



DISABILITY EMPLOYMENT SERVICES EMPLOYER INCENTIVES AND SUPPORT

From 1 March 2010, the new Disability Employment Services will provide job seekers with disability, injury or health condition with access to individually tailored employment services better suited to their needs, with stronger links to training and skills development.

A range of support services to assist both people with disability and employers form part of the Disability Employment Services initiative.

JobAccess

JobAccess is an information and advice service which provides help and workplace solutions for people with disability and mental health conditions, their co-workers, employers and employment services providers.

Operated by a single, National Disability Employment Services provider, the JobAccess service comprises four key components:

- the JobAccess website at www.jobaccess.gov.au
- a disability employment advisory service
- management of the Employment Assistance Fund and
- disability employment promotional services.

The JobAccess website, www.jobaccess.gov.au, provides comprehensive and accessible information developed specifically for people with disability and their co-workers, employers and employment services providers to facilitate employment opportunities and provide support in the workplace.

The advisory service provides expert advice on a broad range of disability employment matters from a team of qualified allied health professionals. Information and advice provided is confidential and can be accessed by contacting **1800 464 800**.

The Employment Assistance Fund will provide financial assistance to individuals (including those already in work or looking for work), employers and employment service providers for a broad range of services including workplace modifications and Auslan interpreting for job interviews and work related activities.

From 1 March 2010, an enhanced JobAccess service will provide financial assistance to employers for deafness and disability awareness training and mental health first aid training.

The JobAccess service actively promotes employment opportunities and assistance available to people with disability as well as increasing the knowledge and awareness of barriers to employment experienced by people with disability.

National Disability Recruitment Coordinator (NDRC)

The NDRC service aims to create at least 1000 new job opportunities each financial year for people with disability who are participants of Disability Employment Services, and provide assistance to large employers (those who employ more than 100 employees) to develop and implement disability employment strategies.

The objectives of the NDRC service are to:

- increase the participation of people with disability in the Australian workforce;
- increase the number of job vacancies available, and facilitate the recruitment of participants from, Disability Employment Services;
- promote the benefits of employing people with disability to employers, especially large employers, leading to the establishment of agreements with targeted employers to employ people with disability;
- improve employers' awareness of available Australian Government schemes that assist with the employment of people with disability.
- support large employers with agreements to implement and manage strategies for the recruitment and retention of people with disability in their workforce;
- assist large employers to develop processes for recruiting and maintaining the employment of people with disability, and
- improve the quality of participation in employment by people with disability.



The NDRC service will make it easier for large employers to contact the right Disability Employment Services provider when they are seeking to recruit people with disability.

Disability Employment National Panel of Assessors

The Panel of Assessors will carry out a range of assessment services to enhance employment participation by people with disability and their access to employment and workplace productivity.

The Supported Wage System aims to increase the employment of people with disability by providing an industrial relations mechanism that enables the payment of a productivity-based wage to people who cannot work at full productivity. The Supported Wage System assessment measures the productivity of the worker, compared to an average performance standard of a co-worker without disability undertaking the same duties in the workplace. An initial assessment is conducted after an applicant lodges a Supported Wage System application form on www.jobaccess.gov.au. A review assessment is conducted annually or earlier if there is a significant change in the person's job or work productivity.

Ongoing Support assessments will assess the ongoing support needs of participants in the Disability Employment Services program, after they have been employed for 52 weeks. Ongoing Support assessors help employees with disability to get the level of support that they need to maintain their job, as well as recognising the needs of employers.

Under the Employment Assistance Fund, workplace modifications assessments may be conducted for people with disability to identify barriers to accessing or performing their work. The assessment will recommend equipment, modifications and other support to remove the identified barriers. The Employment Assistance Fund will be managed by JobAccess and workplace modifications assessments will be coordinated by the JobAccess service.