

SOUTH AUSTRALIAN PUBLIC SECTOR

disability **EMPLOYMENT**

Plan 2020-2021



Government of
South Australia

The Plan

disability EMPLOYMENT



The **South Australian Public Sector Disability Employment Plan** (Plan) has been developed to strengthen the commitment to create inclusive workplaces where everyone belongs, and increase workforce participation of people with disability through improved recruitment, retention and career development opportunities.

...to create inclusive workplaces
and increase workforce participation
of people with disability

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.

The Plan supports the **South Australian Public Sector Disability Employment Strategy** which provides a framework to create a more inclusive, accessible, safe and informed Public Sector that values the contribution and experience of employees with disability.

To support a holistic approach to improving the inclusion of South Australians with a disability in all areas of life, including employment, the **Disability Inclusion Act 2018** was enacted. Under the obligations of the Act, **Inclusive SA: State Disability Inclusion Plan 2019-2023** was developed to support all South Australians with disability to achieve their full potential as equal citizens.

The **South Australian Public Sector Disability Employment Plan** supports the promotion and implementation of **Inclusive SA: State Disability Inclusion Plan 2019-2023** in the Public Sector, and also supports the **South Australian Public Sector Diversity and Inclusion Strategy** and **South Australian Public Sector Diversity and Inclusion Plan**. The Plan is a blueprint to achieving outcomes within three priority areas.

Priority

1

Enabling Inclusive, Accessible, Safe and Informed Workplaces

OUR ACTIONS	WHO IS LEADING?	BY WHEN?	HOW WILL WE TRACK PROGRESS?
1 Identify barriers and issues around disclosure of disability to inform cultural change; and identify strategies to improve Disability Employment outcomes through engagement with people with lived experience and other stakeholders	OCPSE and Public Sector agencies	2020	Through the Public Sector Disability Employment Reference Group chaired by OCPSE
2 Develop and promote Disability Awareness Training for Public Sector employees, in particular those in leadership, people management and recruitment roles	OCPSE and Public Sector agencies	2020-21	OCPSE to provide training for up to 150 employees in 2020 Development of Disability Awareness train the trainer model for use by agencies
3 Identify champions to promote leadership and advocacy	OCPSE and Public Sector agencies	2020	Greater visibility, shared stories and experiences
4 Facilitate Public Sector Disability Employment Reference Group chaired by OCPSE as Community of Practice Identify existing strategies and policies within Public Sector to share knowledge, experience and resources	OCPSE with Public Sector agency representatives	2020-21	Regular meetings of Public Sector Disability Employment Reference Group Promotion of strategies/policies on OCPSE website



OUR ACTIONS	WHO IS LEADING?	BY WHEN?	HOW WILL WE TRACK PROGRESS?
5 Development and launch of OCPSE Disability Employment Toolkit providing information on inclusion and diversity, recruitment, induction, performance development, leadership, reasonable adjustment practices and cultural safety information	OCPSE	June 2020	Agency engagement with OCPSE
6 Promote Public Sector employment pathways including employment opportunity programs and the Public Sector Skilling SA Traineeship Project	OCPSE and Public Sector agencies	2020	Uptake of traineeships of employees with disability Increased number of candidates from Disability Employment Service (DES) providers referred for vacancies
7 Consider eligible candidates on a Disability Employment Service (DES) provider register for vacancies in accordance with Section 65 of the Public Sector Act 2009 (SA) – Employment opportunity programs	OCPSE and Public Sector agencies	2020	Increase referrals and recruitment of candidates from DES providers
8 Review the I WORK FOR SA and OCPSE websites to improve information about employment programs	OCPSE	2020	I WORK FOR SA and OCPSE websites updated
9 Promote leadership and career development opportunities eg. Governor’s Leadership Foundation (GLF) Program Scholarships for employees with disability	OCPSE and Public Sector agencies in conjunction with training providers	June 2021	Increased participation in leadership programs
10 Develop pilot for mentoring program to support employees with disability	OCPSE and Public Sector agencies	June 2021	Report on pilot program via OCPSE Public Sector Disability Employment Reference Group

Priority

3

Improving Monitoring and Reporting Capabilities

OUR ACTIONS	WHO IS LEADING?	BY WHEN?	HOW WILL WE TRACK PROGRESS?
11 Identify and recommend improvements to capture data and reporting of Public Sector employees with disability	OCPSE	June 2021	Report prepared on opportunities for improved reporting
Explore options to measure rates of attraction, applications, appointment, retention and promotion of people with disability	Public Sector Disability Employment Reference Group chaired by OCSPE		
Develop proposed Public Sector wide disability employment targets	OCPSE and Public Sector agencies		
Disaggregate data – disability / gender / Aboriginal and Torres Strait Islander	OCPSE		
12 Identify safe mechanisms for disclosure of disability by employees throughout career cycle to capture existing and acquired disability	OCPSE working with Public Sector agencies, Disability Employment Reference Group, Disability Employment Service (DES) providers and National Disability Employment Working Group	June 2021	Report via OCPSE Public Sector Disability Employment Reference Group
13 Utilise Public Sector employee surveys to identify issues	OCPSE	Next survey	Assess responses in future employee surveys
14 Monitor progress of SA Public Sector Disability Employment Strategy	OCPSE	June 2021	Report to across government Diversity and Inclusion Strategic Committee chaired by Commissioner for Public Sector Employment; and Senior Management Council (SMC)



**Government of
South Australia**

Contact:

**Office of the Commissioner
for Public Sector Employment**
1800 317 333

OCPSEmploymentPrograms@sa.gov.au

Alternative Formats:

Easy Read, plain text and HTML versions of the
Disability Employment Plan are available at
publicsector.sa.gov.au