



Western Vocational Association Inc.

*For enquiries and information
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Jobs West

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**People with Disabilities
are assets for Business.
Focus on ability not
Disability**



Hiring a Person with a Disability

There are documented advantages in hiring a person with a disability. A successfully implemented diversity program has been shown to improve morale and enhance staff loyalty. People with a Disability have above average rates of attendance and stay in their jobs longer. The bottom line is greater productivity, lower rates of staff turnover, and reduced recruitment costs.

Nearly twenty percent of Australia's population has a disability. Hiring a person with a disability is a great way of reflecting the diversity of your customer base and creating customer loyalty.

Since the introduction of the Disability Discrimination Act, individual Australian companies have incurred costs of up to \$35 million to rectify discrimination issues. Employees with a disability are visible proof that your company is committed to an Equal Employment Opportunity policy. This not only improves your organization's image and reputation, it minimizes the possibility of litigation.

In today's marketplace, no employer can afford to overlook an opportunity to gain an edge on the competition. By considering disabled candidates, your company is drawing on the greatest possible pool of skilled applicants.

Employing a person with a disability works for your company, your customers and your bottom line.

Advantages for Employers

- Employees with disabilities often have better attendance and safety records
- Employees with disabilities often have a higher staff retention rate, which saves recruitment and training costs
- Increase customer and staff loyalty to the organisation
- Gaining a better understanding of your customers. Customers come from every walk in life

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

**Amega 2000 Tullamarine
McDonalds Sydenham
Sleep Easy Campbellfield
Andrew Wallace Motor Group
Bunnings Coburg
McDonalds Oak Park**

Visit: www.jobs-west.com.au

eQUALITY NEWS

Jobs West
newsletter
for Employers

**Do you have a vacancy that
you need filled?
Contact Jobs West 9379 0477**

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The Supported Wage System.



AN AUSTRALIAN GOVERNMENT INITIATIVE

Job seeker of the month.

Rocky is seeking full or part time employment in a factory environment.

Rocky is prepared to complete a

Unpaid Work Experience Placement, which would assist him in gaining employment. Rocky has a reliable car and a current Victorian license and is prepared to travel within the north western suburbs to gain employment.

Rocky has a good work history, having been employed as a process worker and a storeman in the past.

Rocky is prepared to start work right away.

The Supported Wage System is a workplace relations mechanism that allows employers to pay a productivity based wage that matches an independently assessed work productivity rate. Most Australians who have a Disability and participate in the open workforce generally work at full rates of productivity and pay. However, some people are unable to keep a job at full wage rates, due to the nature of the disability and the relevant impact on the level of their work productivity.

With the Supported Wage System, employers of people with disability can access a reliable process allowing a base wage assessment to determine fair pay for fair work.

The Australian Government contracts a panel of independent Supported Wage System assessors to conduct workplace productivity assessments for employers who wish to employ people with disability under the Supported Wage System provisions.

The Supported Wage System operates within the normal Federal and State Industrial Relations frameworks. Your Employment Service Provider (*Jobs West*) can tell you more about the system and help you apply for it, as appropriate.

For more information about the Supported Wage System visit www.jobaccess.gov.au or phone 1800 065 123

DISABILITY FACTS.

Almost 4 million Australians have a disability - that's 1 in 5 people. That includes 2.2 million Australians of working age (15-64yrs).

A disability is any condition that restricts a person's mental, sensory or mobility functions. It could be caused by accident, trauma, genetics or disease. A disability may be temporary or permanent, total or partial, lifelong or acquired, visible or invisible.