

# eQUALITY NEWS

Jobs West  
newsletter  
for employers

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## The Benefits of Employing a Person With a Disability - Productivity

It is important to remember that sometimes the best person for the job may have a disability whether visible or not.

Over 90% of employers who had recently employed a person with a disability said they would be happy to continue employing people with a disability.

The average recruitment cost of an employee with a disability was 13% of the average recruitment cost of an employee without a disability.

Employees with a disability averaged one-sixth the recorded occupational health and safety incidents of employees without a disability.

90% of employees with a disability record productivity rates equal to or greater than other workers.

## A boost of confidence at KFC Roxburgh Park

Nicole Nugent commenced employment at KFC Roxburgh Park in June of 2002 and has since proved to be a valuable member of the store. KFC Shift Supervisor Jamie says that "within this period, Nicole has advanced from general cleaning duties to a range of duties, especially hosting". Her exceptional hosting skills have led Nicole to being nominated for a traineeship, Certificate 2 in retail and to participate in Customer Service Leader course that will recognise Nicole as an experienced and dedicated KFC employee. Jamie praises Nicole as a hard worker and in reference to an achievement says that she, 'Definitely deserved this award...it is good to see her get recognition.'



Nicole and Jamie taking a customer's order

Jamie continues by explaining that certificates are issued to deserving staff members 'to let them know they are appreciated for the work they do'. Nicole is thankful for KFC's acknowledgement stating it as 'A boost of confidence...KFC is enjoyable! It's great, the staff, the managers and the atmosphere.' Not only has the years of employment at KFC taught Nicole many skills that she can carry throughout her future employments, but it has also given Nicole the opportunity to make valued friendships within the store. Nicole believes this as an added extra to her job that she really enjoys '... I especially look forward to the Christmas Parties when everyone has a chance to get together.'



Jamie congratulates an obviously happy Nicole

Do you have a vacancy you need filled?  
Could Jobs West support your business needs in any way? Contact us on 03 9379 0477 or visit  
[www.jobs-west.com.au](http://www.jobs-west.com.au)



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**Jobs West would like to thank the following  
companies for their support:**

**Coles, Campbellfield  
KFC, Altona Meadows  
Honda Australia, Tullamarine  
Hoban Recruitment, Melbourne**

Australia has the seventh lowest employment rate for people with disabilities in the Organisation for Economic Cooperation and Development (OECD). In 2003, nearly two thirds of the OECD countries measured had better employment rates than Australia for people with disabilities.

- Australian human rights and equal opportunity commission - disability rights newsletter (4th March 2005).

## Great cleaner at Yum Restaurants International (KFC Preston)

Commencing his first paid job as a Cleaner at Yum Restaurants International (KFC - Preston) was a big step for Eki Sayako. "I was nervous to start off with, but was excited about it", says Eki.



Eki hard at work cleaning the outside tables for KFC Preston

With the support of his Store Manager Pennie, and Supervisors at KFC, including Amanda, Nicole and Leanne, Eki has taken on the cleaning tasks of the restaurant during busy weekday lunch time periods.

"He has been a real help during our busy lunch times" says Amanda, "he keeps the store dining room presentation looking spotless for our customers".

Eki has been employed on supported wages for over six months at the store, and has made impressionable progress which his supervisors and colleagues are happy with.



Eki presenting Amanda and Leanne with a Jobs West Employer Certificate of Appreciation Award.



### When Is Discrimination Not Discrimination?

Do you want to target a particular section of the workforce for employment in your workplace? The Human Rights and Equal Opportunity Commission may grant exemptions for employers who have a special case that can justify lawful "discrimination". Exemptions may be granted for affinity groups, such as women, people with disabilities, and others. If you are considering applying for an exemption, keep in mind that:

Applications are considered on a case-by-case basis, Exemptions cover a limited time frame, Comprehensive Anti-Discrimination policies must be produced, The steps taken to comply with the conditions of the Anti-Discrimination Board must be outlined at regular intervals. For further information, contact the Human Rights and Equal Opportunity Commission: <http://www.hreoc.gov.au/contacts/index.html>

*Discrimination without an exemption is unlawful.*

[www.diversityatwork.com.au](http://www.diversityatwork.com.au) (24 June 2005)