St. Joseph's Foundation. Cork.

1. Financial In-work supports

We want to know what works best and is attractive for people with disabilities when considering a return to or taking up work in terms of financial supports

How important are the following when considering taking up or returning to employment?

	Very Important	Moderate Importance	Neutral	Slightly Important	Low
Disability Allowance Earnings Disregards (up to €120, €120-350)	O	✓	O	O	O
Partial Capacity Scheme (on Illness Benefit, Invalidity Pension)	✓	O	O	O	O
Retention of Medical Card for 3 years	✓	O	O	O	O
Secondary Benefits: (Rent Supplement/Free Travel/Fuel Allowance)	✓	O	O	O	O
Household Benefits Package (Electricity/Gas Allowance/Free TV Licence)	O	✓	O	O	O
Family Income Supplement	O	O	✓	O	O
Tax Credits and reliefs	O	O	✓	O	O

How well do you think the following are understood by people with a disability or their advocates?

	Well Understood	Moderately Understood	Neutral	Slightly Understood	Not
Disability Allowance Earnings Disregards (up to €120, €120-350)	O	✓	O	O	O
Partial Capacity Scheme (on Illness Benefit, Invalidity Pension)	O	✓	O	O	O
Retention of Medical Card for 3 years	O	O	✓	O	O
Secondary Benefits: (Rent Supplement, Free Travel, Fuel Allowance)	O	O	✓	O	O
Household Benefits Package (Electricity/Gas Allowance, Free TV Licence)	O	O	✓	O	O
Family Income Supplement	O	O	✓	O	O
Tax Credits and reliefs	O	O	O	O	✓

Comments

2. Financial Barriers

Please rank the following in importance 1 – 6 (according to the scale of barrier) when considering taking up or returning to work: (1 = most important)

Loss of DSP Payment	4
Loss of Secondary Benefits (Rent Supplement, Free Travel, Fuel Allowance)	2
Loss of Household Benefits Package (Electricity/Gas Allowance, Free TV Licence)	3
Perceived difficulty obtaining DSP payment/benefits again (e.g. If work ceases)	4
Loss of Medical Card after 3 years	4
Other (please specify) Being let Go and reapplying for DA.	4

It is recognised that the needs and issues arising for people with disabilities vary, and that different circumstances arise for different people at different times. If there are circumstances that are particularly relevant, please indicate:

People with disabilities renting privately feel that they should be allowed to move and retain their Disability allowances. (without issues.) i.e. Secondary allowances may be effected.

In general, do people with a disability feel that they would be better off financially by taking up work?

Yes	No
✓	O

Please elaborate:

Extra occupation and finance boosts their confidence and sense of integrity.
The employer pays the P.W.D. and reinforces their sense of individualism as they need their own Bank account

3. Length of time out of workforce

Are there particular financial barriers to resumption of work for PWD if out longer term, i.e. 2 yrs or more?

Not that I am aware of.

What suggestions would you have to overcome barriers for PWD who have been out of the workforce long term?

Access to the workplace and transport to and from the work place.

Do you feel there are particular financial barriers that apply more to men than women, or to women than men?

I cant distinguish a difference here

4. Communication

Please rank the following sources of information people with disabilities use to research the financial aspects of taking up or returning to work:

	Always	Often	Sometimes	Rarely	Never
Department of Social Protection website	O	✓	O	O	O
Intreo office/Local DSP office	O	O	✓	O	O
Citizens Information Office	✓	O	O	O	O
Citizens Information Website	✓	O	O	O	O
Representative groups for PwD	O	O	✓	O	O
Friends and family	O	O	✓	O	O
Media (TV/Radio/Newspapers)	O	O	O	O	✓
Other (please specify) Community Welfare Officer	O	✓	O	O	O

Do you think people worry about asking for information from the Department of Social Protection when considering returning to work – e.g. applying for Partial Capacity Benefit, or the Disability Allowance Earnings Disregard?

Yes	No
✓	O

If yes, why?

Because rules change and people may not be aware of these rule changes and may be penalised for disclosing certain information creating hardship. I don't think people intentionally conceal information but there is a fear of being cut of disability especially for loss of secondary benefits. The question of "is it worth it".

5. Experience of PWD who ARE working

Approximately 21% *of PWD are in the workforce; in your view what are the financial and other factors which have supported these people to:*

A) Transition successfully from education/training to employment:

upgrade of infrastructure.
Changing attitudes of productivity of PWD.
upgrade of Building + access for PWD
Job coaches + support staff (ongoing support team)
Having a support team and base.
The support needs to be ongoing and visible and accessible to employers and PWD.

B) Remain in employment:

established relationships between employer + PWD.

6. How do you see the role of the Intreo centre evolving to meet the needs of PwD?

The Department of Social Protection is expanding the role of the Intreo centres as an employment and recruitment service for pwd who wish to take up work.

What do you think PwD need from their Intreo centre in terms of assisting them to search for work?

well informed Job Coaches with an experience of placing people with Disabilities in employment.
Preperation for work Courses.
C.V Cources and interview skills and personal appearance.
Getting to the interview preparation.

How do you think the Intreo centre can best engage with PwD? e.g.

- Communication – social media, email/letters from intreo, telephone?
- Promotion of services via disability representative bodies/media?
- Named case worker

All of the above.
with emphasis with linking in with the local disability Job Coach.

Accompaniment of family/friend/advocate at Intreo:

	Yes	No
▪ Is this important to PwD?	@ ✓	O

unless there are safeguarding issues.