

	<p>working age to develop work rehabilitation initiatives to help people stay in work or return to work more quickly.</p>
<p><i>c) note the requirement to provide for reasonable adjustments under existing budgets, when legislation is introduced.</i></p>	<ul style="list-style-type: none"> • The Department fully subscribes to the concept of reasonable adjustments. The Department has made both temporary and permanent adjustments for staff in the past, and is currently in the process of making adjustments to respond to new issues that have arisen for existing staff. • The Department welcomes the change in legislation and believes that the work it is doing through the SOHWELL project go some way towards supporting other Departments and the private sector.

I hope that the above information and enclosure are helpful, but if you need further information please ask Carol Le Page to liaise with Ed Ashton, Deputy Chief Officer in the first instance.

Deputy A H Langlois, Minister

States' Assembly & Constitution Committee

Please include the changes which will be made to the Reform Law to remove Legal Disability. The Committee will also be making new Rules regarding the presence of candidates and their representatives at elections counts. At present a representative cannot be subject to the Legal Disability. The Committee will also remove that barrier.

The Committee also plans to run "Community Awareness" training for States' Members as part of their induction programme (along the lines of Dignity at Work / diversity training for civil servants) to make them more aware of the need to respect the diverse nature of the Guernsey population.

In terms of the present Union Civile proposals, it is likely that the only obvious effect on the Committee may be a need to amend the wording of any reference to “spouse” or similar in the various Rules applying to the States.

I trust the above is helpful but please do not hesitate to contact me should you require any further information.

A Nicolle, Principal Officer

Treasury and Resources Department

Thank you for your letter of 9th June, 2015, in respect of the above. Please accept my apologies for the delay in replying.

There are a number of areas within the Department’s mandate where work is underway that takes account of the Strategy. These include the following:

States Property Services (SPS)

As a matter of course, when undertaking refurbishment works for properties under its direct control, SPS always now considers the opportunities for adaptations to assist disabled people, such as wider door openings, improved visibility of building features for the visually impaired and so forth.

By way of example, the Department currently has planning applications for a disabled ramp for the Guernsey Information Centre and a new disabled accessible toilet at the Portelet kiosk. SPS has also undertaken an upgrade of a number of existing public conveniences for disabled people to ensure that they comply with Part M of the Environment Department’s Guernsey Technical Standards relating to accessibility for disabled people.

In addition, when supporting other Departments with their capital construction projects, SPS will work with them where necessary to ensure that proper consideration has been given to the inclusion of such adaptations within their plans.

Information Technology Unit (ITU)

ITU continues to follow the accessibility standards for websites set by the World Wide Web Consortium (W3C) which provides guidelines and testing to ensure that online content meets the needs of the visually impaired in terms of layout, contrast levels and compatibility with assistive technology, such as screen readers that allow websites to be navigated using a text-to-speech facility. The target is to achieve a minimum of the W3Cs “AA” standard for all online systems and websites provided for the public. Whilst this represents the second-highest tier of accessibility, W3Cs own guidelines state that *“It is not recommended that Level AAA conformance be required as a general policy for entire sites because it is not possible to satisfy all Level AAA success criteria for some content.”*