

# eQUALITY NEWS

Jobs West  
newsletter  
for Employers

**Do you have a vacancy you  
need filled?  
Contact us on 03 8390 7966**

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## Karla



**Above: Karla (middle) in the kitchen with her team members**

Karla is currently working for Estia Health, Melton South. Estia Health are a leading Aged Care Provider. Karla began working for Estia Health in mid August 2014 and has made great progress whilst working for them. When Karla first started her job, she was working 8 hours a week, doing the dishes and setting up the dining room. Now, Karla is working 15 hours a week, almost double from when she first started. As Karla's work hours have increased, so have her work duties. In the kitchen, not only is Karla washing the dishes but she is now also making desserts and cutting up the vegetables. Outside of the kitchen, Karla continues to prepare the dining room table however, in addition to this she now also serves the drinks and lunches to the residents and unloads the stock that comes in.

Outside of work, for the last 6 months, Karla has been taking driving lessons with a driving instructor as she soon hopes to gain her drivers licence. Karla will be going for her hazards in the next few weeks.

Jobs West would like to congratulate Karla on the enormous achievement in her work productivity since working for Estia Health, Melton South.

Jobs West would also like to sincerely thank Estia Health, Melton South for providing support and assistance to Karla at work and for teaching her about providing a quality service in a leading Aged Care Facility.



Western Vocational Association Inc.

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## LOOKING AHEAD

'The Australian Government, through the National Disability Agreement, provides support to people with disability who wish to enter employment. Under the National Disability Strategy 2010-2020, federal, and state and territory governments are making a concerted effort to improve and increase employment services for people with disability. In addition, planned reforms to the Australian welfare support system, including the National Disability Insurance Scheme, aim to create increased opportunities for people with disability to enter and maintain employment. Increases in labour force participation may improve both financial security and personal wellbeing for people with disability.'

*The above information is from the Australian Bureau of Statistics Website  
<http://www.abs.gov.au/ausstats/abs@.nsf/mf/4433.0.55.006#1>*

## **The business benefits of employing someone with disability**

*The following information is an employers guide to employing someone with disability that has been taken from a document from the Department of Social Services found on the internet.*

[https://www.dss.gov.au/sites/default/files/documents/09\\_2014/employers\\_guide\\_to\\_employing\\_someone\\_with\\_disability.docx](https://www.dss.gov.au/sites/default/files/documents/09_2014/employers_guide_to_employing_someone_with_disability.docx)

'Employing people with disability makes good business sense. There are significant business benefits when employing someone with disability— benefits beyond just filling a job. These advantages have been confirmed in both Australian and international studies. Employees with disability are:

**Reliable**—people with disability take fewer days off, take less sick leave and have a higher retention rate than other workers. The costs to business of absenteeism and sick leave for employees with disability can be as low as 34 per cent of the cost incurred by their colleagues.

*Australian Safety & Compensation Council report "Are People with disability at Risk at work? May 2007*

**Productive**—once in the right job, people with disability perform equally as well as other employees.

**Affordable**—recruitment, insurance cover and compensation costs are lower. People with disability have fewer compensation incidents and accidents at work in comparison to other employees.

**Good for business**—people with disability build strong relationships with customers and boost staff morale and loyalty by helping to create a diverse workforce. Teamwork is enhanced. Real cost savings are realised through reduced turnover, recruitment and retraining costs. Hiring people with disability contributes to the organisation's overall diversity. It enhances the company's image among its staff, community and customers with positive benefits to the employer's brand.

*International Labor Office "Disability in the workplace: Company practices" 2010*

For more information about employing someone with disability, visit the [JobAccess website](http://www.jobaccess.gov.au) ([www.jobaccess.gov.au](http://www.jobaccess.gov.au)) or phone 1800 464 800.'

## Disability Confidence for HR Managers

*'54% of people with disability are of working age - about 2.1 million people.'*

*'Mastering the skills, tools and techniques to effectively and confidently interview and select talented candidates with disability is a business imperative if HR professionals are to continue to meet the recruitment needs of their clients. Proactively including people with disability in a recruitment strategy will ensure HR professionals provide their clients with the best possible candidates for all available roles.'*

For the topics covered in the interactive session please visit the link below.

The above information is from the Australian Network on Disability Website

<http://www.and.org.au/pages/disability-awareness-training.html>

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

**Trinity Garden Aged Care (Estia Health) - Melton South**

**Metropol Hotel - Whiteman St, Melbourne**

**Paul's Warehouse - Sunshine**

**Autobarn - Melton**

**Palm Place Nursery - Greenvale**

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