



Response Date:03/07/2024

2024/618 - Fund

In response to your recent request for information regarding;

I'd like to request to know whether I can request information on a fund I've been made aware of recently. I do not know the 'official' name but relates to potential staff/officers who may have disabilities and that this can be applied for to assist them with work and life in general?

I'd seek to know whether I can request to know any or all of the following:

- **who funds this (where does this money come from i.e police budget etc)**
- **the process and how this can be applied for?**
- **when did this fund begin?**
- **how much money has been used? (is there a set budget each financial year?)**
- **how and whom decides how this money is and should be spent?**
- **who sits on the panel?**
- **is there a threshold/criteria to apply or receive funding?**

This request relates to the Access to Work scheme, launched in 1994. This scheme supports Disabled people to get into work and assists Disabled people in the workplace. As this is a government funded scheme open to any member of the public, the information is available on-line;

www.gov.uk/access-to-work

The process, including eligibility criteria, is outlined at the above web page.

The cost of reasonable adjustments was covered from existing budgets such as furniture and fittings, estates up to 2023-24 and cannot be identified separately. From 2024-25 a separate budget of £40,000 has been set and will be monitored separately.

Decisions for funding are brought to Funding Request Panel. The panel is chaired collectively by representatives attending from HR, OHU, Federation and Unison.

A business case on behalf of individuals is submitted to the panel via the area HR Adviser.

It is important to note there is not an automatic right to receive funding and all decisions to award funding are discretionary.

The following criteria is considered:

- o The applicant is off sick or is in a restricted role that is not a viable long-term option;
- o The provision of private medical treatment should ensure an earlier return to work on full duties;
- o Funding for medical treatment is required to avoid an absence or restriction in role;
- o The Force Medical Advisor must confirm a positive prognosis and NHS waiting times for such treatment (only cases with NHS waiting list greater than 3 months to be considered);

In the business case submitted a cost benefit analysis is also considered, for example: the length of absence if treated by NHS (months) against the estimated salary cost of this absence.

Compared to length of absence if treated privately (months) and estimated salary cost of the absence (based on individual's full pay rate).

Then the total savings (months) and salary saving (£) i.e. the difference between NHS treatment and private treatment.

Total saving (£) less the cost of treatment (£).

THIS INFORMATION HAS BEEN PROVIDED IN RESPONSE TO A REQUEST
UNDER THE FREEDOM OF INFORMATION ACT 2000, AND IS CORRECT AS AT 03/07/2024