Employment of People with a Disability

People with disabilities bring a unique perspective and range of skills to the workplace. They may hold tertiary or trade qualifications along with significant work experience, making them highly suitable for a range of jobs in the State Service.

WHAT IS THE DISABILITY EMPLOYMENT PROGRAM?

The *Disability Employment Program* is a joint arrangement between the State Government and registered Disability Employment Service Providers. Its aim is to develop and promote a diverse Tasmanian Public Sector workforce by providing a pathway for employment through the People with Disabilities Fixed-Term Employment Registers.

WHO IS ELIGIBLE?

The registers are open to people who meet the definition of 'disability' as set out in the *Disability Services Act 1992*, which covers people with intellectual, psychiatric, sensory or physical impairments, as well as individuals with cognitive impairments who fall within the equivalent Commonwealth legislation.

HOW DOES THE PROGRAM WORK?

The recruitment process is managed by Disability Service Providers who screen and register enthusiastic and motivated candidates.

Following identification of a suitable vacancy up to 12 months duration with a classification up to General Stream Band 4 or equivalent, a State Service Agency will contact one or more of the approved Providers who will match appropriately skilled candidates from their register. This provides the agency with a field of applicants for a merit-based selection process.

In most cases, employing a candidate under this Program is no different to employing other candidates. All the same salary, terms and conditions of employment and access to training and development opportunities apply.

Tasmania
Explore the possibilities

IS THERE ON-THE-JOB SUPPORT?

Disability Service Providers provide on-going support to the employer and the successful candidate including:

- assistance with workplace modifications and job redesign
- advice on financial support incentives and wage subsidies
- workplace based training and mentoring
- co-worker support and training
- pre-employment work trials.

A REWARDING EXPERIENCE

The *Disability Employment Program* is extremely rewarding for candidates, employer and co-workers. Your agency and employees will discover a whole range of positive benefits from taking part in this program including:

- instant access to a talented pool of loyal and productive candidates, with a diverse range of skills, knowledge and experience
- access to a simple and cost-effective recruitment process (your request can be submitted through a registered provider – so there's no need to advertise)
- mentoring, growth and learning opportunities for co-workers.

RECRUITMENT TIPS

Here are some tips for recruitment success through the *Disability Employment Program* or open vacancies:

- Be open to change – make contact with the Disability Employment Providers or view the online resources to find out how candidates can meet the inherent requirements of the job.
- Knowledge – in many cases, the candidate's disability will not impact their working potential. Understanding the disability will assist you in recognising the employee's capabilities and the value they can add to your workplace.
- Engage support services – on-the-job or off-site support is available to ensure your new employees settle into their job.
- Identify barriers – recognise potential barriers that may impact on a candidate's ability to perform in the workplace and address them through job redesign or modification.

MORE INFORMATION

If you're interested in accessing this talent pool, simply contact one or more of the participating program partners below or as listed on the [Tasmanian Government jobs website](#).

Ability Employment
PO Box 3113 MDC, Burnie   Tas   7320

Email: jobs@abilityemployment.com.au
Telephone: 1300 783 448 (Burnie)
                1300 736 433 (Devonport)

Advanced Personnel Management (APM)
Level 2, 45 Murray Street
Hobart Tas 7000

Office 1A, ANZ Building,
67-69 Brisbane Street
Launceston Tas 7250

31A Marine Terrace
Burnie Tas 7320

Email: dianne.muskett@apm.net.au
Telephone: (03) 6283 5900

Anglicare Employment Service
18 Watchorn Street
Hobart Tas 7000

122 Elizabth Street
Launceston Tas 7250

Email: t.townsend@anglicare-tas.org.au
Telephone: 1800 243 232

Blueline Employment
162 Macquarie Street
Hobart Tas 7000
Email: jessamine.g@ble.org.au
Telephone: (03) 6223 2622

Colony 47 Eureka Clubhouse
5 Florence Street
Moonah Tas 7009
Email: hermioneh@colony47.com.au
Telephone: (03) 6214 9978

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CRS Australia
GPO Box 1291
Hobart Tas 7001
Email: teresa.bird@crsaustralia.gov.au
Telephone: (03) 6211 9200

Headway rebuilding lives
26-32 Wellington Street
North Hobart Tas 7000
Email: louise@headwaytas.net.au
Telephone: 1300 138 296

WISE Employment
114 Murray Street
Hobart Tas 7000
Email: jessica.welch@wiseemployment.com.au
Telephone: (03) 6225 8102

54 Cameron Street
Launceston Tas 7000
Email: mandy.deruyter@wiseemployment.com.au
Telephone: (03) 6345 6700

38 Formby Road
Devonport Tas 7000
Email: alison.stubbs@wiseemployment.com.au
Telephone: (03) 6422 5200

RESOURCES

Job Access

Phone 1800 464 800, www.jobaccess.gov.au
Free confidential information and advice for employers about recruiting and working with people
with disability, including employer tool kits and information about the Workplace Modifications
Scheme and the Supported Wage System.

The Office of the Anti-Discrimination Commissioner (Tasmania)

Phone 1300 305 062, www.antidiscrimination.tas.gov.au
Employer resources and general information as well as community awareness, education and fee-
for-service training for workplaces.

The Australian Public Service Commission

www.apsc.gov.au/abilityatwork
Tool kit resource for managers employing people with disability, based around the publication *Ability at Work – Tapping the Talent of People with Disability.*

Human Rights and Equal Opportunities Commission

Phone 1300 369 711 www.humanrights.gov.au
Further resources and information about the Disability Discrimination Act and employment.