# Let's Work Together - video transcript

I'm Heather Barbara and I'm the Employment Adviser for RNIB Scotland.

Every year, many many people are given the devastating news that they are losing their sight and for people of working age particularly this is a huge thing because they fear that they are going to lose their jobs.

This is not the case; it doesn’t have to be that way. People can stay in work and we're here to help.

My name is Mel Hanvey, I work for Riverside Housing which is based in Irvine in Scotland. I love my job, I love the company, and I feel that I give a good service to people.

I'd been put on eye drops after suffering various conditions over the years and unfortunately the eye drops had accelerated the condition further. I remember leaving the hospital and being told that there was basically nothing they could do for me. I remember getting the bus home and sitting on the bus thinking what on earth am I going to do, I love my job, I don't want to leave it. So, I went on to the internet to find out the RNIB site and there was a contact address there. I emailed it and basically put out a cry for help to see if I could stay in my job and what was out there for me. Well, the amazing thing was that by the time I got home I'd had a reply from RNIB.

Heather - Lots of people get in touch with us at RNIB when they are looking for advice about how they can stay in work, for that reason we have put together the "Let's Work Together" pack and that’s to help guide employers around the various steps they can take to keep their employee in work".

Mel - I came into work and had a meeting with my manager, Duane and just explained that I'd met Heather from RNIB and told him about the pack that was being introduced. Duane himself had said he doesn’t know what he would do without that information because he didn’t know which way to go.

Duane - I wouldn’t have guessed that someone with a sight impairment could have come back and done this type of job but now you've got screen magnification, you've got text speak. If a PDF document goes to her, she can hear that.

She takes part in everything throughout the team. So, I would not have guessed we could have supported someone like that back into the workplace.

Heather - Mel came into our RNIB office to look at some software and for some demos of different equipment that she might be able to use in work and that showed her that yeah, actually I can do my job, there is nothing to stop me, there is equipment here that can help me with that.

We spoke about how she could have funding towards the cost of this so it wouldn’t cost her employer lots of money. I came to Mel's workplace and met with her manager, Duane and we worked together on a plan to get Mel back into work.

Mel - I've got bigger monitors, I had ZoomText software installed. Without it, I couldn’t do the job to be fair. Its, pardon the pun, it's been an eye opener, it really has.

Heather - Of course, having Marriott involved in this project was hugely important. Marriott's a major international employer and a name that people are familiar with, and this helped to show that this pack is actually workable out there in the real world.

I'm Claire Fisher, I work within the HR team for Marriott International. I am based here at the Glasgow Marriott Hotel. I was delighted to be approached by RNIB to be involved with the employer retention pack because often the adjustments that need to be made are quite minor and, you know, very important to be able to offer employment opportunities to a diverse workforce and to do what we can to reduce any barriers that might be there, however small.

Heather - Staying in work is hugely important to people, its about our confidence, our independence. We are losing something, and we don’t need to lose our job as well. There is lots that can be done to prevent that happening.

Mel - The day I left the hospital I actually, I was devastated at the thought of having to leave the job that I really love, and I was just wondering what was going to happen with my future but after contacting RNIB I realised there was hope for me, that I could continue working with the right equipment. Time has proven that has been possible. So, it's been fantastic.

Narrator: The Let's Work Together retention resource pack developed by RNIB Scotland in partnership with Marriott Glasgow is available to download at rnib.org.uk. RNIB - See differently.

End of transcript