

# Health and Social Security Scrutiny Panel

## Record of Meeting

Date: 19th February 2018

Present	Deputy R. Renouf, Chairman Deputy G. Southern, Vice-Chairman Deputy T. McDonald Deputy J. Hilton Senator S. Ferguson
Apologies	
Absent	
In attendance	Mr J. Wyse, Chief Executive Officer, Silkworth Lodge  Miss K. Boydens, Scrutiny Officer

Ref Back	Agenda matter	Action
<b>13/02/18 Item 4</b>	<p><b>1. Discrimination (Disability) (Jersey) Regulations 201-</b></p> <p>The Panel met with the Chief Executive Officer of Silkworth Lodge to discuss his views on whether addiction should be considered a disability in the Regulations.</p> <p>The Chief Executive explained that it was a complex matter in terms of the definition of addiction. For example, he questioned whether an employer would be required to allow cigarette breaks if an employee was addicted to nicotine. He advised that the definition of addiction could be defined as a chemical dependency to mood altering substances.</p> <p>The Chief Executive explained that the prevalence of addiction in relation to mood altering substances had increased and he was concerned what effect the Regulations would have if addiction was excluded from the definition of disability. He also advised there was a risk that the law would deter individuals from seeking treatment if there was a possibility that they might be discriminated against because they were not protected by the law.</p> <p>The Panel asked whether individuals were having difficulties entering the labour market. The Chief Executive advised that some industries, such as the finance industry, supported their employees if they had addiction problems. It was noted that the Chief Executive had worked with some companies regarding their policies for dealing with addiction as well as providing training.</p> <p>The Panel thanked the Chief Executive for his time, and asked that he provided a written submission outlining his views.</p>	