

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2010-11 Supplementary Estimates Hearings

Outcome Number: Cross

Question No: 006

Topic: FaHCSIA – Number of employees with a disability

Hansard Page: Written

Senator Fifield asked:

What strategies are currently being pursued to increase the number of people with a disability employed in FaHCSIA?

Answer:

The following strategies are in place to increase employment of people with disability:

- Advertising all FaHCSIA positions on the Disability Works Australia website.
- Evaluating the traineeship program for people with an intellectual disability, with a view to incorporating the program into standard workforce practices for the 2011/2012 financial year.
- Promoting opportunities for people with disability through FaHCSIA's graduate recruitment campaigns.
- Improving information in the recruitment information kit to create greater awareness of resources and assistance available to support people with disability (e.g. reasonable adjustment and the use of assistive technology).
- Improving disability awareness of selection panels, who are recruiting people with disability. This includes practical information in training programs provided to selection panel members so they can effectively conduct interviews for people with disability. FaHCSIA's Recruitment Guidelines also including the principles of reasonable adjustment, identifying the inherent requirements of the position, and assistance that is available to employers through disability service providers.
- Offering work experience placements for university students who have a disability, under the Stepping Into program.