

# eQUALITY NEWS

Jobs West  
newsletter  
for Employers

**Do you have a vacancy you  
need filled?**

Issue 32  
June 2009

## Minister for Employment Participation Brendan O'Connor visits Jobs West

Brendan O'Connor MP, Minister for Employment Participation and the local member for Gorton visited Jobs West in April of this year.

The Minister also brought with him, two of his aids, Sean Payne and Tallis Richmond. Brendan believed that Jobs West was a "very good Disability Employment Service, based on the fact that it has, four and a half DEEWR Stars" and other information that he has looked at. The Minister wished to thank the Western Vocational Association Inc Committee and the staff at Jobs West, for a job well done and to continue with the good work".



Brendan O'Connor and Brian Paterson.



Kerry, Brendan and Brian.

### **What are the benefits to my business when employing people with disability?**

Recruitment in Australia is changing. Labour shortages of around 195 000 people are forecast to hit all major industries over the next five years. Businesses can address this issue and avoid future staffing problems by expanding their workforce through the employment of people with disability.



Western Vocational Association Inc.

*For enquiries and information  
please contact :-*

**Jobs West**

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**90% of people with  
disabilities rated average or  
better on job performance**

Source: Graffam, J., Shinkfield, A., Smith, K., & Polzin, U. (2002)  
Employer benefits and costs of employing people with disability.  
Journal of Vocational Rehabilitation (17) 251.

## **Job Seeker Profile**

**Name:** Matthew Collins

**Skills:** Diploma in Information Technology,  
Strong Computer Skills, Customer Service,  
Administration and Data Entry.

If you have an opening for Matthew call Kerry at  
Jobs West on 9379 0477.

## **Supported Wage System**

The Supported Wage System enables the legal payment of a productivity based, or 'pro rata' wage.

People with disability who access the Supported Wage System retain the same employment conditions as their co-workers under the relevant award or industrial agreement, for example, annual leave, long service leave and access to training. The assessed percentage of productivity applies only to the wage rate.

A person eligible to participate in the Supported Wage System may be independently assessed as having a productivity level of 80 per cent, compared with the productivity of co-workers without disability who are performing the same (or similar) duties.

For example, Paul has Cerebral Palsy, which affects the mobility in his upper arms. He can stack 15 shelves per hour, whereas his co-worker, Daniel, can stack 20 shelves per hour. In this example, Paul would be eligible for the Supported Wage System, and the employer can agree to an ongoing employment relationship where the rate of pay would be 75 per cent of the full wage rate.

This means that for you, dollar for dollar, a worker with disability is just as productive as a worker without disability. Employees who are eligible for the Supported Wage System can compete fairly for jobs in the open workforce. (Sourced from [jobaccess.gov.au](http://jobaccess.gov.au))

For more information on Supported Wage System, visit:  
[jobaccess.gov.au](http://jobaccess.gov.au)

## **What is mental illness?**

Mental illness presents with symptoms that affect the way a person thinks, feels and acts.

If treated, mental illness can be successfully managed and people can live full and productive lives.

Mental illness is a class of conditions that includes depression, bipolar disorder, schizophrenia, anxiety and personality disorders.

Mental illness affects one in five people, regardless of background, age group, level of education or professional experience.

Stress has an adverse affect on health conditions, including mental illness; therefore a supportive and aware workplace can ensure better health for everyone.

For more information  
visit: [beyondblue.org.au](http://beyondblue.org.au)

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

**Superior Steel - Sunshine  
Rylock - Brunswick  
Safeway - Niddrie.  
Coles - Campbellfield.  
Coles - Airport West.  
IGA - Delahey.**

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