

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: 008

Topic: FaHCSIA – Number of employees with a disability

Hansard Page: Written

Senator Fifield asked:

Is FaHCSIA's human resources function given support and training on how to design jobs so that people with a disability are able to apply?

Answer:

FaHCSIA's human resources staff who have responsibility for providing job design advice have undertaken disability awareness or similar training.

For the establishment of the traineeship program for people with intellectual disability, our human resource staff sought assistance and advice from the Australian Network on Disability, for the job design and support services required for our trainees and their supervisors.

FaHCSIA's human resources area also provides advice to managers on changes to recruitment initiatives to improve recruitment outcomes for people with disability. One example of this is the *APSC Circular 2010/2: Engagement of people with disability*, which came into effect on 7 July 2010. The human resources area advised all FaHCSIA managers of these changes and provided advice on how to use this employment arrangement in the workplace.