

Employment of People with Disabilities in Anglicare Tasmania

Three-year plan 2016–2019

Revised October 2016



Employment of People with Disabilities: Three-year plan 2016–2019



Foreword

It is with pleasure that we present this plan to guide us as we continue to build an industry-specific culture of employment diversity in all our services.

This plan has been developed in collaboration with our staff and with people who use our services, and it calls upon relevant models of excellence. We support the rights of people living with disability to achieve full economic and social participation.

Three key goals will form the basis of this strategy:

- 1. Support and training of staff and managers to become Disability Confident.
- 2. Partnering with appropriate disability employment services to seek and match people with the appropriate skills to our teams, or to provide training programs when possible.
- 3. Provide safe and dignified access for all employees.

The work outlined here has a direct link with the Strategic Priorities Plans for both Community Services and Anglicare Lifestyle services.

Dr Chris Jones CEO, Anglicare Tasmania

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Our vision for 2019

Anglicare's workforce is reflective, aware, and supportive of diversity within the general community, including the employment of people with disability.

Our vision for the future is that Anglicare will provide a supportive and inclusive employment option for all Tasmanians in ways that are consistent with our Mission and Values.

This strategy outlines how Anglicare Tasmania will increase its workforce diversity, and be the employer of choice for people with disability. It outlines how we will continue to build an industry-specific culture of employment diversity in all our services.

Anglicare Tasmania Strategy:

To achieve a target of 5% of our workforce who self-identify as having a disability (as defined).

Why this plan matters

In the new National Disability Insurance Scheme (NDIS) there is a clear focus on inclusion and social and economic participation. A key way this can occur is for participants to have meaningful employment.

The focus has quite rightly moved to individual choice and control of funded packages based on a consumer-directed care model in many areas of human services, particularly in aged care, community care, disability and mental health.

It is estimated that around 23% of Tasmanians experience one or more limitations of daily living, slightly higher than the national average of almost 20%. For many people their limitations do not impinge on their ability to access employment, but for a significant number they do.

In a diverse workforce it would be expected that recognition of the population in any area would match that of the workforce of an organisation. In the area of disability it is clear that this is not the case.



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How is disability defined?

The ABS, RecruitAbility, the Commonwealth Public Service and the NDIS defines disability as:

> A limitation, restriction or impairment which has lasted, or is likely to last, for at least six months and restricts everyday activities. It also includes episodic conditions.

Disability includes:

- loss of sight (not corrected by glasses or contact lenses)
- loss of hearing where communication is restricted, or, an aid to assist with or substitute for hearing is used
- speech difficulties, shortness of breath or breathing difficulties causing restriction
- chronic or recurrent pain or discomfort causing restriction, blackouts, fits, or loss of consciousness, difficulty learning or understanding
- incomplete use of arms or fingers, difficulty gripping or holding things
- incomplete use of feet or legs
- nervous or emotional condition causing restriction
- restriction in physical activities or in doing physical work
- disfigurement or deformity
- mental illness or condition requiring help or supervision
- long-term effects of head injury, stroke or other brain damage causing restriction
- receiving treatment or medication for any other long-term conditions or ailments and still restricted
- any other long-term conditions resulting in a restriction.

What is Dignified Access?

Dignified Access ensures that people of all abilities are able to access and participate in activities at worksites and in the community.

To implement Dignified Access we must ensure our buildings, software, office amenities, staff and values enable people with a disability to have full ease of access.

Background

Australia has the seventh lowest unemployment rate for people with disabilities within OECD countries and the lowest average personal income (around 44% of the income of people without a disability).

Employment of people with a disability is one of the issues covered in the United Nations Convention on the Rights of Persons with Disabilities.

Article 27 of the United Nations Conventions says:

the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities.

In Australia

Between 1993 and 2012, the labour force participation rate for working-age people (15-64 years) with disability was relatively stable. In 1993, the rate was 54.9% and this was broadly similar in 2012 at 52.8%. Over the same period the participation rate for working-age people without disability increased from 76.9% in 1993 to 82.5% in 2012.

In 2012 nearly half (47.3%) of all working-age people with disability were not in the labour force, which means they were not employed or actively looking for work. One third of this group were permanently unable to work, but one fifth (201,500 people) had no employment restriction (ABS web site).

The percentage of people with disability who were employed in 2012 decreased with age, from a high of 62% for those aged 25-34 to 40% for those aged 55- 64.

In Tasmania

It is important to note that Tasmania has the lowest labour force participation rate for people with disability of all states and territories. It also has the highest unemployment rate for people with disability.

Challenging the barriers

The most significant barrier to employment for people with a disability still appears to be stereotypical assumptions and attitudes of employers about what people can and can't do.

There are three key reasons to challenge this:

- People with disabilities themselves are no longer willing to accept less than equitable and fulfilling opportunities.
- Technology has removed many barriers and enabled more people to reach their potential, and this is likely to increase at a rapid rate in the foreseeable future.
- The economic and social cost of ignoring 20% of the population is not sustainable.

Legislation considered

This plan considers the following legislation:

- Disability Discrimination Act 1992 (Commonwealth)
- Tasmanian Disability Services Act 2011
- Tasmanian Disability Services Regulations 2015

How this strategy aligns with Anglicare's Values

There are three key reasons why Anglicare Tasmania should develop a strategy to increase the number of people living with disability employed by the organisation.

1. Alignment with our Mission and Values

Our mission

Anglicare, in response to the Christian faith, exists to achieve social justice and to provide the opportunity for people in need to reach fullness of life.

Our values

We stand up for justice

- We challenge ideologies, policies and practices that threaten justice and equity.
- We uphold human rights.

We are respectful

- We believe that each person has the capacity to make and to bear the responsibility for choices and decisions about their life.
- We see each person as valuable and treat them with respect and dignity.
- We celebrate difference and diversity within society.
- We exercise good stewardship.

We are compassionate

- We offer care and hospitality without expectation of return.
- We demonstrate a spirit of humility, free from blaming or judging.
- We believe that support should be available to all who need it.

We are hopeful

- We believe every person can live life abundantly.
- We present a vision of a compassionate, just, inclusive and reconciled society.
- We develop new and innovative responses to challenges.
- We work cooperatively to build a better future.

2. Expanding our workforce

Tapping into a new pool of potential employees will help reduce expected labour shortages.

It is expected that more new staff will be required to be gathered from a market of labour shortage. This significant untapped group could provide new staff for the organsiation. Furthermore, their lived experience will provide valuable understanding and a unique point of reference.

3. A 'point of difference'

In a competitive market this 'point of difference' will help us stand out to potential clients.

To clients in the disability area, this will demonstrates our commitment to the ideals of the NDIS, particularly that of social and economic participation.



Action plan one: Employ more people with disability

1.1 Identify potential employees

Identify and establish partnerships with employment services, community groups and parishes to enable identification of potential employees with appropriate skill sets.

Lead by

Human Resources and Chief Operating Officers

Timeframe 2017-2019

1.2 Maximise employment opportunities

Review existing employment practices and embed processes that maximise employment opportunities for people with disability.

Lead by

Human Resources

Timeframe

2016-2017

1.3 Recruitment processes

Train key staff to become Disability Confident with recruitment processes.

Lead by Human Resources Timeframe 2017

1.4 Identify barriers

Develop checklists to review all position descriptions to accurately reflect tasks and ensure they do not include unintended barriers.

Lead by Human Resources **Timeframe**

2016-2017

1.5 Remove access barriers

Identify barriers in various work locations and provide workplace adjustments.

Lead by

Human Resources and Facilities

Timeframe

2016-2017

1.6 Review employment pathways

Review established pathways for employment by way of school based apprenticeships, traineeships, internships, graduate programs and mentoring to ensure inclusion for disability.

Lead by Human Resources Timeframe 2017-2019

Action plan two: Embed knowledge about disability

2.1 Disability Champions

Identify a senior staff member to become the Disability Champion in each Business Unit

Lead by

Human Resources

Timeframe

2016

2.2 A supportive culture

Support staff to help create a culture in which all staff feel confident and supported to identify as having disability.

Lead by

Executive Management Team and Human Resources

Timeframe

2016-2017

2.3 Disability Confidence

Identify, design and implement training for all staff to become Disability Confident.

Lead by

Human Resources

Timeframe

2016-2017

2.4 Embed diversity within all documentation

Review existing documents to ensure disability and diversity are represented where appropriate

Lead by Quality Assurance

Timeframe

2017-2019

2.5 Raise awareness through our publications

Raise awareness by highlighting profiles of staff and people with disability in our community through internal and external publications.

Lead by

Marketing
Timeframe
2017-2019

Action plan three: Be committed to all employees with disability

3.1 Join national network

Seek and retain membership with Australian Network on Disability, an employer-based organisation supporting employers to become more inclusive.

Lead by

Executive Management Team
Timeframe
2016-2019

3.2 Facilitate accessible work practices

Consider the impact of ICT development, product procurement, accommodation, travel, and PD opportunities for all roles.

Lead by

Human Resources

Timeframe

2016-2017

3.3 A staff network

Research and implement a Disability Employment Network in which interested staff can participate (organisations, social media etc.).

Lead by

Human Resources

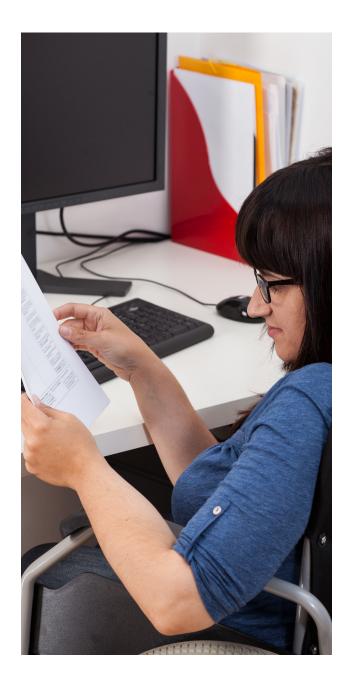
Timeframe

2017

3.4 Input from workers

Encourage annual input from staff with disability to improve existing practices.

Lead by Human Resources Timeframe 2017-2019





No matter what your situation, Anglicare provides choice, support and hope for all Tasmanians

