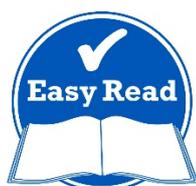


South Australian Public Sector

Disability Employment Strategy

2020–2023

Easy Read version



How to use this Strategy



The South Australian (SA) Government wrote this Strategy. When you see the word 'we', it means the SA Government.



We have written this Strategy in an easy to read way.

We use pictures to explain some ideas.



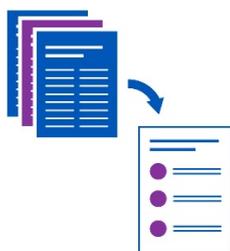
We have written some words in **bold**.

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page 24.



This Easy Read Strategy is a summary of another Strategy.

This means it only includes the most important ideas.



You can find the other Strategy on our website at www.publicsector.sa.gov.au



You can ask for help to read this document.

A friend, family member or support person may be able to help you.

What's in this strategy?

What is this strategy about?	4
Why do we need this strategy?	10
What we have already done	14
What we want to do	17
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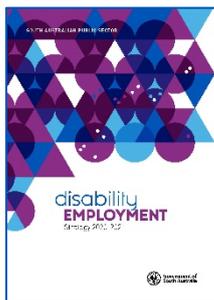


What is this strategy about?



Employment means you:

- have a job
- do work
- get paid.



We have written a **Disability Employment Strategy**.

In this document we call it the Strategy.



Our Strategy explains what our government wants to do to make employment better for people with disability.



A workplace is any place you might work, such as:

- an office
- school
- a customer service centre
- a hospital
- a National Park.

We want to make government workplaces more:



- **inclusive** – so everyone can take part



- **accessible** – so everyone can use it



- **safe** – so everyone feels acknowledged



- **informed** – so everyone understands disability.



When something is inclusive, everyone can take part.

When something is accessible, everyone can use it.

This might be:



- a place or a building
- transport
- a service
- information
- a website.



We want to make sure all government workplaces listen to:

- the experiences of people with disability
- what people with disability think and feel.



We want all government workplaces to be **diverse**.

When a workplace is diverse, lots of different people work there.

This includes:



- men and women
- people with disability
- people from different cultures and backgrounds
- people with different beliefs.

What will we focus on?



We have chosen 3 priority areas.



Our first priority is to support workplaces to be:

- inclusive
- accessible
- safe
- informed.



Our second priority is to support people with disability to:

- find work
- keep work
- develop their career.



Our third priority is to find good ways to:

- keep track of how well things work
- share what we find out.



We explain each of our priority areas in more detail on page 18.



Why do we need this strategy?



This strategy will help us make employment better for people with disability.

A disability can:



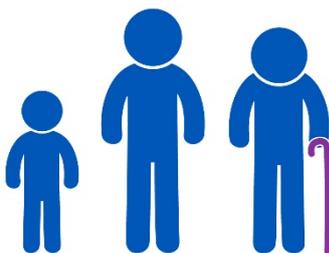
- be physical – it affects your body or one of your senses



- affect:
 - how you learn
 - what you can understand
 - your mental health.



Some people are born with disability.



Some people develop a disability later in their life.



Some people get a disability from an:

- accident
- injury.



In South Australia, 1 in 5 people have a disability.



The SA Government employs 108,000 people.



We advertised 8,000 jobs in 2019.



We want to make sure people with disability get a fair chance to work for us.

Our principles



Our **principles** are what we:

- believe in
- think is important.



We have 5 principles.



1. We want to make sure everyone can access services easily.



2. We want our leaders and managers to be:

- professional
- lead by example.



3. We want our **employees** to trust us so we can work together.



An employee is a person who is paid to do a job.



4. We want to teach our employees about diversity and why it is important for:

- workplaces
- our community.

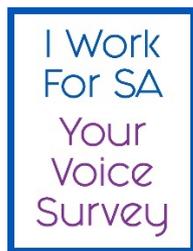


5. We want to talk to everyone so we can understand what our employees think is important.

What we have already done



We sent a survey to everyone who works for the SA Government.



It was called I Work for SA – Your Voice Survey.



This survey gave all our employees a chance to tell us:

- what we are doing well
- what we can do better.



Our employees want their workplace to be more:

- inclusive
- diverse.



Our employees also told us that we need to give more support to people with disability.

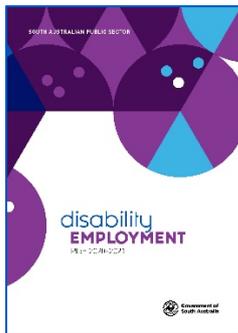
In 2019 we:



- taught our employees about what life is like for people with disability



- worked with other people and organisations to find the best way to give people with disability in SA more:
 - support
 - information.

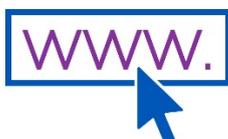


We wrote a Disability Employment Plan.

We call it the Plan.



The Plan talks about what our government will do to make employment better for people with disability in South Australia.



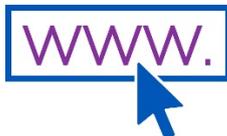
You can find an Easy Read version of the Plan on our website at www.publicsector.sa.gov.au



We have also written a Diversity and Inclusion Strategy.



Our Diversity and Inclusion Strategy explains what we will do to make sure everyone is included in our workplace.



You can find our Diversity and Inclusion Strategy on our website at www.publicsector.sa.gov.au

What we want to do



We want to support all South Australians with disability in all areas of life, including employment.



1.33%

In 2019, only 1.33% of our employees told us they have a disability.



We think there may be more people with disability who haven't told us.



We want people to feel safe to tell us they have disability.



We want to employ more people with disability.

Our first priority



Our first priority is to support workplaces to be:

- inclusive
- safe
- accessible.

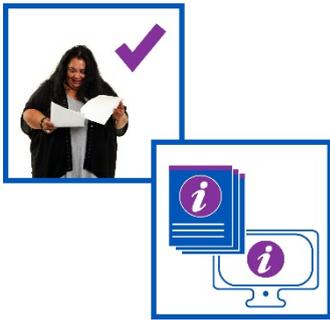


We want to work with our employees with disability to make sure our workplace is:

- supportive
- respectful
- diverse.



We want to teach our employees how to support people with disability.



We also want to give all our employees information about inclusion and diversity that is:

- clear and easy to understand
- in different formats.



We want our employees to be **advocates** for people with disability in our workplace.



An advocate is someone who can:

- support you
- speak up for you if you can't speak up for yourself
- give you information and advice.



Our second priority



Our second priority is to support people with disability to:

- find work
- keep work
- develop their **career**.



Your career is the path you take in your work throughout your life.



We want to work with other organisations to look at how we can employ more people with disability.



We have made a Disability Employment Toolkit.



It includes information about:

- inclusion
- leadership
- helping and training new employees.



We want to make sure it is easy for people with disability to find out about new jobs in the government.



We will use clear language when we advertise government jobs.



We want to share more information about how you can:

- get training
- develop your career.



We will help employees work in ways that suit them.



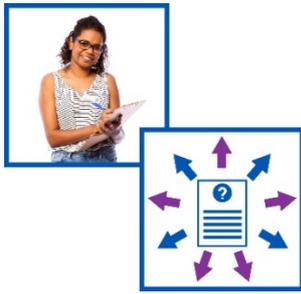
We want to give people with disability support while they are at work.



A new employee might work with someone who has already worked here for a while.



Our third priority



Our third priority is to find good ways to:

- keep track of how well things work
- share what we find out.

We want to work out the best way to:



- collect information about people with disability who work for the government



- make sure people with disability feel included at work



- use our employee surveys to find out about problems we need to fix.

Word list



Accessible

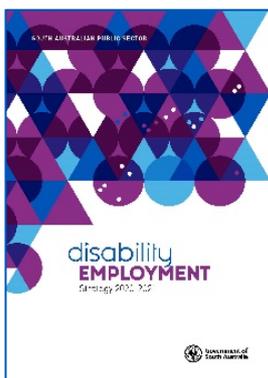
When something is accessible everyone can use it.



Advocate

An advocate is someone who can:

- support you
- speak up for you if you can't speak up for yourself
- give you information and advice.



Disability Employment Strategy

A Disability Employment Strategy explains what our government wants to do to make employment better for people with disability.

Diverse



When a workplace is diverse, lots of different people work there.

This includes:

- men and women
- people with disability
- people from different backgrounds
- people with different beliefs.



Employee

An employee is a person who is paid to do a job.

Employment

Employment means you:



- have a job
- do work
- get paid.



Inclusive

When something is inclusive everyone can take part.



Principles

Our principles are what we:

- believe in
- think is important.



Workplace

A workplace is any place you might work, such as:

- an office
- school
- a customer service centre
- a hospital
- a National Park.

Contact us

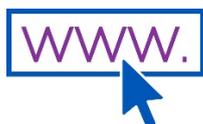
Office of the Commissioner
for Public Sector Employment



1800 317 333



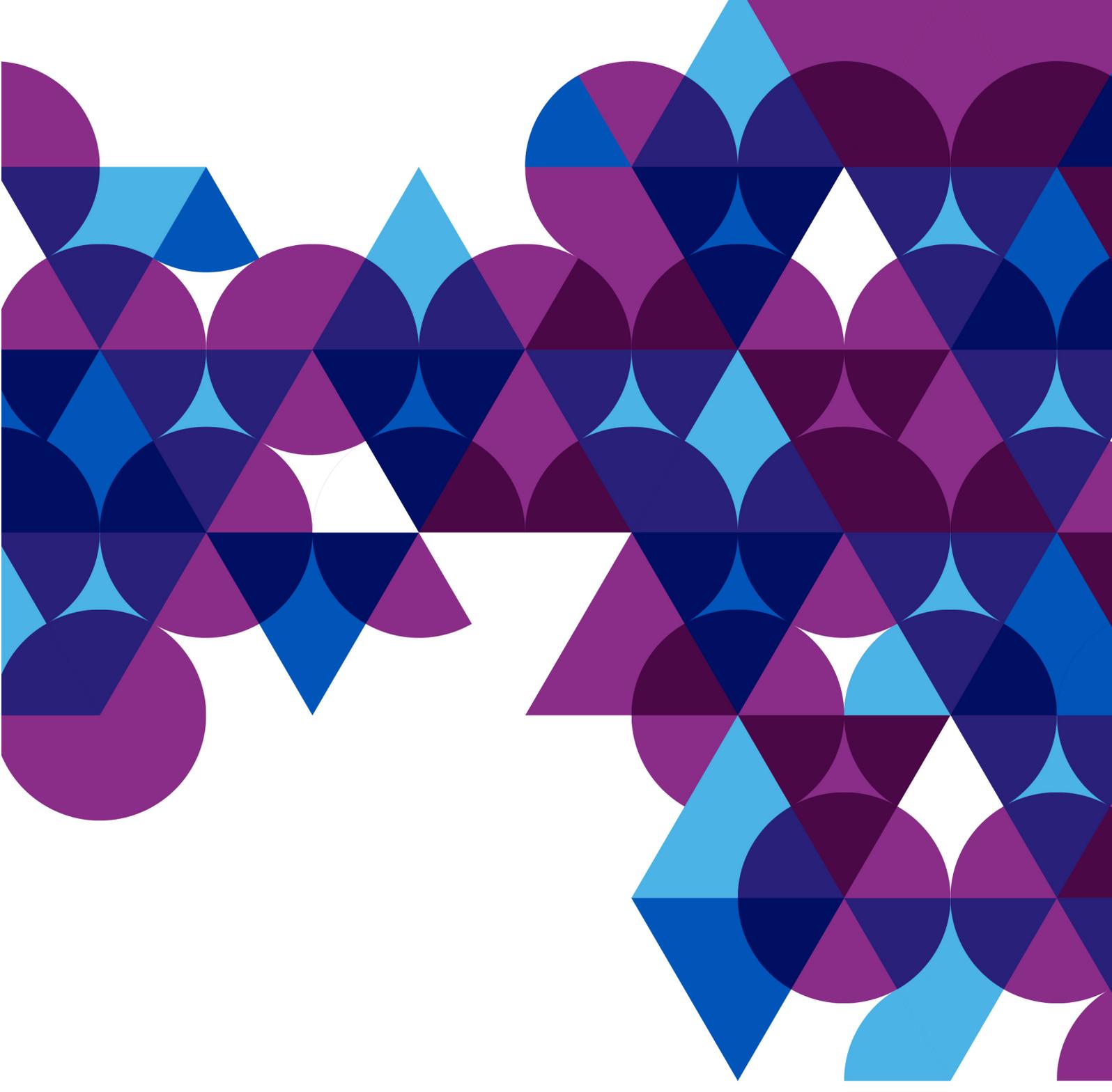
OCPSEEmploymentPrograms@sa.gov.au



www.publicsector.sa.gov.au



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**Government of
South Australia**