



Government of **Western Australia**
Department of **the Registrar, Western Australian**
Industrial Relations Commission

**Department of the Registrar,
Western Australian Industrial Relations Commission**

Disability Access and Inclusion Plan 2013-2018

Outcome 7 Strategies

This plan is available in alternative formats such as large print, digital, audio or braille upon request from people with disability.

BACKGROUND

The Department of the Registrar, Western Australian Industrial Relations Commission

The Department of the Registrar, Western Australian Industrial Relations Commission (the Department) is a public sector department established under section 35 of the *Public Sector Management Act 1994 (WA)*, responsible to the Minister for Commerce. The Department is accountable to the Government to ensure ethical and transparent decisions are made in performing the primary function of supporting the Western Australian Industrial Relations Commission (the Commission) in its role as an independent statutory tribunal.

This document is an addendum to the Department's Disability Access and Inclusion Plan (DAIP) 2013 – 2018 and incorporates the recently introduced DAIP Outcome 7 **“People with disability have the same opportunities as other people to obtain and maintain employment within the Department of the Registrar, Western Australian Industrial Relations Commission”** into the existing and already endorsed DAIP.

DEVELOPMENT OF THE OUTCOME 7 STRATEGIES

Responsibility for the Planning Process

The Chief Executive Officer is responsible for the Department's DAIP. The DAIP is a whole of agency approach and the initiatives for Outcome 7 were prepared after consultation with representatives from the Department.

A Disability Access and Inclusion Planning Committee (the Committee) was established in 2007 and comprises representatives from across the Department. The Committee is responsible for overseeing the development, implementation, review and evaluation of the DAIP.

In September 2013, the Committee commenced planning for the development of the DAIP Outcome 7 initiatives and will maintain a role in their implementation, review and evaluation.

Community Consultation Process

The Department's DAIP 2013 – 2018 was endorsed by the Disability Services Commission in 2013.

In line with amendments to the *Disability Services Act 1993*, the Department now incorporates Outcome 7 into its current DAIP.

The consultation process for the incorporation of Outcome 7 included:

- examination of the Western Australian Government's Disability Employment Strategy 2013 – 2015;
- examination of relevant departmental documents and strategies, including the Workforce and Diversity Plan 2012 – 2015, the Reconciliation Action Plan 2013 – 2017 and the Equal Employment Opportunity Management Plan 2010 – 2014;
- consultation with key staff across the Department;
- review of Outcome 7 initiatives developed by other public authorities; and
- consultation with the public.

The Disability Services Regulations 2004 (DS Regulations) set out the minimum consultation requirements for public authorities in relation to DAIPs. State government authorities must call for submissions by notice in a state wide newspaper, and on any website maintained by or on behalf of a State government department. Other mechanisms may also be used.

Due to a regretful oversight, the Department failed to call for submissions by notice in a state wide newspaper during the public consultation process. An exemption from this relatively recent consultation requirement was sought by the Department and granted by the Disability Services Commission.

The granting of the exemption meant that the Department was not required to re-open its public consultation process in order to achieve compliance with the DS Regulations.

However, the following strategies were implemented by the Department during the consultation process:

- a general invitation to comment was available on the Department's website between 3 December 2013 and 14 February 2014;
- a general invitation for all staff members to comment was available on the Department's intranet between 3 December 2013 and 14 February 2014;

- 29 disability support groups were contacted by the Department and a general invitation to comment and/or advertise to their members was extended;
- ten disability employment service providers were contacted and a general invitation to comment and/or advertise to their clients was extended;
- an article promoting the consultation process was published in the 9 December 2013 edition of the Western Australian Council of Social Services' e-newsletter; and
- notices inviting participation in the public consultation process were placed in public access areas of the Department, including the Registry counter, between 3 December 2013 and 14 February 2014.

One submission in response to the Department's community consultation process was received on 16 December 2013 from the Ethnic Disability Advocacy Centre (EDAC).

The EDAC submission endorsed the Department's draft Outcome 7 strategies, and also featured some innovative initiatives. One such initiative was to consider the implementation of a Graduate Program for People with Disability. However, implementing this initiative was considered unfeasible for the Department at this time due to factors including current budgetary constraints and a reduction in the Full Time Equivalent employee numbers.

The Department would like to take this opportunity to thank EDAC for participating in the DAIP Outcome 7 consultation process.

The Department welcomes feedback at all times on matters relating to disability access and inclusion.

STRATEGIES TO IMPLEMENT DAIP OUTCOME 7

The following strategies will guide the activities that the Department will undertake between 2014 and 2018 to improve access to its employment for people with disability.

Outcome 7: People with disability have the same opportunities as other people to obtain and maintain employment within the Department and the Commission

Strategies		Timeframe
7.1	Review selection and recruitment practices to ensure that they are inclusive, non-discriminatory and do not act as a barrier to the employment of people with disability	December 2014
7.2	Implement an Inclusive Induction Program for new staff members, including providing information on disability and equal employment opportunity	December 2014
7.3	Provide support for employees with disability, including workplace modifications as required	Ongoing
7.4	Ensure appropriate development opportunities for career planning for employees with disability	Ongoing

Progress reporting on the implementation of the DAIP Outcome 7 strategies will commence in 2014/15.