

Employees with disability – provisions for job retention

Discussion on how these provisions are implemented through cooperation between occupational health services, employee welfare departments, and disability liaison officers

Focus day – 25 November 2014, Maison de l’Agriculture, Rennes, France

AGENDA

Background:

Provisions for maintaining individuals with disabilities in employment involve supporting and guiding such employees in adjusting their work arrangements or in transferring to another job or position. This assistance, which extends to legal and human issues, is delivered by various partners and cooperation between them is therefore necessary. In particular, **occupational health services, employee welfare departments, and disability liaison officers all have to join forces, but how could this be better achieved, especially within France’s health service?**

The **assistance** provided should always be **in the interests of the individual while taking into account employee status and the currently limited funding available**. In this context certain ethical principles based on respecting the beneficiary are to be borne in mind. This respect for the individual underlies the cooperation aimed at supporting the employee and shaping the process to match their job retention needs. It involves a people-centred approach whereby **the employee is empowered in their endeavours to retain or change their job**.

Furthermore, these ethical principles deal with how to communicate **sensitive information** relating to the employee’s situation.

- ‘What am I allowed to say? What information am I allowed to ask for?’
- ‘What information is needed in order to provide the best support for the individual?’
- ‘Does this situation require confidentiality and if so, in what way?’

Lastly, the type and extent of the support delivered will depend on various factors: the urgency of the situation, specific needs, and help requested, as well as the nature, frequency and degree of disability involved.

This focus day is therefore aimed at discussing **how these principles can be upheld in the field**.

Agenda:

9.30am – 10.00 **Welcome**

10.00 – 10.15 **Introduction**

Marie-Renée Guével, Researcher, Department of human and social sciences, EHESP

Claire Le Boucher, Employee assistance coordinator – DLO, Centre hospitalier Guillaume Régnier

10.15 – 12pm **What ethical and legal principles should prevail in job retention assistance?**

Damien Couet, certified lecturer in philosophy and ethics tutor

12pm – 1pm **Lunch**

1pm – 3pm **Workshops:**

In the situations below, how would the various partners work together? What information would they share? What would be their roles etc.? Using feedback from the morning session, how could this cooperation be facilitated?

- Following recognition of a work disability by the *Comité Médical* or the *Commission de Réforme* (both are medical boards with slightly different scope)
- Following recognition of a work disability by occupational health services
- Following an application by an employee to be classed as a disabled worker.

The work groups will be cross-vocational in order to compare and contrast different experiences and points of view.

Marie-Renée Guével, Researcher, Department of human and social sciences, EHESP

3pm – 3.15 **Coffee break**

3.15 – 4.15 **Round-up of the workshops**

Marie-Renée Guével, Researcher, Department of human and social sciences, EHESP

Damien Couet, certified lecturer in philosophy and ethics tutor

4.15 – 4.30 **Outlook and closing remarks**

Marie-Renée Guével, Researcher, Department of human and social sciences, EHESP