Re: COUNCIL INQUIRY OF 1978 MAY 29 EMPLOYMENT OF HANDICAPPED PERSONS

At the Council meeting of 1978 May 29, an inquiry was raised as to whether or not the Municipality had a policy on the employment of handicapped persons. Following is a report from the Personnel Director in response to this inquiry. In short, we have no policy but we have a practice.

This is for the information of Council.

TG:

Municipal Manager

DATE: 1978 June 29

FROM:

Personnel Director

SUBJECT:

EMPLOYMENT OF HANDICAPPED PERSONS - Council Inquiries at Council Meeting 1978 May 29

During the inquiry portion of the Council Meeting held on May 29, an inquiry was raised as to whether the Municipality had a policy on the employment of handicapped personnel and requested a report on the number of handicapped personnel presently employed by the Municipality.

Applications received from handicapped persons are dealt with on the basis of their qualifications, training and experience. The handicap is appraised in relation to the requirements of the occupation with specific reference to the physical demands. If the handicap does not preclude the person from performing the job in question and the handicapped person has equivalent qualifications to other applicants, the Personnel Officer responsible for the competition will discuss the applicant with the Department or Division Head responsible for final selection prior to making a referral.

Placements in past years have been made for persons hard of hearing, controlled epileptics, controlled diabetics, and persons with back problems and similar limitations. We do not retain any special record of persons hired with handicaps except in nearly all cases a waiver is obtained with regard to specific benefits which arise from the pre-existing handicap. Other than persons with waived conditions therefore, it is not possible to provide a comprehensive list of all handicapped persons in our employ.

In addition to hiring handicapped persons from outside ofour Staff, efforts are made to relocate present employees who are no longer able to continue intheir regular occupation because of sickness, injury or disability that has arisen during their employment with Burnaby. While most of the relocation problems occur among employees in our Outside Division, we have had a few such problems among Inside Division and Fire Department employees. We have, at present, approximately six Outside Division employees we are currently trying to relocate within the Outside work force. Such employees continue on the sickness and disability plan or Workman's Compensation benefits until such placement occurs or until their benefits run out. There are very few positions left in our work force that could be handled by a partly disabled person.

In summary, the Corporation has traditionally dealt with the hiring of handicapped persons in a fair and reasonable way without a formal policy. If such a policy is developed, it would need to take into consideration the partly disabled present employees who need to be relocated and the provision of funds for changes to the physical setting of a position if such is the only restricting factor in the hiring of the handicapped applicant.

Respectfully submitted,

PERSONNEL DIRECTOR

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