# Access to Work Enhanced Holistic Assessment Report

## Customer Information

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| --- | --- |
| Name |  |
| URN |  |
| Job/Placement Title |  |

## Referral details – This report has been commissioned by

|  |  |
| --- | --- |
| Name |  |
| Telephone |  |
| Referral received by |  |
| Date of assessment |  |
| Assessment completed by |  |

## Assessment Type Completed

## Enhanced Assessments Only (Use X to indicate below)

|  |  |
| --- | --- |
| Supported Internship | AtW Plus |

The Assessor must inform the Access to Work Case Manager immediately if they find that any information on the referral form is incorrect.

Do not include additional corrected personal details on the report unless agreed by The Access to Work Case Manager.

## Additional Assessment Attendees

Please leave blank if only the customer is attending.

|  |  |  |  |
| --- | --- | --- | --- |
| Customer’s Job Coach/Support Worker |  | Customer’s H&S representative |  |
| Customer’s representative/advocate |  | Customer’s line manager |  |
| Customer’s HR representative |  | Other: Please give details e.g. Technical support (IT) |  |

## Place of Assessment as agreed by DWP:

This could be more than one due to different working arrangements i.e., hybrid working.

Customer’s employment address as stated on the referral form, and it must be authorised by the case manager in advance of the assessment.

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| Employer’s Address |  |
| Placement Address |  |
| Other address |  |
| Address of assessment |  |
| Address 2 |  |

## Employment analysis

To include working pattern, office based, mobile, and job description.

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| Pattern of working days  Including Variable/shift pattern |  |
| Hours of work (e.g. 09:00-17:00)  Please also give details of variable/shift pattern |  |
| Contracted Breaks |  |
| Total hours worked per week |  |
| No of working Locations (e.g. 3 days home, 2 days office) |  |
| Role/Responsibilities |  |
| Additional Information |  |

## Assessment of needs

The Enhanced Holistic Assessment must present the barriers and give subsequent solutions for each one with each recommendation highlighted in bold. It must be Holistic. It must include details of why current equipment and solutions are not meeting the needs of the customer.

It should detail where the customer’s individual support needs are in excess of 20% up to a maximum of 50% of their contracted weekly hours of their role including job aide, on-going job coach support, extra supervision needed to enable them to deliver their job and support that is not directly related to workplace activities (e.g., personal finances or handling difficult personal matters) but necessary to sustain employment.

In addition to the information above, provide details of any adjustments the employer has made to the employee’s job role, which could include tailoring performance requirements and the scope of the job. Identify if the employer has modified the work tasks and/or is allowing longer than usually required for an employee to complete their work tasks.

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## Customer’s current disability or health conditions

Including any secondary disabilities not already identified.

Include current professional help.

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## Effect of customer’s condition on their ability to complete work tasks:

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## Additional information

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## Recommendations to be completed for all Assessment types:

Recommendations must detail the specification and qualities required of a particular item and meet the customer’s minimum needs.

Do not just list a specific product, model, service, or adjustment but also state what it needs to do to support the customer barriers, requirements, possible solutions etc.

For example: Ergo-chair 630 Ergonomic Chair with Integrated Seat ROHO. The customer currently has use of a standard office chair with limited support features and could be considered unsuitable. The customer could benefit from being provided a chair specification with an integrated air cell (ROHO) cushion to alleviate some of the described discomfort experienced in their left thigh and hip, associated with arthritic pains.

Full justification must be given for any recommendations as to how they would resolve customer’s difficulties.

## A. Recommendation

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## B. Recommendation

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## C. Recommendation

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## D. Recommendation

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## Quotes and Suppliers

All costs will include installation and setup where appropriate.

The companies suggested may also have a returns policy, please check this prior to ordering.

3 Quotes must be provided for items over £500 or a sole supplier form must be attached.

### Recommendation

|  |  |
| --- | --- |
| **1st supplier details** |  |
| Quotation number |  |
| Cost (excluding VAT) | £0.00 |
| Delivery mileage costs | £0.00 |
| **TOTAL COST**  (with VAT, set up & delivery) | £0.00 |
| Additional info/notes: |  |

|  |  |
| --- | --- |
| **2nd supplier details** |  |
| Quotation number |  |
| Cost (excluding VAT) | £0.00 |
| Delivery mileage costs | £0.00 |
| **TOTAL COST**  (with VAT, set up & delivery) | £0.00 |
| Additional info/notes: |  |

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| --- | --- |
| **3rd supplier details** |  |
| Quotation number |  |
| Cost (excluding VAT) | £0.00 |
| Delivery mileage costs | £0.00 |
| **TOTAL COST**  (with VAT, set up & delivery) | £0.00 |
| Additional info/notes: |  |

### Recommendation

|  |  |
| --- | --- |
| **1st supplier details** |  |
| Quotation number |  |
| Cost (excluding VAT) | £0.00 |
| Delivery mileage costs | £0.00 |
| **TOTAL COST**  (with VAT, set up & delivery) | £0.00 |
| Additional info/notes: |  |

### Recommendation

|  |  |
| --- | --- |
| **1st supplier details** |  |
| Quotation number |  |
| Cost (excluding VAT) | £0.00 |
| Delivery mileage costs | £0.00 |
| **TOTAL COST**  (with VAT, set up & delivery) | £0.00 |
| Additional info/notes: |  |

### Recommendation

|  |  |
| --- | --- |
| **1st supplier details** |  |
| Quotation number |  |
| Cost (excluding VAT) | £0.00 |
| Delivery mileage costs | £0.00 |
| **TOTAL COST**  (with VAT, set up & delivery) | £0.00 |
| Additional info/notes: |  |

## Employer Section

The assessment must detail the capacity and knowledge of the organisation and highlight any areas of awareness or training required. It must address the compatibility of IT solutions for the customer, ensuring these are compatible with the employer’s IT systems.

It should also include details of the employer’s H&S requirements and steps the employer is taking to accommodate the individual e.g., by tailoring the job to accommodate the employee’s disability such as adapting business processes, machinery, the pace of work expected and the extent of the job role (job shaping).

**Please note**: Any existing support which is delivered by the employer such as supervision etc. should be detailed in terms of hours the employer provides and how that support is delivered e.g. one-to-one or shared.

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| Note: Please provide weekly hours below, where support is needed. Where support is not needed, please put N/A.  Hours of Supervision per week –  Hours of Job Coaching per week –  Hours of Job Replacement per week – |

## First Help

This is the information, advice and guidance that have been provided to the customer during the assessment. This may also include physical changes made to the working environment by the assessor while on site.

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## Identified Health and Safety Issues and Advisory Notes:

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## Current support provided by the Employer if applicable:

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## Progression Planning

The assessor may provide guidance on the ongoing use of support and any other relative information for reference, when appropriate.

Reports should include a prognosis for independence and a suggested programme of tapering withdrawal of people support as appropriate.

For example, the increasing accessibility of public transport is reviewed in travel to work, so we would also consider technology reviews for support worker duties to facilitate independence if possible.

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## Items discussed but not recommended:

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## This Report Has Been Commissioned by the DWP Access to Work Case Manager, any enquires regarding this report should be directed to the AtW Case Manager

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| --- | --- |
| The report was completed by: |  |
| Date |  |

## Sole Supplier Information

|  |  |
| --- | --- |
| Customer Name |  |
| Customer URN |  |

## Customer workplace barrier

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## What is the task that the customer cannot do? What will the item help the customer to overcome?

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## Proposed Solution

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## What does the solution need to do/provide?

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## Proposed Supplier

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## Why is this supplier best placed to supply the item or solution? State clearly the specialist nature of the item.

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## Please provide contact details of three other companies in the same field of expertise who have been approached for quotes and have confirmed they are unable to provide the item or an alternative solution.

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## Appendix 1 - Anthropometric and Workstation Measurements

### Measurement template

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| --- | --- | --- | --- |
| A) Mid lumbar curve to chair seat |  | 1) Forearm to chair seat |  |
| B) Heel to knee crease |  | 2) Elbow-elbow width |  |
| C) Knee crease to back of buttocks |  | 3) Widest seated width |  |
| D) Top of shoulders to chair seat |  | 4) Desk height |  |
| E) Height (ft) |  | 5) Shoulder width |  |
| Desk surface to eye level |  | 6) Approximate weight (kg/stones) |  |
| Seated height (during assessment) |  | Top edge of monitor to desk surface |  |
| A picture of a person seated in an office chair at a desk from a side view |  | A picture of a person seated in an office chair from a front view position |  |
| *Figure 1 of a side view seated position* |  | *Figure 2 of a front view seated position* |  |

## Any other details relevant to the chair requirements:

|  |  |
| --- | --- |
| Floor surface type |  |

End of document