

Employment of People with Disability in the APS

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Australian Government
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The Business Case



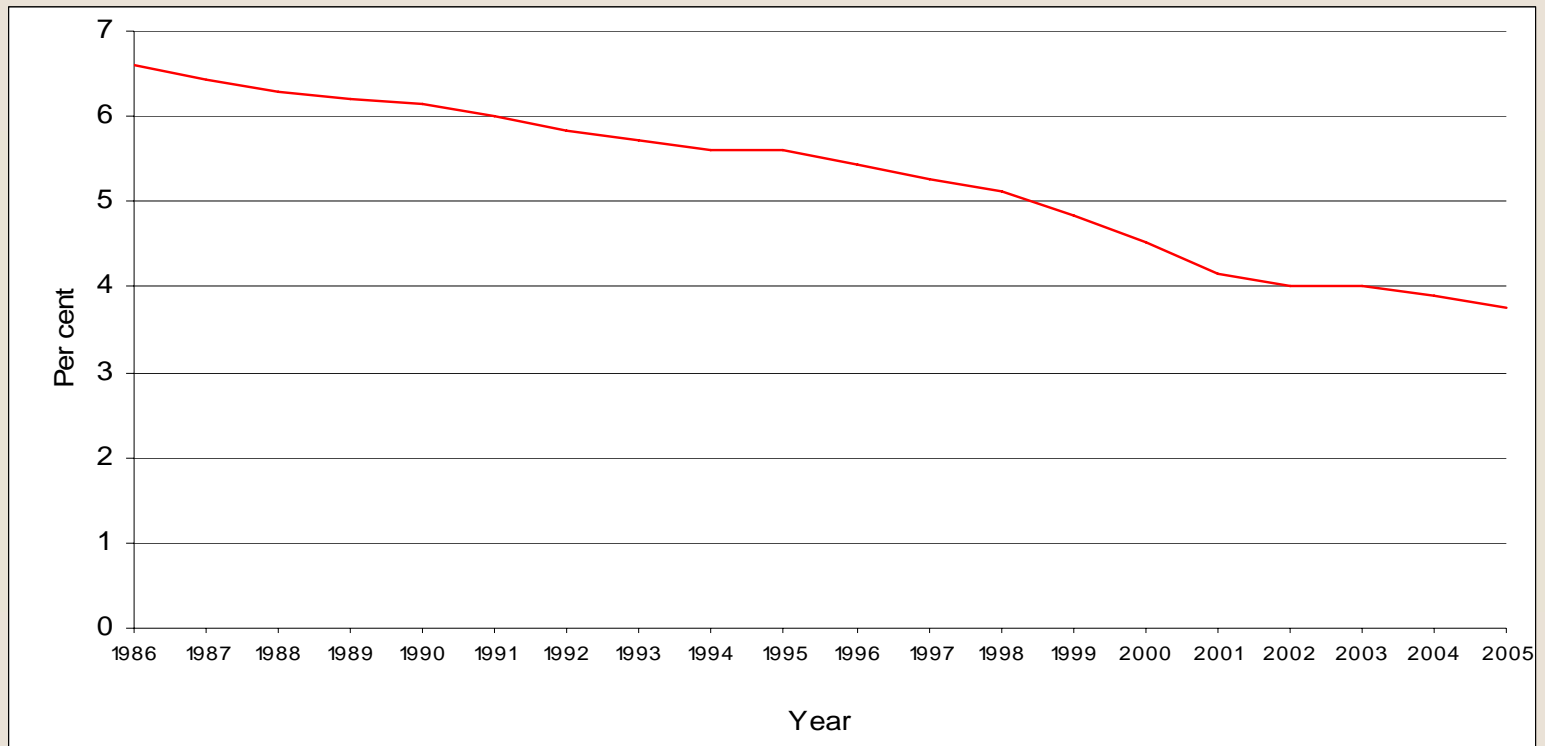
- Source of increasingly skilled labour
 - including productivity benefits
- Better employment practice
- Reflect diversity of Australian community
- Legal compliance:
 - *Disability Discrimination Act 1992*
 - *Workplace Relations Act 1996*
 - APS Values under *Public Service Act 1999*



Current state of play



Proportion of ongoing staff with disability



Source: APSED 2006



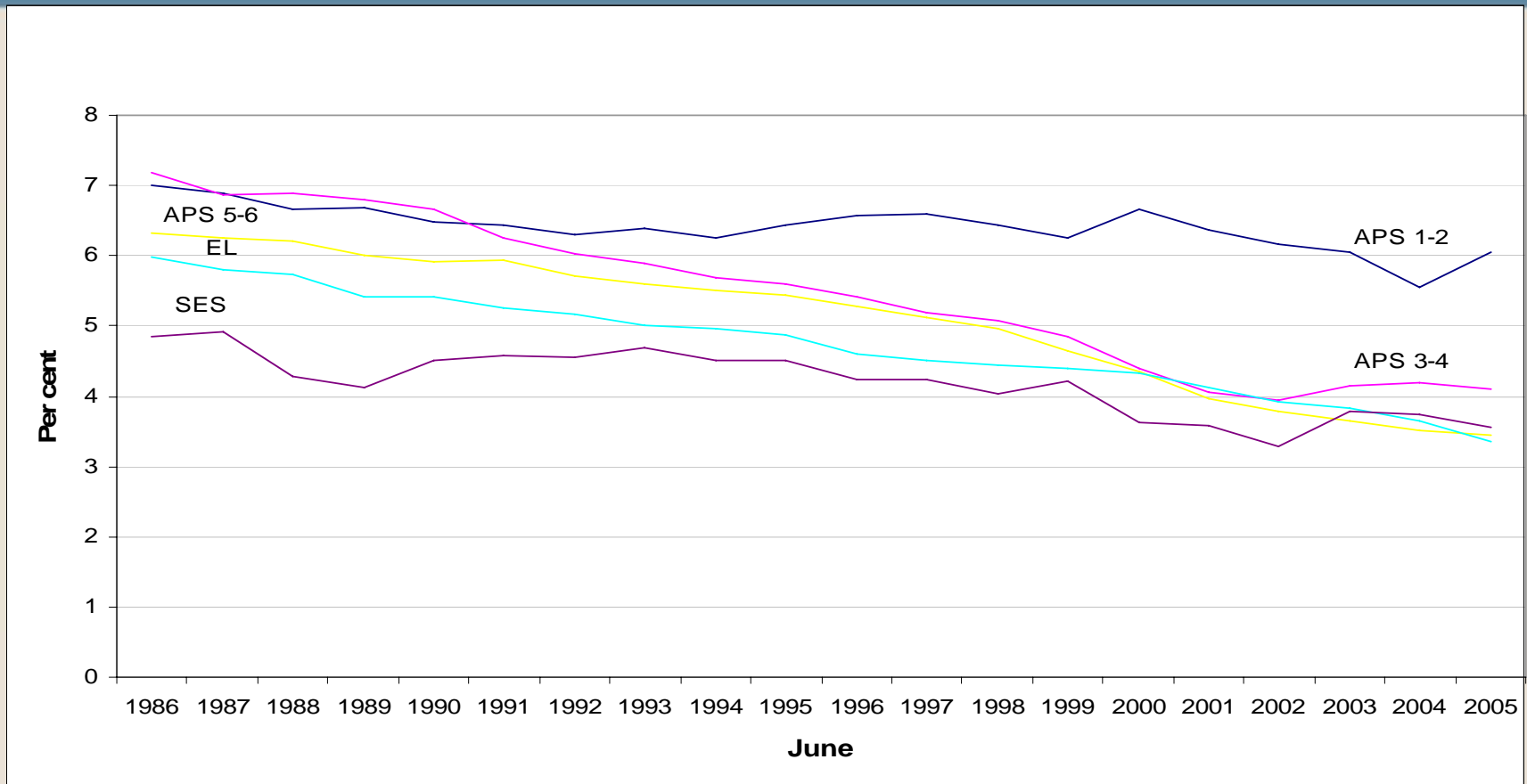
Reasons for decline



- Fewer APS 1-2 positions
- Outsourcing of corporate services
- Little use of special employment measures
- More educated workforce, broadbanding and multiskilling
 - With decline evident at *all* levels



Proportion of ongoing staff with disability by classification level and financial year



Source: APSED 2006



Objective 1: A culture that values diversity and actively promotes the employment of people with disability



APS Values not only require that the APS:

- Makes employment decisions based on merit

they also require that the APS:

- Provides a workplace free from discrimination and which recognises the diversity of the Australian community
- Promotes equity in employment
- Provides a reasonable opportunity for all eligible members of the community to apply for APS employment



Objective 2: Flexible recruitment strategies that are accessible to applicants with disability



Agencies are being encouraged to:

- Establish links with Disability Works Australia and the Disability Employment Network
- Be flexible in accepting applications
- Ensure selection criteria don't unnecessarily exclude applicants with disability
- Oversight recruitment agencies
- Make reasonable adjustments
- Train selection panels



Objective 3: Accessible training, cadetship and mentoring opportunities for people with disability



Better practice approaches:

- Training schemes to provide work experience to people with disability
 - *regulation 3.3 Public Service Regulations 1999*
- Mentoring programmes



Objective 4: Special Employment Measures to employ people with intellectual disability



Better practice approaches:

- Greater use of special employment measures
 - Redesigning some lower level jobs
 - Accessing the Supported Wage System
- APSC will issue a circular on the measures, to raise awareness and usage



Objective 5: Accessible premises, workplaces and supportive work environments for people with disability



Better practice approaches:

- Ensure **new** and **modified** premises can be readily accessed by people with disability
- Undertake assessment of **existing** premises and prioritise necessary modifications
- Identify reasonable adjustments required to work-related communications and information
 - Use AGIMO's e-technology Checklist No 22
- Make greater use of flexible work practices



Objective 6: Reduced complexity, cost and risk for managers employing people with disability



Better practice approaches:

- Central source of information
 - DEWR's one-stop information shop – *JobAccess*-<http://www.jobaccess.gov.au>
- Funding reasonable adjustments
- Portability of reasonable adjustments
- Awareness programmes for mental illness
- Australian Employers' Network on Disability



Objective 7: Consistent conceptual framework for developing APS recruitment and retention strategies and uniform arrangements for agencies' data collection

- **For consistency, agencies are to use:**
- **The definition of 'disability' in the *Disability Discrimination Act 1992*:**
to develop recruitment and retention strategies
- **The definition of 'disability' used by the ABS Disability, Ageing and Carers Survey:**
to collect data from APS employees

Objective 8: Continuous improvement in recruiting and retaining people with disability



- Annual reporting - an important accountability measure
 - Existing vehicles – agencies' annual assessment of Commonwealth Disability Strategy and State of Service Report
 - Future – the streamlined diversity reporting framework agreed by Red Tape Working Group



Conclusion



- Makes business sense
- Present performance
- Adequate frameworks already in place
- Commitment to kick-start change
- Main changes:
 - (i) Leadership and cultural change
 - (ii) More accessible recruitment practices
 - (iii) Improved support for those in the workplace
 - (iv) More support for managers
 - (v) Improved data collection
 - (vi) Demonstrate continuous improvement

