

DISABILITY EMPLOYMENT INFORMATION FOR EMPLOYEES



Employees with disability are valued members of our workforce.

Here we provide you with information and supports to assist you and your colleagues to work together to create inclusive workplaces.

Employee supports for people with disability

Employees are offered a range of supports and benefits working in the public sector, with additional programs constantly being developed.

Key outcomes for employees with disability

- Employees with disability feel welcome and have the support they need to ensure equal participation in the workplace
- Staff across the sector demonstrate increased disability confidence and awareness by using tools and resources

Here are some of the many supports employees with disability can access:

Health and Wellbeing

- Complimentary Flu Vaccinations
- Physical office spaces that promote wellness and movement such as sit/stand desks
- Promoting and celebrating events such as RUOK Day and International Day of People with Disability to support education and improve the mental health and wellbeing of our workforce

Work Environment

- [All roles flex](#)

Workplace Adjustments and Flexibility

See our [workplace adjustments and flexibility](#) page.

Mental Health in the workplace

Work can make us feel good about ourselves and give us a sense of purpose; it's an important way to help us to protect and improve our mental health and wellbeing. However, sometimes work and life stress can negatively affect our mental health and our ability to do our jobs.

For more information on how to increase mental health awareness and create supportive workplaces, please refer to the [Heads Up healthy workplaces](#) website.

Forums and Networks

Connecting with others is an important part of creating an accessible and inclusive workplace. Our forums, networks and champions are great ways to increase your understanding of disability and help us embed access and inclusion in everything we do.

We have established forums and networks listed below:

Disability Champion Round Table

The Disability Champion Round Table consists of Deputy Secretaries nominated by the Victorian Secretaries Board who are accountable for the delivery of fit for purpose actions that lead to meaningful employment and increased representation of people with disability across every level of their organisations. The group meet at a minimum of twice a year.

Disability Employment Community of Practice

The Disability Employment Community of Practice (CoP) provides a dedicated network for human resource managers and diversity and inclusion teams to learn about and share practical examples, experience, and resources related to disability employment. The CoP also actively supports **Getting to work** and acts as an advocate for its outcomes. The CoP meets at a minimum of every second month.

Enablers Network

The Enablers Network is an employee-led association for people with lived experience of disability and their allies in the Victorian public sector, first established in 2016. The Enablers Network is an inclusive, supportive, and welcoming forum for people with disability and their allies to express a strong and united voice for change. It is the first sector-wide association for employees with disability in any State and Territory public sector. The purpose of the Enablers Network, in supporting Victorian Government departments and agencies to become leading disability confident employers, is to advance equity, equality, accessibility, and inclusion for people with disability in the Victorian public sector.

Disability Employee Networks

Throughout the public sector there are several Disability Employee Networks, including;

- Autism Success Network
- Victoria Police Employment Accessibility Advocacy Network
- DELWP Enablers Network
- DHHS Enablers Network

If you would like to learn more about the established forums and networks, please contact Liz Parkinson, Project Manager, Disability Employment Action Plan by phone (03) 9651 0845 or email elizabeth.parkinson@vpssc.vic.gov.au

Calendar of Events

There are many disability awareness events that are acknowledged and celebrated throughout the year. In addition, people with disability are recognised for their achievements in several award events. You can participate in recognising days of significance or nominate a team member for their contribution in creating change in access and inclusion.

- [International Day of People with Disability](#)
- [Calendar of Events](#)
- [Victorian Disability Awards](#)
- [National Disability Leadership Awards](#)

Sharing and Monitoring Disability Information

In line with the social model of disability, the Victorian public sector is committed to providing inclusive and respectful workplaces free from discrimination. To ensure we create that environment we have reframed how we talk about 'disability disclosure'. We encourage people with disability to share their disability information and feel safe to provide us with meaningful information on experiences and barriers for our continuous improvement.

The Victorian public sector currently monitors disability information using the People Matter Survey (PMS). This is confidential and de-identified and focuses on the overall workplace experiences of people with disability. The PMS captures rich data about engagement, job satisfaction, and other characteristics of the work environment as well as workplace adjustments. As part of our commitment to increasing access and inclusion we will use this tool to measure our progress towards achieving positive workplace experiences for people with disability.

Employment Assistance Fund (EAF)

This federal government assistance program provides financial assistance to purchase work related modifications for people with disability. These can include workplace adjustments, adaptive equipment, Auslan interpreting, and training.

To apply, visit the [Job Access website](#).

JobAccess

For confidential expert advice on matters relating to the employment of people with disability, contact the [JobAccess](#) Advisers free of charge.

Free call: 1800 464 800

Fax: 08 9382 9277

Online: [Online Enquiry Form](#)

Post: PO Box 1764, Osborne Park DC, WA 6916