

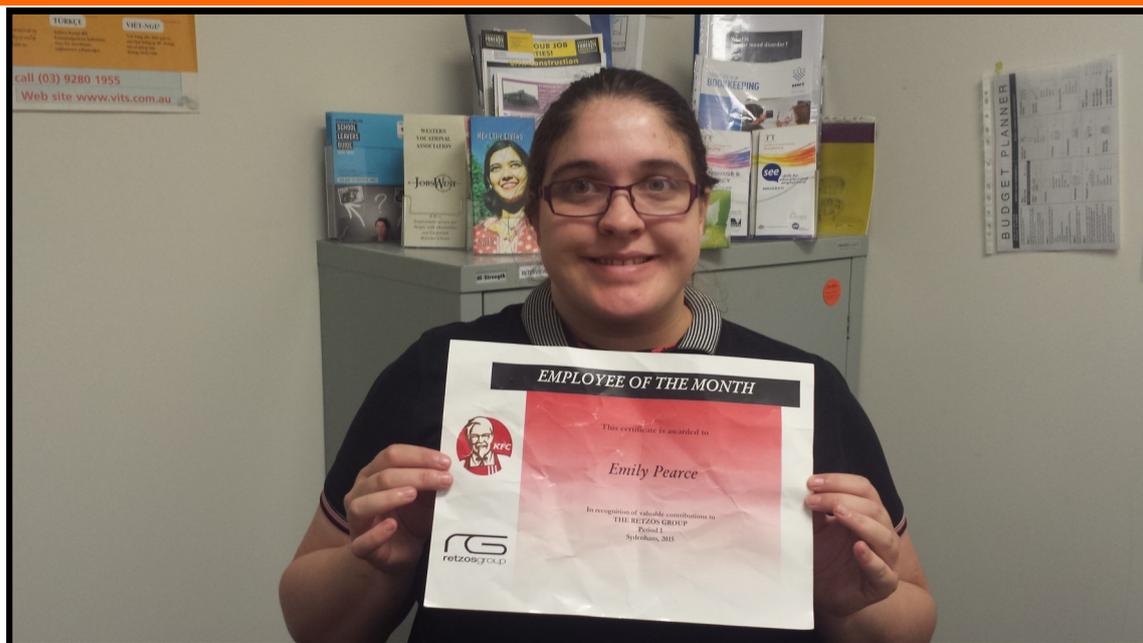
eQUALITY NEWS

Jobs West
newsletter
for Employers

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need filled?
Contact us on 03 8390 7966

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EMILY



Emily holding her Employee of the Month Award

Emily is employed at KFC Taylors Lakes. Emily is one of the most dedicated employees at KFC, which is why she has been awarded Employee of the Month! In addition to receiving her certificate, Emily also received a Coles Myer Gift Card voucher in recognition of her outstanding effort.

Working for KFC is Emily's first paid job, she works 3 days a week and has now been working for KFC for around 18 months.

Emily is a hard worker and loves her job. "Shift supervisors at KFC have said that she is punctual and is always on time."

Emily never lets her team down, that is why she is a valued member to her team at KFC Taylors Lakes.

Jobs West would like to congratulate Emily on her exceptional achievement in being presented with this award and her consistent effort that she has been putting in at work.

Jobs West would also like to sincerely thank the management and staff at KFC Taylors Lakes for their most valued support of Emily.



Western Vocational Association Inc.

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Disability employment rates dropping

'Despite increased community and business awareness about disability in the context of the National Disability Insurance Scheme, the Australian Bureau of Statistics (ABS). reveals employment rates for people with disability have fallen over the past 20 years.'

'In 2013, approximately 9.4 per cent of the Australians with disability in the workforce were unemployed, compared to the national average of 4.2 per cent.'

Go ahead and help prevent these rates from dropping any lower by starting or continuing to help find a place for people with a disability in your workplace.

Information gathered from;

<http://www.workfocusgroup.com/news/industry-news/disability-employment-rates-dropping/>

The skills of people with a disability, a higher standard.

In a recent article in The Age newspaper by Lisa Visentin titled; 'Technology, the key to changing the culture of disability,' Dr Mark Bagshaw shares his views on what people with disability can bring into the workforce.

Dr Mark Bagshaw states; "As an employer, one of the key things I would look for, are people who can solve problems. People with a disability have developed those skills, generally, to a much higher level than the average person."

"There is nothing remarkable about a person with a disability having a successful career. Dr Mark Bagshaw insists. "It's not the disability that's the problem here. It's incredibly challenging for people with a disability to be dealing with a world that doesn't expect very much from them."

Part of the messages that Dr Mark Bagshaw shares with us, show us that giving people with a Disability a fair go, giving them an opportunity in a workplace can be a smart move for an Employer.

Quotes from : <http://www.smh.com.au/business/technology-the-key-to-changing-the-culture-of-disability-20150130-130wv5.html#ixzz3QXhEsiSr>

What to consider when assessing the performance of an employee with disability

' Performance management for employees with disability is really no different to performance management for other employers. The focus should be on their ability to perform the inherent requirements of the job.

Things to consider when managing performance of employees with disability include:

- do employees with disability have the same access to training and development opportunities as other staff?
- are performance review criteria based on agreed, clear and visible outcomes?
- are performance assessments based on evidence of a person's ability to carry out the inherent requirements of their particular job?
- are staff given the information and resources they need to carry out the requirements of the job?
- have reasonable adjustments been made in the workplace to allow an employee with disability to perform their job? '

MYTHS ABOUT DISABILITY

Higher insurance and safety costs

'A common misconception is that workers compensation costs will increase due to hiring people with disability and that people with disability will have more accidents at work. '

'In fact, research suggests that people with disability can have fewer accidents at work.

The workers compensation costs for people with disability can be as low as four per cent of the workers compensation costs of other employees (Graffam et al 1999).'

<http://jobaccess.gov.au/content/Myths-about-disability>

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

Safeway - Williamstown

Alan Mance Motors - Footscray

Metropol Hotel - Melbourne

Coles - Burnside

KFC - Niddrie

Coles - Taylors Hill

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