

DISABILITY EMPLOYMENT ACTION PLAN 2015–2018

Towards a Disability inclusive organisation



"Treating everyone equally does not mean treating everyone the same"



3 December
**International Day of
People with Disability**

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1 DIRECTOR GENERAL'S FOREWORD

The ACT Health Disability Employment Action Plan 2015–18 outlines our responsibility to share human rights and to respect and protect the rights of others with our patients, clients, consumers and staff.

In 2008, Australia ratified the United Nations Convention for the Rights of People with Disability. As a nation we made a commitment to ensure that people with disability can equally participate in all aspects of life. At ACT Health this means a commitment to support and engage with our employees with disability and to those with a carer role.

The ACT Public Service Employment Strategy for People with Disability 2011–2015 vision is to double the 30 June 2010 headcount of persons with a disability in the ACTPS by 2015. Another part of that vision is for The ACTPS to be:

A disability confident service, in which people with disability are able to access secure and sustainable employment opportunities and are respected for their skills and capabilities.

ACT Health's vision is to support the ACTPS vision. We will be a disability proficient service that is committed to providing an accessible and inclusive environment for people with disability.

ACT Health is committed to ensuring that consumers can actively participate in health care and can access ACT Health facilities and services. ACT Health is also striving to establish a disability confident workplace, and is committed to building its capability to support and engage with persons with disability in the workforce.



Dr Peggy Brown
MB, BS (Hons) FRANZCP
Director-General, ACT Health
January 2015

2 STAFF STATEMENTS

My Name is Ashlee Griffin, I am working with ACT Health as an Australian School Based Apprentice (ASBA). I am currently in College and work 1 day per week with ACT Health in People Strategy and Services. I am working towards my Year 12 certificate and a Certificate in Business Administration.

I created my artwork picture below to show what inclusion means to me, the picture is about being left out, it shows a child that is dreaming of being involved and included with others. People with disability can join in.



Mailroom Overview

The Mailroom provides the receipt and delivery of internal and external mail to the Canberra hospital campus. The Mailroom team comprises a mix of non disability staff and staff with varying disabilities. Recently, the team participated in a competency based assessment which moved their classification from ASO1 to the Broad-banded ASO1/2. Successful completion of the competencies allows the Mailroom staff to be recognised at the ASO2 level and enhances further career opportunities. The journey of the mailroom team through the Broad-banding process, irrespective of disabilities has been invaluable. The team enhance the morale of all individuals that they come into contact with across the campus with a positive attitude and realisation that there is no challenge too great.



Group Photo:

**Left to Right: Ian Sneddon, Joe Fallace, Luke Arsego, Ben Patrick (front),
Garth Jensen (Supervisor), Gary Taggart, Trenton Lee.**



Ben Pattrick:

Ben says that he likes working for Health and the Mailroom because he has good friends that he works with and it's fun and keeps them busy doing an important job.

Ben likes working with everyone in the Mailroom, and advises that they are the best people and they all do their job well.



Joe Fallace:

I like working in the Mailroom because we are a good team and we care about each other.



Trenton Lee:

I like the people I work with.

I like the fact we can have a joke with each other.

I like the relationships I have built up over the years.

I like the mates I have gained at the hospital, both male and female.

I like that everyone is tolerant of people's abilities and disabilities.

I like the fact that I can talk to anyone at anytime.

I enjoy working with Ben Patrick.



Gary Taggart:

Gary advises that he likes working in the Mailroom and for ACT Health because they are a great bunch of people and they help make the Hospital run smoothly.



Ian Sneddon:

Ian Sneddon says that what he likes best about working in the Mailroom is that they can have a joke but do the best job they can.



Renia Ferguson:

Renia Ferguson says that working in ACT Health is not about the money, but about the passion and the reward to work with people with disabilities and encourage them to feel a personal achievement within themselves in the ACT Health work force.



Tan Hua:

Tan says the Canberra Hospital's Mailroom has been active to accept and support disabled staff. As a team member, I am proud to work with them.



Vishma Chelliah:

I am very happy to be working in Food Services and I think without ACT Health working and helping with my Employment provider, I may never have found a job. But now I have, everything is great.



**Vishma
Chelliah
and Tom
Walsh.**



Jamie Coleman:

I am a T11 complete paraplegic. In the four years that I have worked in my department (Fleet Management), I can confidently say that due to the support of welcoming colleagues, work helps me to quickly lose thought that I have a disability as I am treated and viewed as an integral part of the team. That said, I am comforted with surety that any and all adjustments that have and will need to be made are met with enthusiasm. My experience is that working with a disability is achievable, highly rewarding and a very important part of my life.

3 OBJECTIVE

Through this plan, ACT Health is committed to the following objective as the long-term, overarching aspiration that all governments should strive for in the provision of disability services. All aspects of the National Disability Agreement contribute to, or measure progress towards:

“People with disability and their carers have an enhanced quality of life and participate as valued members of the community”

4 DISABILITY

4.1 Definition of a 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 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 a disability that:

- presently exists
- previously existed but no longer exists
- may exist in the future
- is imputed to a person (meaning it is thought or implied that the person has disability but does not).

There are many different kinds of disability and they 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, may be 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 a disability. For example, people may have acquired a disability as a result of an accident. Some people may develop a disability as they age or through a disease process. There is a strong relationship between age and disability, as people grow older, there is a greater tendency to develop conditions which cause disability.

4.2 People with a disability

Disability is part of human diversity. One in five people in Australia, almost four million people, have a disability and this proportion is increasing with the ageing population. People with disability purchase consumer goods, have jobs, go on holidays, access information and do all of the things that people without a disability do. The only difference is that often people with disability come up against significant barriers while trying to do the things that many of us take for granted.

4.3 Types of disability

Advice from the Australian Network on Disability advises that the majority of people (83.9%) with disability have a physical disability, 11.3% have mental and behavioural disability and 4.8% have an intellectual or developmental disability.

The breadth of impairments and medical conditions covered by the DDA are set out below:

- Physical – affects a person’s mobility or dexterity
- Intellectual – affects a person’s abilities to learn
- Mental Illness – affects a person’s thinking processes
- Sensory – affects a person’s ability to hear or see
- Neurological – affects the person’s brain and central nervous system
- Learning disability
- Physical disfigurement
- Immunological – the presence of organisms causing disease in the body.

To be deemed a disability the impairment or condition must impact daily activities, communication and/or mobility, and has lasted or is likely to last 6 months or more.

People with disability are part of every section of our community: men, women, and children; employers and employees; students and teachers; indigenous and non-indigenous; clients and citizens. No two people with the same disability experience their disability in the same way.

The only thing that distinguishes a person with a disability is they may require some form of adaptation/adjustment to enable them to do certain things in the same way as people in the mainstream of society.

4.4 Employment and people with disability

According to the National Disability Strategy (2011):

Work is essential to an individual’s economic security and is important to achieving social inclusion.

Employment contributes to physical and mental health, personal wellbeing and a sense of identity. Income from employment increases financial independence and raises living standards.

Unfortunately, a lot more people with disability are unemployed than those without disability. However, of the people with disability who are employed, there is representation across many occupations.

Professionals, managers and administrators are the largest occupational grouping and this represents 37% of people with disability in employment. Clerical sales and service workers are the second largest grouping representing approximately 30% and the remaining occupational categories include tradespersons, production and transport workers as well as labourers and related workers representing approximately 33% of people with disability in employment.

5 OUR VISION FOR PEOPLE WITH DISABILITY

ACT Health's vision is that we will be a disability proficient service that is committed to providing accessible and inclusive environment for people with disability.

ACT Health is committed to ensuring that consumers can actively participate in health care and can access ACT Health facilities and services. ACT Health is also striving to establish a disability confident workplace, and is committed to building its capability to support and engage with persons with disability in the workforce.

6 OUR DISABILITY EMPLOYMENT ACTION PLAN

The ACT Health Disability Employment Action Plan (DEAP) 2015–2018 supports the:

ACT Health Workforce Plan 2013–2018

National Disability strategy 2010–2020.

Council of Australian Governments (COAG) National Disability Agreement – The National Disability Agreement provides the national framework and key areas of reform for the provision of government support to services for people with disabilities.

It builds on the ACT Public Service Respect, Equity and Diversity (ACTPS RED) Framework and actions within the ACTPS Employment Strategy for people with disability.

Commitment to achieving ACT Health's potential to be a leading disability confident organisation is described in the following key policy documents:

- Council of Australian Governments (COAG) National Disability Agreement
- National Disability Strategy 2010–2020 – An initiative of the Council of Australian Governments
- ACT Public Service Employment Strategy for People with Disability – Building on inclusive ACT Public Service
- ACT Health Workforce Plan 2013–2018.

An important aim of the ACT Government is to make a positive difference in the lives of people with disability and their families. Providing genuine employment is a crucial part of enabling people with disability to have as independent lives as possible. This Employment Strategy aims to build our confidence to employ people with disability in a great variety of roles across the service.

Under the RED Framework there is recognition that more needs to be done in the ACTPS to attract, retain and support people with disability in our workforce.

6.1 The Employment Strategy

- Outlines the vision for the ACTPS that is the same for ACT Health.
- Discusses why we need to develop an Employment Strategy for people with disability.
- Identifies the challenges facing the ACTPS in improving the employment outcomes for people with disability.
- Determines high level indicators of performance including a numerical target for increase in staffing numbers.
- Outlines the objectives for employing people with disability.
- Determines actions to be undertaken to meet the identified challenges and deliver results.
- Outlines how performances will be monitored and evaluated through an annual progress report (under the RED Framework) to the Chief Minister.
- Outlines the legislative provisions supporting the employment of people with disability.

ACT Public Service Employment Strategy for People with Disability – Building an inclusive ACT Public Service.

7 Objectives and targets for ACT Health over the life of the Disability Action Plan 2015–2018

Action	Responsibility	Timeline	Measureable Target
Increase in the % of staff who are employed with ACT Health being someone with a Disability	Employment Inclusion Manager, All of ACT Health	Over period of Action Plan	<ul style="list-style-type: none"> Increased numbers of people with disability are engaged by ACT Health
Provide support, mentoring and assistance to Supervisors and Managers that employ or are looking to employ staff with disability	Employment Inclusion Manager	Ongoing	<ul style="list-style-type: none"> Managers and Supervisors are supported and gain expertise to support and mentor other Supervisors and Managers
Accessibility Assessment of ACT Health facilities	Employment Inclusion Manager	Over period of Action Plan starting with buildings over 10 years of age	<ul style="list-style-type: none"> Accessibility Assessment reports are presented to DEAP Committee and Director-General as appropriate
Staff to be provided access to training, seminars and presentations regarding effective communication with clients and employees with disability	Employment Inclusion Manager and Individual Managers/Supervisors	Within 6 months for new staff, and then as needed	<ul style="list-style-type: none"> All staff attend available training as required Annual guest speaker at function or presentation in support of International Day of People with a Disability
Develop a reasonable adjustment policy based on definition in discrimination law	Employment Inclusion Manager and People Strategy & Services	Within 12 months.	<ul style="list-style-type: none"> Checklist developed and endorsed Checklist posted on website
All staff advised that attitudes and behaviour regarding people with disability can be included in staff performance management processes	Employment Inclusion Manager and Individual Managers/Supervisors	Within 12 months.	<ul style="list-style-type: none"> Performance Agreements able to make reference to unacceptable behaviours and attitudes towards people with disability
A copy of or access to the ACT Health DEAP provided to every new staff member	Employment Inclusion Manager and Individual Managers/Supervisors	As required	<ul style="list-style-type: none"> All new staff are provided with a copy of or access to the guide during their first month of employment
Develop a guide for disability awareness and communication kit for inclusion in the staff induction	Employment Inclusion Manager and People Strategy & Services	Within 24 months	<ul style="list-style-type: none"> All new staff receive a copy of or provided access to the guide during their first week

Abbreviations

ACT	Australian Capital Territory
ACTPS	Australian Capital Territory Public Service
ACTH	ACT Health
ASBA	Australian School Based Apprentice
COAG	Council of Australian Governments
DEAP	Disability Employment Action Plan
NDIS	National Disability Insurance Scheme
RED	Respecting Equity and Diversity

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- Australian Network on Disability
- The Chief Minister Office
- National Disability Employment Service Providers
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