

# 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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## MARK



**Mark in front of McDonalds holding his 5 years service award!**

Mark has been working for McDonalds Sydenham since December 2009 and enjoys his casual work as an attendant in the dining rooms; he is friendly and likes to help where he can. Occasionally, Mark will take the ready meals out to the customers waiting in the car park. Mark must make sure he adheres to all of McDonalds Occupational Health and Safety procedures whilst completing his duties of wiping down benches and collecting trays, sweeping and mopping the floors and cleaning the toilets.

As Mark has been employed by McDonalds Sydenham for the last 5 years, they have awarded him a 5 year service award. In conjunction with his award, Mark received a pen to mark the occasion.

Mark is currently a full time student at Victoria University studying Certificate I in General Education for Adults. Between his work and his studies, Mark likes to socialise on Friday nights, he attends a social group through his local church.

Jobs West would like congratulate and applaud Mark on his dedication to work that has earned him his 5 year service award. Jobs West also sincerely thank McDonalds Sydenham for their continued support of Mark for the last 5 years and also other Jobs West clients.



Western Vocational Association Inc.

*For enquiries and information  
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### **Benefits of employing a person with disability**

- '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
  - People with disability can have lower absenteeism and often take less sick leave than other employees
  - The costs of hiring people with disability can be significantly lower than hiring other employees—as low as 13 per cent of the cost of other employees
  - Employing people with disability can build staff morale, raise management awareness of workplace practices and conditions, and increase customer and staff loyalty'
- <http://www.uccommunity.org.au/Disability%20Employment%20-%20ITES/Employers/benefits-of-employing-a-person-with-disability>

## **Employment Assistance Fund**

'The Employment Assistance Fund helps people with disability and mental health condition by providing financial assistance to purchase a range of work-related modifications and services for people who are about to start a job or who are currently working.

The Employment Assistance Fund may reimburse the cost of work-related modifications and services including, but not limited to:

- the cost of modifications to the physical work environment
- modifications to work vehicles
- adaptive equipment for the workplace
- information and communication devices
- Auslan interpreting
- specialist services for employees with specific learning disorders and mental health conditions
- disability awareness training
- Deafness awareness training, and mental health first aid training.

### **Who can apply for assistance**

Employers, people with disability and employment service providers may apply for assistance by completing an online Employment Assistance Fund application form at the [JobAccess](http://www.jobaccess.gov.au) website ([www.jobaccess.gov.au](http://www.jobaccess.gov.au)). It is useful to discuss any questions you may have with the JobAccess service on 1800 464 800.

JobAccess may be able to provide information about possible equipment, services and modifications. JobAccess can also guide you through the application process.

The application process is designed to be flexible, simple and quick so that the person with disability gets the right assistance as soon as possible.'

[http://jobaccess.gov.au/services/a-z\\_list/employmentassistancefund](http://jobaccess.gov.au/services/a-z_list/employmentassistancefund)

### **List of Disability related events for August 2015**

<http://www.and.org.au/pages/disability-related-events-calendar-2015.html>

- TBC - Jeans for Genes Day - Children's Medical Research Institute
- 12-18 - Brain Injury Awareness Week, "Bang on a Beanie" - Brain Injury Australia
- 23-29 - Hearing Awareness Week - Deafness Forum of Australia
- 28 - Daffodil Day - Cancer Council Australia

### **Choosing the best person for the job**

'Employers should choose the best person for the job, whether or not that person has a disability. They should make this decision based on a person's ability to perform the essential activities of the job, not on assumptions about what a person can or cannot do because of a disability.

This means that if a person with a disability can do the essential activities or 'inherent requirements' of a job, he or she should have just as much chance to do that job as anyone else. For example, an essential activity or 'inherent requirement' for a telephonist's job is the ability to communicate by telephone, but it is not an 'inherent requirement' to hold the phone in the hand.'

<https://www.humanrights.gov.au/information-employers-fact-sheet-disability-discrimination-and-harassment>

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

**KFC –Keilor Downs**

**VU Secondary College – Deer Park**

**Coles – Burnside**

**Beate Design Furniture – Ravenhall**

**KFC—Swanston Street, Melbourne**

**Woolworths Supermarket —Niddrie**

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