

Frequently Asked Questions



Disability Employment – Frequently Asked Questions And Answers

Q: Do I have to hire someone with a disability?

A: While an employer is not obligated by legislation to specifically hire a person with a disability, it is against the law to discriminate against anyone in the workplace because they have, or are assumed to have, a disability. Employees are protected from discrimination at all stages of employment including recruitment, workplace terms and conditions, and dismissal.

Q: Does someone with a disability take more sick leave than other employees?

A: No, in fact research shows that people with disabilities take less than those without disability.

Q: Are disabled employees reliable?

A: Once in the right job, people with disability perform equally as well as other employees.

Q: Will it be more expensive for my business to hire a disabled person?

A: Recruitment, insurance cover and compensation costs are lower. People with disability have fewer compensation incidents and accidents at work in comparison to other employees. Specialised services are available at no cost to support businesses with the employment of a disabled person.

Q: Will a person's disability affect my business image negatively?

A: People with disability build strong relationships with customers and boost staff morale and loyalty by helping to create a diverse workforce.

Q: What are supported employment services?

A: Supported employment services refers to provisions wherein people with disabilities, including intellectual disabilities, mental health, and traumatic brain injury, among others, are assisted with obtaining and maintaining employment by a specialised employment service.

My Pathway is an example of a service provider registered with Disability Employment Services (DES).

For more information: <https://www.mpath.com.au/>

Q: What is Open Employment?

A: Open employment means doing a job which can be done by any person. You do the same job as your co-workers and are paid the same wages.

Q: What is a Workplace Disability Champion?

A: A Workplace Disability Champion is a role within the workplace that requires the person to:

- champion equal access and inclusion for people with disability in the business
- advocate good practice relating to employment policies and processes
- provide leadership to drive disability-related employment initiatives and organisational change to create workplaces that value and support people with disability
- commit to understanding the barriers and representing the rights of employees with disability across the business more broadly

Q: What is an Accessibility Action Plan?

A: An Accessibility Action Plan (AAP) is the most widely accepted term for what used to be known as Disability Action Plans. Many leading organisations and businesses now use the term Accessibility Action Plan.

An Accessibility Action Plan is an outward sign of a business's intention to eliminate discrimination, and outlines its plan for how this will be tackled.

