

TRAINING AND RESETTLEMENT

OF DISABLED PERSONS

1944

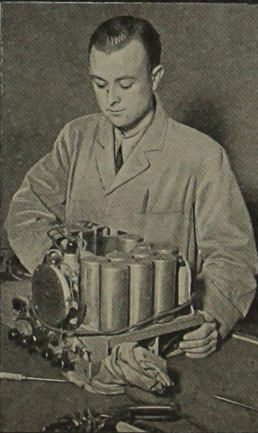
FILE 7d



Surgical appliances—Both legs paralysed

Gardener—Right forearm amputated

Carpenter—Left leg amputated



General Electrical Repairs—Infantile paralysis left leg and foot

Radio Mechanic—Osteomyelitis (Acute inflammation of the bone) right leg

General Office Work—Both hands and left leg amputated

TRAINING AND RESETTLEMENT OF DISABLED PERSONS

Note:—The schemes described in this leaflet are for the benefit of women as well as of men—except where the contrary is stated. The leaflet should be read in this sense.

INTRODUCTION

In 1941 the Ministry of Labour and National Service started, as an interim measure, a scheme for the training and resettlement of disabled persons. This scheme had two objects :—

- (a) to help those who had suffered recent disablement, whether through war service, in air raids or from other causes, to take up employment of a kind suited to their disability ; and
- (b) to help those whose disability was of earlier date to prove their capacity for useful work and to play their part in the war effort.

The Interim Scheme was only a war measure but permanent provision for the disabled has now been made in the Disabled Persons (Employment) Act, 1944, which was passed on 1st March, 1944. Some Sections of the Act, including those for Vocational Training and Industrial Rehabilitation, were brought into operation on 15th August, 1944. The other provisions of the Act, in particular the obligation on employers to employ a quota of disabled persons, will come into force later and an announcement will be made in due course. This leaflet describes the facilities now available for disabled persons, both under the Act and in other ways.

DISABLED PERSONS

A disabled person under the Act is a person who, on account of injury, disease or congenital deformity, is substantially handicapped in getting or keeping suitable employment or work. The Act applies

to civilians as well as to Service men and women ; it covers disablements from all causes—whether through Service, industrial or other accident or arising at birth and whether or not they qualify for a disability pension.

INTERVIEWS IN HOSPITAL



Every Local Office of the Ministry keeps in close touch with all hospitals in its area and with Service Establishments from which discharges on medical grounds take place. A representative from the Ministry, known as the Disablement Rehabilitation

Officer, attends at the hospital to interview any person who has a disablement and who needs advice and help to find suitable employment. The representative gets a report from the medical authorities as to the nature of the disablement and the kind of employment or training most suitable ; in amputation cases a special report is obtained from the limb fitting surgeon at the centre where the artificial limb is provided. A record of the interview is made, and used by the Local Office to advise the patient as soon as he returns home and is ready to make a start.

The interview in hospital generally takes place shortly before the patient's discharge from in-patient treatment, but an interview at an earlier stage can be arranged for those who want advice about their future employment prospects. Wherever a patient feels that he would like to have a talk with the Ministry's representative, the hospital authorities will arrange for him to be specially interviewed, if he asks them to do so. A further interview can take place later when the patient is ready to be discharged from in-patient treatment.

At the interview the patient is given a card which he can produce at the Local Office in his home area for any further help he may require. If he wants employment of a professional or executive

character his particulars will be sent to the Appointments Register and his card will introduce him to the Appointments Office nearest his home, to which he should send it when he wants further help. If he has high technical or scientific qualifications arrangements will be made for the Central (Technical and Scientific) Register at Alexandra House, Kingsway, London, W.C.2., to get in touch with him.

Disabled persons who have not been interviewed in hospital can apply at any time to the Disablement Rehabilitation Officer at any Local Office of the Ministry of Labour and National Service.

RETURN TO EMPLOYMENT



Many disabled will be able, and will want to return to their former occupation but will not know whether such employment is available. Some unable to return to their old occupation will want to know what other employment they can get. Others may need training

to assist them to take up a new occupation. Such matters can be discussed with the patient at the Interviewing Hospital or at a Local Office with the object of helping him to get the kind of employment that is best suited to his disability—not *any* employment but the most skilled work which he can take and keep on his merits and in competition with his fellows. During the war, and perhaps for some time afterwards, the choice of employment will be restricted, but subject to this, every effort will be made by the Ministry to meet individual wishes.

REINSTATEMENT

Persons discharged from the Forces or the corresponding women's Services may have a statutory right to reinstatement in the employment which they left to undertake war service. Such right depends, among other things, on the question whether it is reasonable and practicable to re-employ them having regard to all the circumstances. Full information on the provisions of the Reinstatement in Civil Employment Act, 1944, can be obtained from any Local Office. In cases where a person having statutory rights is prevented from exercising them because he has been sent to other work by direction or written request issued by the Local Office, the reinstatement rights may be preserved.

FOREIGN NATIONALS

Foreign Nationals now in Great Britain who, since the beginning of the present war, have served in the British or Allied Armed Forces or Mercantile Marine, or have undertaken work of national importance in Great Britain, for a period of twelve months are eligible for consideration under the schemes described in this leaflet—provided that they intend to remain in Great Britain or are unable to return to their own countries.

INDUSTRIAL REHABILITATION CENTRE

A special residential centre has been set up at Egham, Surrey, with the object of assisting the return to work of men who, following a period of hospital or other medical treatment, are not immediately fit to take up employment or full-time vocational training. *This Centre is for men only.* Its object is to restore confidence and mental and physical fitness through healthy indoor and outdoor occupa-



tion. The Centre has workshops equipped to test suitability for different occupations. The course, which is free, lasts from 6-8 weeks ; men attending the course will be paid the rates of allowances for boarders shown in Appendix II. Further information and a leaflet (P.L. 160/1944) about this course can be obtained at any Local Office, or through the Hospital Authorities. Further industrial rehabilitation courses will be set up as the demand develops.

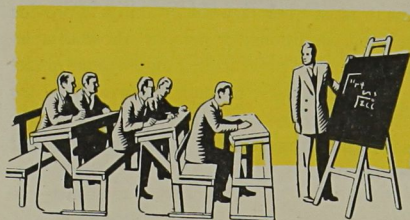
VOCATIONAL TRAINING FOR INDUSTRIAL

AND OTHER OCCUPATIONS

Training is available for all disabled persons aged 16 or over who are in need of it in order to render them competent to undertake employment, or work on their own account, of a kind suited to their age, experience and general qualifications. The courses cover a number of occupations and are designed to assist the disabled person to learn a new occupation through which he can enter employment suited to his capacity and disability. The training is provided free by the Ministry and maintenance allowances are paid during the period of the course. Details of the courses and of the allowances are given in Appendices I and II. Applications for training may be made at any Local Office of the Ministry.

Note: There is a special scheme of training in engineering and other occupations with different conditions from those described in this leaflet. This is designed primarily for able-bodied persons but it is also open to disabled persons who can qualify. Particulars of this scheme are given in a leaflet, P.L. 115/1943 (Rev.) which can be obtained at any Local Office.

HIGHER TRAINING AND EDUCATION



Training in occupations of a professional, technical or executive character may also be arranged and full information can be obtained from any Appointments

Office of the Ministry. There is also a Further Education and Training Scheme for providing financial assistance to enable certain suitably qualified men and women, whose education or careers have been interrupted by war service, to undertake or continue further education or training beyond the secondary school standard. Further information on this subject with a leaflet P.L. 120/1943, can be obtained from any Appointments Office or from the Hospital Authorities.

PREFERENCE FOR EX-SERVICE MEN & WOMEN

If necessary preference in allocation to courses of training will be given to :—

- (a) men who have served whole-time in the Armed Forces of the Crown or the Mercantile Marine ; and
- (b) women who have served whole-time in any of the Services mentioned in Appendix III of this leaflet.

This preference is not limited to those who have served in the present war but extends to service at any time, whether or not the disability occurred during service.

SHELTERED EMPLOYMENT

There is a special scheme to assist Voluntary Undertakings to provide employment under sheltered conditions for persons whose disablement is of so serious a nature as to prevent their employment under ordinary conditions. Where necessary, training is provided by the Undertakings during which weekly allowances are paid to the individuals at the rates shown in Appendix II. Schemes of this kind will be developed under the Act.

ARTIFICIAL LIMBS

As a wartime measure the Ministry has arranged, through the Committee of the Queen Mary's (Roehampton) Hospital and in co-operation with the limb fitting service of the Ministry of Pensions, for artificial limbs to be supplied to persons who have suffered limb amputation and are not entitled to a free issue of artificial limbs as service or air raid casualties. An essential condition of the scheme is that the artificial limb is required to enable the individual to take up useful employment or occupation. The scheme is on a contributory basis and provides for the full cost to be recovered from the individual, his employer or third party, or for a contribution towards the cost to be paid by the individual according to his ability to pay. Any balance of cost is met by the Ministry.

Further information about these schemes for rehabilitation and resettlement can be obtained from any Appointments Office or Local Office of the Ministry of Labour and National Service.

APPENDIX I

Training Courses Available

Special training arrangements are made to meet the particular needs of individual disabled persons. Special courses of training are already in operation or are about to be set up in the occupations set out below. Additional classes will be established as the need arises :—

Bricklaying	Radio Mechanic
Carpentry	Retail Distribution
Coach Painting	Saddlery and Harness Making
Commercial subjects	Sheet Metal Work
Cooking (large-scale)	Slating and Tiling
Draughtsman (engineering)	Spray and Brush Painting
Fitting (engineering)	Storekeeping
Gardening	Surgical Appliance Making
Hairdressing	Tailoring
Handyman	Terrazzo and Mosaic Working
House Painting	Telephone Switchboard Operating
Inspection (engineering)	Turning (engineering)
Instrument Making	Typewriter Mechanic
Leather Goods Making.	Watch and Clock Repairing
Needlework	Welding (oxy and electric)
Paving and Flag Dressing	Wood Machining
Plastering	
Plumbing	
Pottery	

Place of Training

Training may be provided :—

- (1) at the Ministry's own Training Centres ;
- (2) at Special Residential Centres ;
- (3) at Technical Colleges and other similar establishments ; or
- (4) at employers' establishments under approved arrangements.

The training will be arranged as near as possible to the individual's home, but those living in areas where there are no facilities, must be prepared to go to another area. Fares to and from the Training Centre will be paid and lodgings will be found by the Ministry.

Length of Training

The period of training varies according to the occupation in which training is being given, and, in individual cases, according to the nature of the disability. For the majority of cases a period of about 26 weeks' training is required, but this may be shorter or longer according to circumstances.

Work on Own Account

Where training is given which would enable a person to work on his own account *no financial assistance can be granted towards the capital cost of setting up in business.*

Medical Supervision

Provision is made wherever possible for medical supervision so as to ensure that the training is suited to the particular disablement.

APPENDIX II

ALLOWANCES TO DISABLED PERSONS IN TRAINING

1. Allowances as follows will be paid to individuals attending any of the special courses for disabled persons :—

(a) Persons Living at Home

Age	Weekly Rate			
	Men and Boys		Women and Girls	
	s.	d.	s.	d.
21 and over	45	0	38	0
20	37	0	35	0
19	34	6	32	0
18	27	6	25	0
17	21	0	19	0
16	20	0	18	0

Plus (i) 10/- per week for a wife (or in certain circumstances other adult dependant) and 4/- per week for each child under 16, and (ii) a mid-day meal or, if no facilities for a meal exist at the Training Establishment, 5/- per week in lieu.

**(b) Persons living in lodgings
or at Residential Centres**

Age	Weekly Rate			
	Men and Boys		Women and Girls	
	s.	d.	s.	d.
21 and over	24	0	17	0
20	16	0	14	0
19	13	6	11	0
18	10	6	10	0
17	9	0	8	0
16	9	0	8	0

Plus (i) 10/- per week for a wife (or in certain circumstances other adult dependant) and 4/- per week for each child under 16 and (ii) cost of lodgings not exceeding 30/- per week and a midday meal or, if no facilities for a meal exist at the Training Establishment, 5/- per week in lieu or, in the case of trainees at Residential Centres, full board and lodging including a midday meal.

2. In addition to the above allowances the following are also payable :—

- (1) Daily travelling expenses where necessary.
- (2) If training is given away from the home area, a trainee who continues to maintain his former home receives an additional allowance of 23s. per week.

Allowances are not subject to Income Tax and are payable without regard to any disability pension or similiar allowance.

APPENDIX III WOMEN'S SERVICES

1. Member of Queen Alexandra's Royal Naval Nursing Service or any reserve thereof.
2. Member of the Women's Royal Naval Service.
3. Woman medical practitioner serving in the Royal Navy or any naval reserve.
4. Member of Queen Alexandra's Imperial Military Nursing Service or any reserve thereof.
5. Member of the Territorial Army Nursing Service or any reserve thereof.
6. Member of the Auxiliary Territorial Service.
7. Woman employed with the Royal Army Medical Corps or the Army Dental Corps with relative rank as an officer.
8. Member of Princess Mary's Royal Air Force Nursing Service or any reserve thereof.
9. Member of the Women's Auxiliary Air Force.
10. Women employed with the Medical Branch or the Dental Branch of the Royal Air Force with relative rank as an officer.
11. Member of the Voluntary Aid Detachments employed under the Admiralty, Army Council or Air Council.

12 (wk)

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Draughtsman - Left forearm amputated



Dressmaker - Left forearm amputated



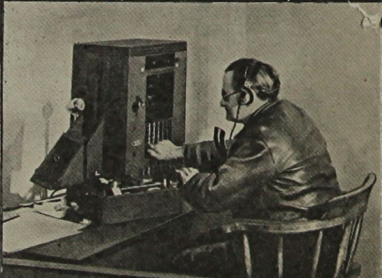
Shorthand Typist - Blind



*Watch & Clock repairer - Man - right leg amputated
Woman - both hips dislocated*



Leather Machinist - Left leg amputated



Telephone operator - Blind