



**Workforce
Australia**

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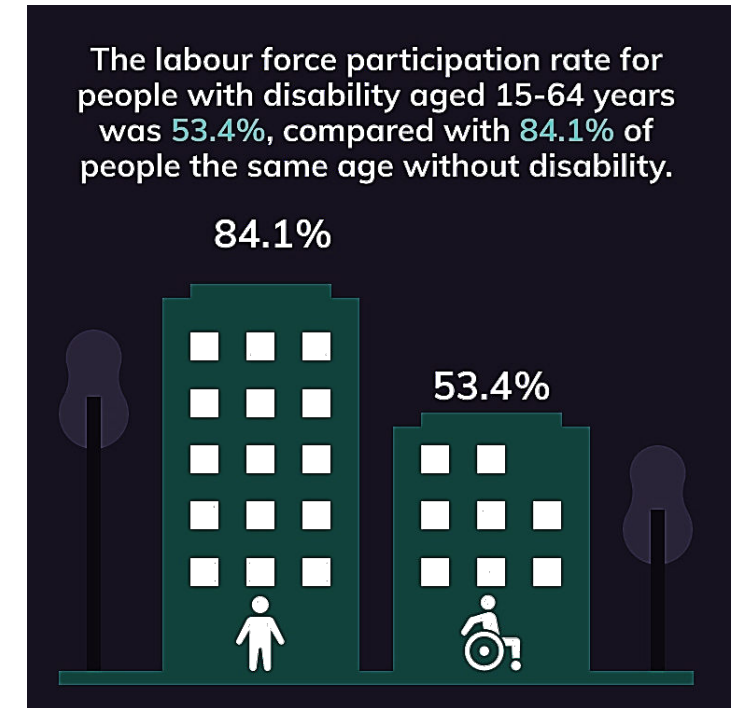
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Disability and Employment in Australia



Disabilities are not always obvious....

It's important to remember that no one expects you to be an expert, so don't be afraid to ask what your new employee needs.

By learning about the various types of disabilities, you can help create a more inclusive and understanding world for everyone.

Nor limiting...

There are many types of disabilities, including:

- Physical disabilities
- Mental or Intellectual disabilities
- Developmental disabilities

Labour force participation by disability status*

- 59.3% of those with a mild limitation
- 45.6% of those with a moderate limitation
- 27.2% of those with a profound or severe limitation

Benefits of hiring someone with a disability

- People with disability have diverse perspectives, experiences, skills and talents.
- Positive work attitude and work ethos = boost in productivity and morale in the workplace
- Research published in 2018 demonstrates that the benefits of hiring people with disability extend across the organisation or business
- A better reflection of a business's surrounding customer base may enhance a business's image and brand among its staff, community and customers.



Improvements in profitability related to both employee performance and increased customer satisfaction. Employees with disability consistently demonstrated punctuality, loyalty and high attendance rates leading to improved customer experience and a competitive advantage for the business.

01



Inclusive and diverse workplace culture which benefits all employees and increases workplace motivation and engagement.

02



Increased ability awareness including challenging stereotypes and misperceptions of disability and recognition of the benefits of hiring people with disability.

03

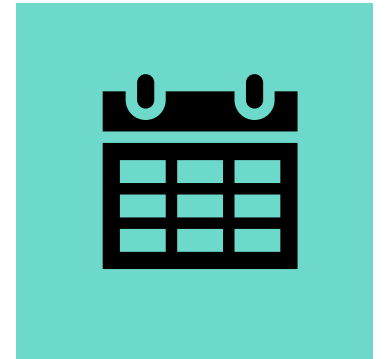


Secondary benefits for employees with disability who report improved quality of life, enhanced self-confidence and a sense of community.

04

More benefits of hiring people with a disability

- Lower sick days
- Lower WHS incidents
- Lower workers compensation incidents
- Workers are more punctual, reliable and conscientious in their work
- Lower turnover rate*



Resources

- IncludeAbility
 - <https://includeability.gov.au/>
- Workforce Australia - Hiring opportunities for people with disability
 - <https://www.workforceaustralia.gov.au/businesses/help/advice/hiring-opportunities-disability>
- Disability Employment Services
 - <https://www.workforceaustralia.gov.au/businesses/help/hire/disability-employment-services>
- Employers guide to employing someone with a disability
 - https://www.dss.gov.au/sites/default/files/documents/09_2014/employers_guide_to_employing_someone_with_disability_0.pdf