

SOUTH AUSTRALIAN PUBLIC SECTOR

disability **EMPLOYMENT**

Strategy 2020-2023



Government of
South Australia



disability EMPLOYMENT

Acknowledgement of Country

The South Australian Government acknowledges and respects Aboriginal people as the State's first people and recognises their traditional relationship with Country.

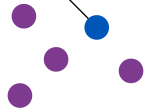
We acknowledge that the spiritual, social, cultural and economic practices of Aboriginal people come from their traditional lands and waters, and that the cultural and heritage beliefs, languages and laws are still of importance today.

INTRODUCTION: Our commitment

1

5

in South Australia,
1 in 5 people identify as
living with disability



The South Australian Public Sector¹ (SAPS) Disability Employment Strategy (Strategy)

represents a framework to create a more inclusive, accessible, safe and informed Public Sector that respects and values the contribution and experience of employees with disability.

The South Australian Public Sector is committed to drawing on the experience, knowledge and expertise of people with different lived experience to assist in increasing our social awareness, and the capability to develop innovative and flexible policies, programs and strategies to support best practice employment outcomes and service delivery for our community.

The South Australian Public Sector is committed to reflecting the diverse community it serves. In South Australia, 1 in 5 people are living with disability.²

Workforce participation is fundamental to social inclusion and economic independence. As the state's largest employer and as an Employer of Choice, the South Australian Public Sector has a responsibility to ensure our practices support inclusion for people living with disability.

The South Australian Public Sector is committed to reflecting the diverse community it serves...

1 'Public Sector' means the administrative units of the Public Service and all other public sector agencies and public sector employees – *Public Sector Act 2009*.

2 **Australian Bureau of Statistics** (ABS) 2018

disability EMPLOYMENT

This Strategy will assist South Australian Public Sector agencies improve disability employment outcomes with a focus on three priority areas:



The Commissioner for Public Sector Employment will work collaboratively with Public Sector agencies to implement the Strategy.

The Office of the Commissioner for Public Sector Employment (OCPSE) has also developed the **South Australian Public Sector Disability Employment Plan** and the **South Australian Public Sector Disability Employment Toolkit**.

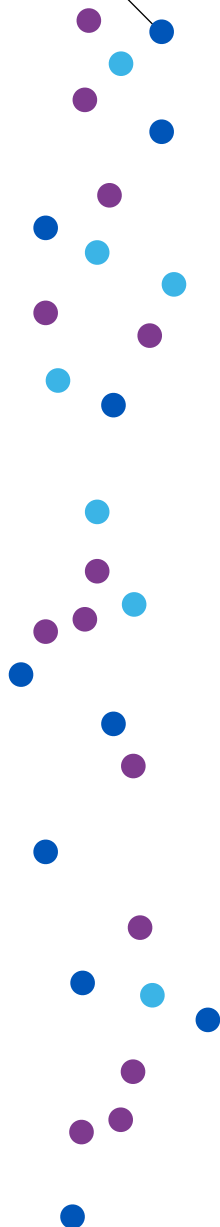
The Plan sets an agenda to increase workforce participation of people with disability that is measurable and accountable.

The Toolkit provides practical tools and information to agencies to assist with the implementation of the Strategy and Plan.

BACKGROUND

8000

vacancies
advertised on
I WORK FOR SA
in 2019



► The SA Public Sector employs 108,000 people³ and in 2019 there were 8000 vacancies advertised on I WORK FOR SA, giving the South Australian Public Sector a significant role to play in providing employment opportunities for all South Australians.

In 2018, the OCPSE invited all employees to have a say about their workplace. The **I WORK FOR SA – Your Voice Survey** provided valuable insights to help ensure the Public Sector is an Employer of Choice. The sector wide results identified diversity and inclusion as a key area, and reflected the challenges faced by employees with disability in particular. The results informed the priorities and scope of the Strategy, Plan and Toolkit.

OCPSE worked with stakeholders throughout 2019 to establish the foundation for the Strategy. This has included:

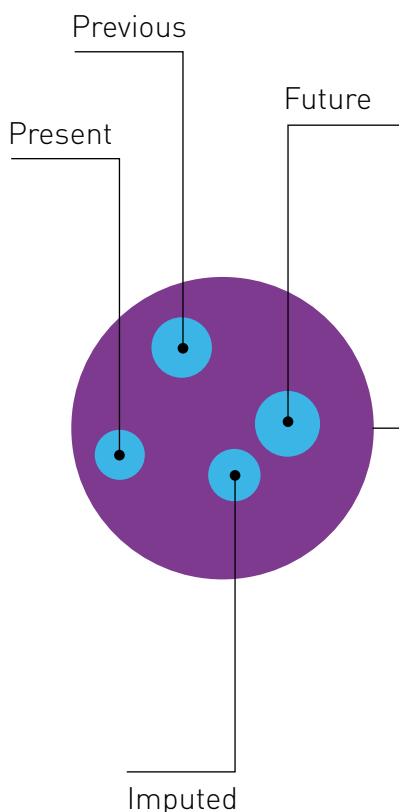
- A Partnership Agreement with the Commonwealth Government's JobAccess Service to provide support, resources and employment information for people with disability
- Hosting a Disability Employment Service (DES) Provider Forum to improve networks with Public Sector agencies
- Providing Disability Awareness Training for Public Sector Managers and Employees
- Establishing a Public Sector Disability Employment Reference Group
- Contributing to the State Disability Inclusion Plan through the Department for Human Services' State Disability Plan Reference Group.

What is disability?



The *Disability Discrimination Act 1992* (Cth) defines disability as:

- ▶ Total or partial loss of the person's bodily or mental functions
- ▶ Total or partial loss of a part of the body
- ▶ The presence in the body of organisms causing disease or illness
- ▶ The presence in the body of organisms capable of causing disease or illness
- ▶ The malfunction, malformation or disfigurement of a part of the person's body
- ▶ A disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction
- ▶ A disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment, or that results in disturbed behaviour.



and includes disability that:

- ▶ Presently exists
- ▶ Previously existed but no longer exists
- ▶ May exist in the future (including because of a genetic predisposition to that disability)
- ▶ Is imputed to a person (meaning it is thought or implied that the person has disability but does not).

Disability can result from accidents, illness or genetic disorders. A disability may affect mobility, ability to learn things, or ability to communicate easily, and some people may have more than one. A disability may be visible or hidden, permanent or temporary and may have minimal or substantial impact on a person's abilities.

Although some people are born with disability, many people acquire disability. For example, a person may acquire a disability through a workplace incident or car accident, or may develop a disability as they age.

Guiding principles

► The guiding principles underpinning the Strategy directly align with the Ethical Behaviour and Professional Integrity, set out in the *Public Sector Act 2009* and the **Public Sector Values and Behaviours Framework**, including:

- Service
Upholding the rights of each individual to access services as easily as possible
- Professionalism
Promoting best practice in leadership and management
- Trust
Establishing collaborative work practices
- Respect
Educating employees about the role of diversity in strengthening our workplaces and communities
- Collaboration and Engagement
Encouraging open dialogue to understand the diverse needs of the community.

Value difference, and respect
and value every individual for the
diversity of skills and experiences
that they bring to the public sector

Inclusive SA

improved access
to employment
opportunities and
better support
within workplaces



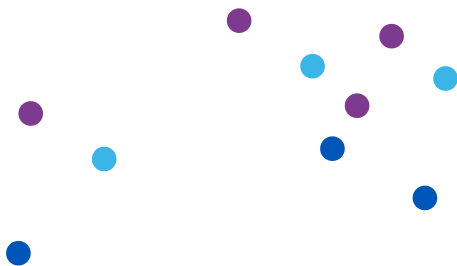
The **Disability Inclusion Act 2018** was implemented to support a holistic approach to improving the inclusion of South Australians with disability in all areas of life, including employment.

Under the Act, a State Disability Inclusion Plan was developed to support people with disability to achieve their full potential as equal citizens. The inaugural **Inclusive SA: State Disability Inclusion Plan 2019-2023**, led by the Department of Human Services, was launched in November 2019. It sets out priorities and actions for the whole of state, including South Australian Public Sector agencies, for improved access to employment opportunities and better support within workplaces.

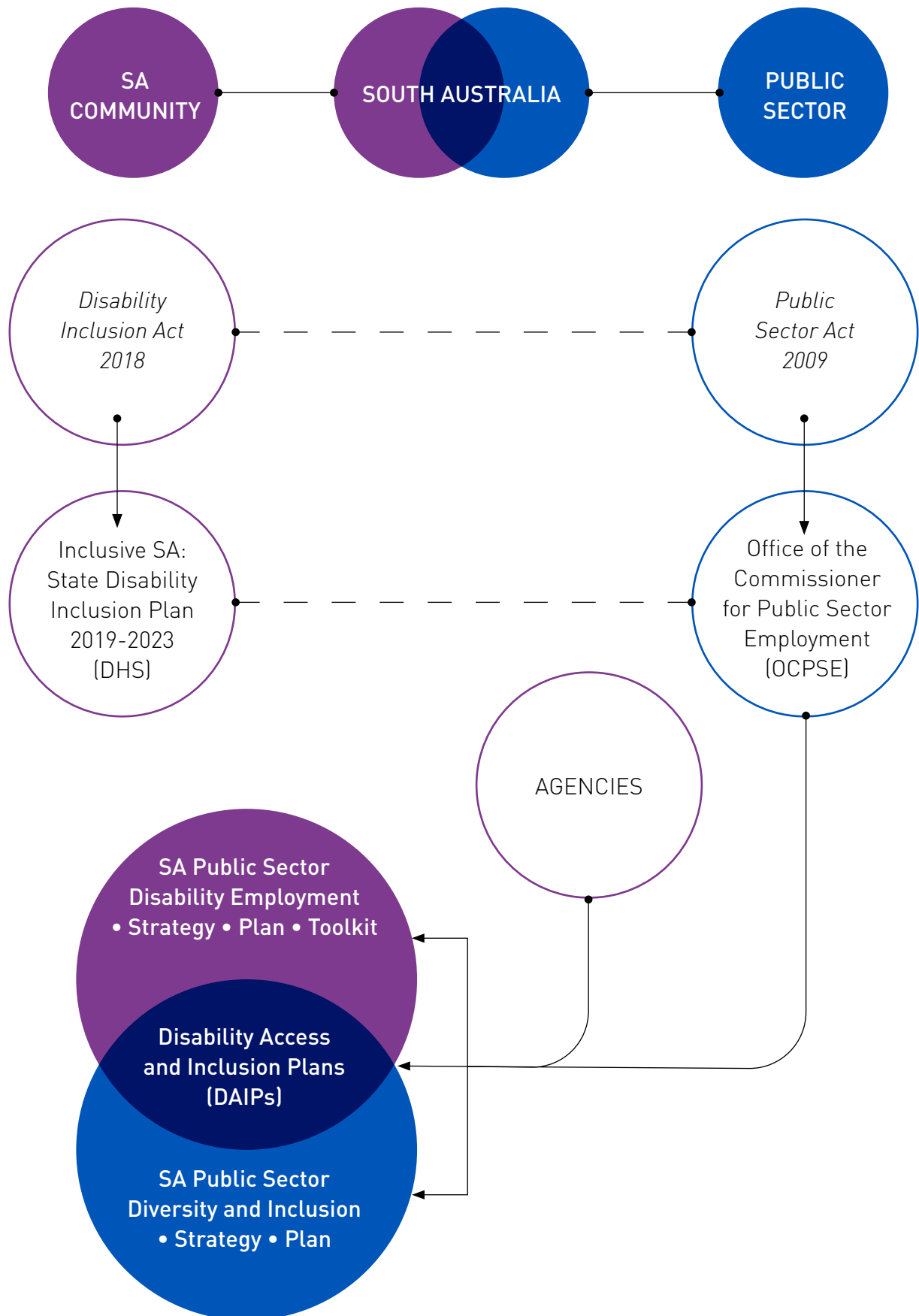
The Act also requires each South Australian Public Sector agency to develop a **Disability Access and Inclusion Plan** (DAIP) to be reviewed annually. A key focus of agency DAIP's is improving employment outcomes for people with disability. The South Australian Public Sector Disability Employment Strategy provides direction and focus for agencies to align DAIP's to a whole of Government approach to improve employment outcomes.

In late 2019 the South Australian Government also launched the **South Australian Public Sector Diversity and Inclusion Strategy** and the **South Australian Public Sector Diversity and Inclusion Plan** which brings together the significant work undertaken by many agencies and broaden the sector's diversity. Inclusion focuses on diversity streams including gender, LGBTIQ+, disability, Aboriginal people, culturally and linguistically diverse people and age.

All of these measures are aimed at complementing agency activity and commitments to improving our diversity and employment outcomes.



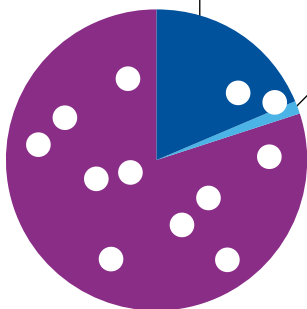
OUR POLICY LANDSCAPE



Our state of play

20%

of people in South Australia are living with disability



As of June 2019, approximately 1,434 (1.33%)⁴ of South Australian Public Sector employees identified as living with disability. This is significantly below the overall state representation of people with disability which is 20%⁵. The Strategy is aimed at addressing this under-representation.

1.33%

of South Australian Public Sector employees identified as living with disability

The South Australian Public Sector Disability Employment Strategy aims to assist agencies in working towards developing inclusive workplaces where being able to talk about and disclose disability is encouraged and supported.

4 Workforce Information Report (OCPSE)

5 Australian Bureau of Statistics (ABS) 2018

747,990

Workforce population in South Australia (excluding SA Public Sector employees)

108,000

12.62%
SA Public Sector employees

1,434

1.33%
SA Public Sector employees identified as living with disability

74,470

SA Public Sector employees identified as **women**

33,523

SA Public Sector employees identified as **men**

966

1.3%
SA Public Sector employees identified as **women** living with disability

466

1.39%
SA Public Sector employees identified as **men** living with disability

2,232

2.07%
SA Public Sector employees identified as **Aboriginal and Torres Strait Islander**

54

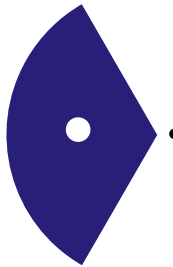
2.42%
SA Public Sector employees identified as **Aboriginal and Torres Strait Islander** living with disability

All data this page sourced from Workforce Information Report (OCPSE)

Disability and Aboriginal and Torres Strait Islander data may under represent the true number due to reliance on employees self-identifying their status.

Priorities

The South Australian Public Sector Disability Employment Strategy has identified 3 priority areas.



1

Enabling Inclusive, Accessible, Safe and Informed Workplaces

Our workplace culture is defined by how we recognise, value and support our people. Our commitment is to work collaboratively with employees and stakeholders to foster a work environment that reflects diversity and supports the full participation of people, leading to better economic and social outcomes.

Integrating respectful policies which support and celebrate our diversity and challenge stereotypes creates a healthy workplace where everyone is valued for their lived experience and expertise.

In order to achieve this priority we will:

- Develop and promote Disability Awareness Training to increase understanding of the lived experience of people with disability
- Identify champions and role models from across the sector and the community to promote leadership and advocacy
- Provide information on inclusion and diversity in induction materials
- Ensure information, publications, presentations and websites incorporate accessible design wherever possible
- Promote and support reasonable adjustments, including flexible work practices, to support all employees.

Integrating respectful policies which support and celebrate our diversity and challenge stereotypes

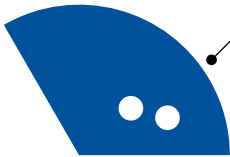
2 Facilitating Improved Recruitment, Retention and Career Development Strategies

A sustained effort is required across the Public Sector to improve employment outcomes for people with disability focusing on developing best practice through all stages of an employee's career and employment. Our aim is for all recruitment, retention, induction, training and development, and performance development policies to be flexible and assist in career progression for people with disability at all levels.

Investing in the career pathways of employees with disability will contribute to improved engagement in the workplace and the recruitment and retention of employees. The Public Sector must value and promote the capabilities and skills of people with disability. Effective, strong and visible leadership is required to generate the necessary behavioural and culture change.

In order to achieve this priority we will:

- ▶ Provide employees, including managers and HR with Disability Awareness Training
- ▶ Identify barriers to inclusion of people with disability
- ▶ Promote leadership and professional career development opportunities
- ▶ Develop individual capabilities and career support through mentor programs
- ▶ Explore pathways to employment through collaboration with Disability Employment Service (DES) providers, the not-for-profit sector and community stakeholders.



Investing in the
career pathways
of employees with
disability

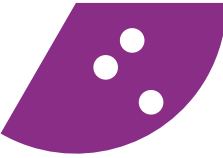
Priorities

3 Improving Monitoring and Reporting Capabilities

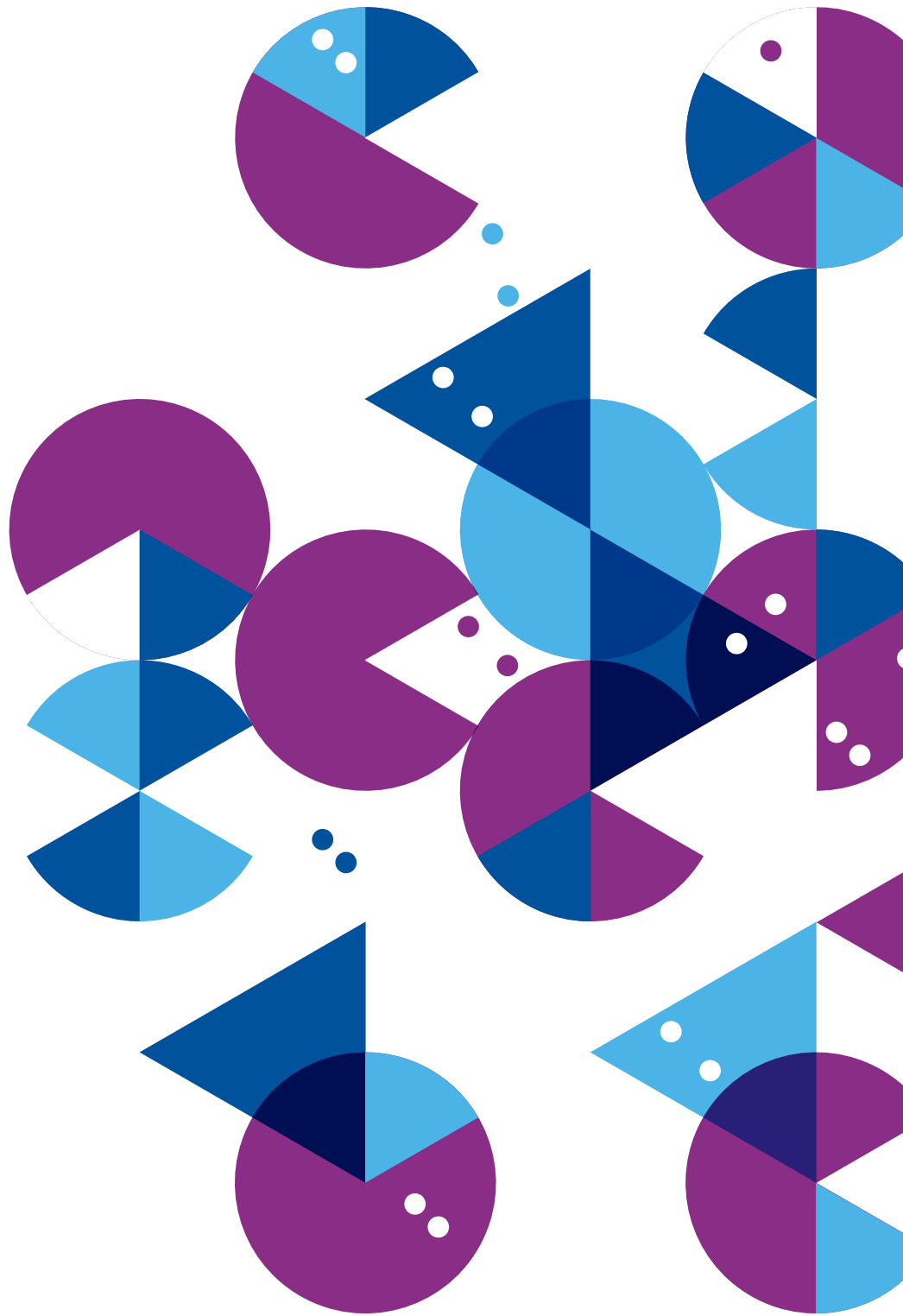
Implementing effective measures and reporting mechanisms will be key to reviewing the impact of strategies and driving accountability. We need to implement appropriate systems to ensure that information and data on employment is collected consistently and the employment outcomes for people with disability are analysed.

In order to achieve this priority we will:

- ▶ Identify opportunities to enable career life cycle data of employees with disability to be captured
- ▶ Develop safe mechanisms for disclosure of disability
- ▶ Establish a Community of Practice across Public Sector agencies to track and report on progress
- ▶ Disaggregate data to provide a gender and cultural lens
- ▶ Collaborate with other Public Sector jurisdictions to share knowledge
- ▶ Promote across government inclusion and employment initiatives
- ▶ Assess responses in future employee surveys
- ▶ Report on the Strategy and Plan to the Diversity and Inclusion Strategic Committee responsible for oversight of the Diversity and Inclusion Strategy implementation across the South Australian Public Sector.



Identify opportunities to enable better data capture of employees with disability





**Government of
South Australia**

Contact:

**Office of the Commissioner
for Public Sector Employment**

1800 317 333

[OCPSEmploymentPrograms@sa.gov.au](mailto:OCPSEEmploymentPrograms@sa.gov.au)

Alternative Formats:

Easy Read, plain text and HTML versions of the
Disability Employment Strategy are available at

publicsector.sa.gov.au