

Job Access

Driving disability employment

Employing people with disability

There are business benefits when you employ a person with disability— benefits beyond just filling a job. These benefits are supported by Australian and international studies. Employees with disability are:

- **Reliable** - people with disability take fewer days off, take less sick leave and have a higher retention rate than other workers.
- **Productive** - once in the right job, people with disability perform equally as well as other employees.
- **Affordable** - recruitment, insurance cover and compensation costs are lower. People with disability have fewer compensation incidents and accidents at work in comparison to other employees.
- **Good for business** - People with disability build strong relationships with customers, and boost staff morale and loyalty by helping create a diverse workforce. There are real cost savings through reduced turnover, recruitment and retraining costs. Employing people with disability contributes to the organisation's overall diversity. It enhances the company's image among its staff, customers and community with positive benefits to the employer brand. Being a disability friendly organisation is a good way to promote your business.



Managing disclosure

Your employee can choose if they want to tell you about their disability. There is no legal obligation for them to disclose disability unless it affects their ability to do their job.

Information about an employee's disability often involves sensitive personal details. If an employee tells you about their disability, you must consider the possibility of training or reasonable work related adjustments, to accommodate their work-related needs.

Workplace flexibility

Being flexible about work arrangements can help your organisation to attract and retain employees, including people with disability.

If you need to make workplace changes or buy special equipment for an employee with disability, your costs may be covered by the Employment Assistance Fund.



Australian Government

JobAccess is the national hub for workplace and employment information for people with disability, employers and service providers.

1800 464 800

www.jobaccess.gov.au