



**The Mental Health Council of Australia**  
supported by the Australian Government

## QUESTIONNAIRE: JOB ACCOMMODATION NETWORK

Dear Participant

The forums "Promoting Supportive Workplaces for People with Mental Illness" form part of a broader Australian Government *Demand-led Strategy*, aimed at providing employers with the information and practical support needed to successfully employ people with disabilities. The Forums are integral in the developmental process of these strategies and they provide a valuable opportunity for direct input into the development of employment and workforce policies.

MHCA invites you to participate in a questionnaire, aimed to provide feedback to the Australian Government in relation to key mental-health related issues which should be covered if Australia was to develop an Australian version of the Job Accommodation Network. Participants are invited to provide comment across all sections.

Participants may be interested in visiting the website [www.jan.wvu.edu](http://www.jan.wvu.edu) to view a Job Accommodation Network.

***Please return this questionnaire to Lynnette Eager at the MHCA by Friday, 22 July  
either via facsimile (02) 6285 2166 or via email to [lynnette.eager@mhca.com.au](mailto:lynnette.eager@mhca.com.au)***

### **EMPLOYERS**

Would you be willing to utilise an employment access network that caters to people with disabilities? Yes / No

Would you be willing to employ an individual who has a diagnosed mental illness (eg bipolar disorder, depression, etc)? Yes / No

What factors could prevent you from employing a person with a mental illness?

- |   |          |
|---|----------|
| (a) Concerns over possible downtime due to episodic illness   | Yes / No |
| (b) Concerns regarding prospective employee's ability to work with others   | Yes / No |
| (c) OHS concerns with regard to either medication or illness related issues (eg erratic or poor concentration levels) | Yes / No |
| (d) Other (please comment below)  |          |

Would you utilise access to web links providing support and educational mechanisms for employers who hire people with a mental illness? Yes / No

Would you be willing to liaise with various elements of a prospective employee's support network (eg social workers, mental health case manager, etc)? Yes / No

Comments \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

## CONSUMERS

Would you be willing to access a job placement network that assists mental health consumers in finding supported employment?

Yes / No

If you are currently unemployed and a position became available that suited your capabilities, would you consider entering the workforce on either a part time, full time or casual basis?

Yes / No

Would you be willing to undertake a supported training or re-skilling programme with a view to either entering or re-entering the workforce?

Yes / No

Would you be willing to disclose information regarding your mental illness to a potential or current employer?

Yes / No

Would any of the following factors prevent you from disclosing such information:

- Concerns around being passed over for either employment or advancement/promotion?
- Concerns that an employer would “find” a reason for refusal or dismissal?
- Fear of discrimination from either employer or co-workers?

Yes / No

Yes / No

Yes / No

If you required time away from the workforce, would you expect your employer to hold your position open for you?

Yes/No

Through supported negotiation involving your employer and/or case worker, would you be willing to enter into an advance agreement to be implemented should you become unwell (eg reduction or temporary cessation of working hours, involvement of a relevant clinician, etc)?

Yes / No

[illegible]

## SERVICE PROVIDERS

Would you be willing to assist consumers access a job placement network catering to people who have a mental illness?

Would you be prepared to have input into the initial phases of such a network's design? Yes / No

Would you be willing to become part of a liaison team/network that facilitates a mental health consumer's return to the workforce? Yes / No

Would you be willing (subject to consumer consent) to brief a potential employer on the relevant details regarding a mental health consumer's condition and requirements? Yes / No

Would you be willing to assist consumers and employers in the design and/or implementation of advance agreements as a safeguard should the consumer become unwell?

Comments \_\_\_\_\_

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**OPTIONAL**

Name \_\_\_\_\_

Position \_\_\_\_\_

Organisation \_\_\_\_\_

Email \_\_\_\_\_

***Thank you for taking the time to complete this questionnaire***