



Government Circular No. 24/99

DEPARTMENT OF TRADE AND INDUSTRY

**EMPLOYMENT (PERSONS WITH DISABILITIES ETC.) SCHEME 1999**

*Approved by Tynwald*

13th July 1999

A Scheme made by the Department of Trade and Industry to assist disabled and disadvantaged persons to obtain and retain employment

**1. Citation and interpretation**

(1) This Scheme may be cited as the Employment (Persons with Disabilities etc.) Scheme 1999.

(2) In this Scheme —

"the Department" means the Department of Trade and Industry;

"employment" includes self-employment.

**2. Qualifications and conditions for assistance**

(1) Subject to paragraphs (2) and (3), assistance may be given by the Department under this Scheme to or in respect of any person who is —

(a) aged 16 or over;

(b) resident in the Isle of Man for income tax purposes;

(c) either an Isle of Man worker within the meaning of the Control of Employment Act 1975<sup>1</sup> or the holder of a permit under that Act; and

(d) in need of special assistance to obtain or retain employment by reason of disability, ill-health, illness or some other disadvantage.

(2) The Department may provide assistance under clause 3 of this Scheme to or in respect of a person only if —

(a) he is in need of special assistance to obtain or retain employment by reason of disability, ill-health or illness;

(b) he is willing, if required, to undergo assessment of the likely effect of such assistance on his prospects of employment, having regard to his disability, ill-health or illness;

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<sup>1</sup> 1975 c.25

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- (c) he owes no arrears of income tax, national insurance contributions or value added tax;
- (d) he authorises the Department to check whether he complies with (c) above;
- (e) he is willing to work for not less than 8 hours per week in employment which is expected to last for not less than 26 weeks;
- (f) in the case of self-employment —
  - (i) he is able to demonstrate that his business or proposed business is financially viable; and
  - (ii) he is not an undischarged bankrupt and has no executions outstanding against him.

(3) The Department shall not provide assistance under clause 3 of this Scheme to or in respect of a person who intends —

- (a) to undergo full-time education,
- (b) to do unremunerated voluntary work, or
- (c) to work in a sheltered workshop.

### **3. Financial assistance for persons with disability, ill-health or illness**

(1) The Department may make grants to provide assistance of the following kinds for a person qualified under clause 2(1) to (3) above —

- (a) help in seeking employment;
- (b) the provision of aids or equipment in relation to employment, such as a person not suffering from disability, ill-health or illness would not need for that employment;
- (c) alterations to any premises, place of work or equipment to enable the person to engage in employment;
- (d) help in transport to and from work;
- (e) help while at work.

(2) Assistance to or in respect of any one person under paragraph (1) may not exceed £10,000 over any period of 3 years from the date when the first offer of assistance is made.

(3) In determining whether to provide assistance under paragraph (1) and, if so, to what extent, the Department may take into account any assistance given in respect of the applicant from the "Access to Work" scheme of the United Kingdom Government.

(4) No grant of less than £100 may be made.

(5) When providing assistance under paragraph (1) the Department may impose such further conditions as it thinks appropriate (including conditions requiring repayment of any grant in such circumstances as it may specify).

(6) The Department may vary the limits in paragraphs (2) and (4) with the concurrence of the Treasury.

**4. Other assistance**

The Department may provide assistance of the following kinds for a person qualified under clause 2(1) above —

- (a) assessment of his needs and abilities;
- (b) counselling;
- (c) education or training to address his needs;
- (d) arrangements for work trials;
- (e) temporary guidance by a mentor.

**5. Saving**


This Scheme is without prejudice to the functions of the Department of Health and Social Security under —

- (a) sections 2 to 5 of the Disabled Persons (Employment) Act 1946<sup>2</sup> or
- (b) section 27 of the National Assistance (Isle of Man) Act 1951<sup>3</sup>.

MADE

*14<sup>th</sup> June*

1999



Minister for Trade and Industry

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<sup>2</sup> XVI p.362

<sup>3</sup> XVII p.1008