

# Disability confidence is:

- Developing a better understanding of how people with disability relate to the organisation as potential and existing employees, as customers, suppliers and stakeholders;
- Creating a culture of inclusion and removing barriers for people with disability;
- Knowing how to make changes to recruitment practices to allow skilled and talented job seekers with disability to compete on a level playing field;
- Empowering employees to tell us about their different abilities and tell us how we can better assist and support them in the workplace;
- Employees being confident in the ACT Public Service's ability to employ someone with disability and the ACT Public Service being able to meet that employee's needs;

- Adjusting processes and/or services to enable individuals to contribute as employees, customers and stakeholders; and
- Knowing how to make adjustments to the workplace to retain employees who acquire disability.

*Adapted from the Australian Network on Disability, 'Opportunity', 2008.*



*'Building an inclusive  
ACT Public Service'*

[www.cmd.act.gov.au/governance/public/ES](http://www.cmd.act.gov.au/governance/public/ES)

The Employment Strategy for People with Disability is produced by the Chief Minister's Directorate. For further information, please contact 02 6205 0358.

ACT Public Service

## Employment Strategy for People with Disability



**Great careers  
come with  
the Territory.**



# The Strategy

The 2011-2015 Employment Strategy for People with Disability includes the following key objectives and actions:

## ATTRACT

Facilitating employment pathways and making the ACT Public Service an attractive workplace for people with disability.

## RETAIN

Building a positive work culture that supports and recognises the contribution of people with disability.

## CAPABILITY

Providing opportunities for increasing the capability and confidence of the ACT Public Service to employ people with disability and being able to meet employee's needs.

# What can we offer you?

The ACT Public Service offers a broad range of interesting and challenging career opportunities that will allow you to continually develop your skills and knowledge. Being a smaller Public Service, you'll be supported, work in smaller teams and see the results and benefits of your work in your local community.

The ACT Public Service is also recognised as a leader in providing excellent employment conditions and work-life balance. You'll enjoy a family friendly workplace with benefits such as flexible working arrangements, generous leave provisions, opportunities for part-time work and support for families with young children.

To find out more about the great career opportunities, visit [www.jobs.act.gov.au](http://www.jobs.act.gov.au) because in the ACT Public Service 'Great careers come with the Territory'.

# Statement of Commitment



Jon Stanhope MLA  
Chief Minister

An important aim of the ACT Government is to make a positive difference in the lives of people with disability and their families.

Providing genuine employment is a crucial part of enabling people with disability to have as independent a life as possible. This Employment Strategy aims to build our confidence to employ people with disability in a great variety of roles across the Service.

The ACT Government is committed to doubling the number of people with disability employed in the ACT Public Service by 2015. Quite simply, we want the expertise and insights that people with disability can provide to improve Government policy development and service delivery.

By focusing on abilities rather than disabilities, by removing barriers, and by providing multiple employment pathways we will begin to increase the participation of people with disability in the Service.

*Jon Stanhope*

# Our Vision

*A disability confident service, in which people with disability are able to access secure and sustainable employment opportunities and are respected for their skills and capabilities.*

# Our Target

Where are we now?

Currently, 327 self-identified people with disability are employed in the ACT Public Service. The Government is committed to doubling this number by 2015.

Where we want to be in 2015:

