



DISABILITY EMPLOYMENT ACTION PLAN

2022 - 2025



DISABILITY EMPLOYMENT - ACTION PLAN

FEROS CARE PURPOSE AND VALUES STATEMENT

Building an inclusive workplace culture where people with disability thrive and achieve their career goals and dreams through meaningful employment.

Feros Care aims to be an employer of choice, advocating for inclusion and innovation for people with disability through our Disability Employment Action Plan, with the following key priorities:



CO-DESIGN

Embedding co-design principles and practice into all aspects of our business to ensure the voices and viewpoints of people with disability inform how we shape our employment and business practices.



CONSULTATION WITH DISABILITY EXPERTS TO DEVELOP LEADING HR PRACTICE

Leveraging off disability specialist services and organisations, such as **Get Skilled Access**, to review, audit, inform and improve our recruitment processes, business practices and the physical environment, this emphasis on inclusion and accessibility furthers opportunities for people with disability to work as a part of the Feros Care team.



JOB CUSTOMISATION

Continued commitment to advancing the inclusion of people with disability by becoming a Disability Confident Recruiter, ensuring all communications, recruitment, induction, IT and onboarding training are accessible and inclusive for people with disability. Through partnership with DES we will continue to explore opportunities to individualise the employment relationship between job seekers with a disability and Feros Care so that the goals and needs of each are addressed.



INCLUSIVE CAPABILITY BUILDING

Ongoing implementation of training initiatives and activities which build the capacity of Managers, leaders and staff to be confident in disability recruitment processes, job design customisation, accessible work environments and conversations which promote inclusive work practices.



PEER SUPPORT NETWORK AND SUPPORT

Engage and support people with disability through established peer support networks, (such as our Disability Peer & Carer Support Network), valuing the provision of feedback as an integral component of continuous quality improvement strategies. Champions and advocacy are promoted and encouraged.



WELLBEING FOCUS - DISABILITY SPECIALIST

Providing meaningful support and professional development for people with disability through the Career Pathways Project (see pages 3-5), supported by specialist wellbeing roles, which provide ongoing support, coaching and mentoring for people with disability within Feros Care.



COMMUNICATIONS AND ENGAGEMENT

Be a vehicle to promote and advocate for inclusive and accessible workplaces influencing attitudinal change for employers and the community by promoting positive social, financial and wellbeing outcomes of employing people with disability through storytelling, events and community engagement activities.

KEY STATS



ABOUT
4.4 Million
PEOPLE IN
AUSTRALIA HAVE
A DISABILITY,
THAT'S AROUND
1 IN 6 PEOPLE

PEOPLE WITH
DISABILITY ARE:

10x MORE LIKELY TO BE
HIGHLY EFFECTIVE

9x MORE LIKELY TO
INNOVATE

4x MORE LIKELY TO
STAY IN THEIR ROLE

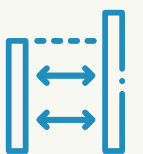
FOSTER A **61%**
IMPROVEMENT IN
WORKPLACE MORALE



53.4%

OF PEOPLE WITH A DISABILITY
ARE IN THE LABOUR FORCE
COMPARED WITH

84.1% OF THOSE WITHOUT
A DISABILITY



THIS GAP OF

30%

HAS REMAINED LARGELY
UNCHANGED SINCE 2003

MORE THAN



113,000

PEOPLE WITH
A DISABILITY
ARE CURRENTLY
UNEMPLOYED
AND LOOKING
FOR WORK



THE UNEMPLOYMENT RATE FOR PEOPLE
WITH DISABILITY IS DOUBLE THAT OF
WORKING AGE PEOPLE WITHOUT DISABILITY

10% COMPARED TO 4.6%

CASE STUDIES

KERRY

LAC TEAM MEMBER WITH PSYCHOSOCIAL DISABILITY

Within two months of joining the team I became chronically ill with bipolar disorder. I required three months off work.

My manager wholeheartedly supported me through this time. My return to work was initially staggered so that I didn't get too overwhelmed. I couldn't have asked for more support – while I was sick, and to perform my full-time role now I'm back. My team accepts me for who I am, and this is the first time I've had a job that I wholeheartedly love.

Work is so important to me, as without it I don't feel I have a purpose, and I know I could very easily slip into a rut – especially with bipolar disorder. Having a job that I can come to, and a job that I love, gives me so much purpose.

GERI

LAC TEAM MEMBER WHO IS A CARER



I am the LAC Practice Lead for Mackay and Townsville.

My amazing son Alex who is about to turn 21 next month, has a diagnosis of autism spectrum disorder (level 3), severe intellectual impairment and dextrocardia situs inversus. Alex requires full support for toileting, bathing, communication, preparing food and being around others, he is not able to be left alone without supervision.

The advent of the NDIS means Alex has support to live his best life, and that I am able to work full-time. Feros Care makes it easy to be the carer I need to be for Alex and maintain my full-time role. They understand I have to drop everything if there is an emergency with Alex and provide me with the flexibility to be able to be there when I need to. I feel incredibly privileged to be able to support other people to connect to services which meet their individual goals and needs.