Policy and Development Manager, Disability Rights UK (transcript) | 13 |
| Halving the disability employment gap - challenges and opportunities | |
| Dr Victoria Wass, Reader, Cardiff Business School, Cardiff University (transcript) | 18 |
| George Selvanera, Director of Strategy and External Affairs, Business Disability Forum (transcript) | 20 |
| Dr Nasser Siabi , Chief Executive, Microlink PC (transcript) | 23 |
| Vicky McDermott, Chief Executive Officer, Papworth Trust (transcript) | 25 |
| Questions and comments from the floor with Philip Connolly , Policy and Development Manager, | |
| Disability Rights UK (transcript) | 28 |
| Session Chair closing remarks | |
| Professor Kim Hoque, Professor of Human Resource Management, Warwick Business School, | |
| University of Warwick (transcript) | 35 |
| Steve McCabe MP, Member, Work and Pensions Select Committee (transcript) | 36 |
| Key issues for creating a new Work and Health Programme | |
| Tailoring and personalising support - tackling the challenges | |
| Kirsty McHugh, Chief Executive, Employment Related Services Association (ERSA) (transcript) | 37 |
| Work and health - priorities for policy going forward | |
| Cicely Dudley, Research and Policy Analyst, The Work Foundation (transcript) | 41 |
| Rehabilitation - challenges for supporting those supporting the employee | |
| Dr Joanne Crawford , Head of Ergonomics and Human Factors, Institute of Occupational Medicine (transcript) | 44 |
| Questions and comments from the floor (transcript) | 47 |
| Work and health - priorities for policy | |
| Richard Cienciala, Deputy Director, Work and Health Joint Unit, Department for Work and Pensions and | |
| Department of Health (transcript) | 53 |
| Questions and comments from the floor (transcript) | 57 |
| | |
| Session Chair and Westminster Employment Forum closing remarks | C4 |
| Steve McCabe MP, Member, Work and Pensions Select Committee (transcript) Ten Overand Forum Lond Westminster Employment Forum (transcript) | 61 |
| Tom Overend, Forum Lead, Westminster Employment Forum (transcript) | 62 |
| <u>Comments</u> | 63 |
| <u>List of Delegates Registered for Seminar</u> | 64 |
| Contributor Biographies | 67 |
| CONTRIBUTOR DIOGRAPHICS | 0/ |

Please be advised that speakers' PowerPoint presentations are included within the transcript itself, just beneath the relevant speaker's text. Please note that not all speakers are able to grant permission for us to include their slides.

About this Publication

This publication reflects proceedings at the Westminster Employment Forum Keynote Seminar: Disability and health in the workplace - improving employment support and closing the disability gap held on 7th December 2016. The views expressed in the articles are those of the named authors, not those of the Forum or the sponsors, apart from their own articles.

Although Westminster Employment Forum is grateful to all sponsors for the funding on which we depend, participation in events and publications is never conditional on being a sponsor. As well as funding ongoing operations, sponsorship enables the Forum to distribute complimentary copies of publications, and offer complimentary tickets for events, to Government ministers, parliamentarians and officials most involved in policy.

This publication is copyright. Its copying, in whole or in part, is not permitted without the prior written consent of the publishers. However, extracts of the text may be reproduced for academic or review purposes, subject to the conditions of use outlined in the previous page, providing they are accurate, are not used in a misleading context and the author, their organisation and the Westminster Employment Forum are acknowledged. We would also appreciate being informed.

Westminster Employment Forum

UK Headquarters 4 Bracknell Beeches Old Bracknell Lane West Bracknell Berkshire RG12 7BW

T: 01344 864796 F: 01344 420121 publications@westminsterforumprojects.co.uk

Directors

Peter van Gelder Chris Whitehouse