



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

QON No. 49

STANDING COMMITTEE ON EDUCATION AND COMMUNITY INCLUSION
MICHAEL PETERSSON MLA (CHAIR), JONATHAN DAVIS MLA (DEPUTY CHAIR), PETER CAIN MLA

Inquiry into referred 2019–20 Annual and Financial Reports and Budget Estimates 2020-21
ANSWER TO QUESTION ON NOTICE

Asked by Elizabeth Kikkert:

In relation to: Increasing disability employment
CSD Annual Reports 2019–20 page 74.

1. Annual Reports state that the Disability Reference Group is working to increase the rate of employment of people with disability. What advice have they provided the ACT government on this goal, and what measures will be taken to increase employment rates for people with disability:
 - a. Within the ACT public service
 - b. In the private sector

Emma Davidson MLA: The answer to the Member’s question is as follows:–

1. The Disability Reference Group had identified better employment outcomes for Canberrans in their previous work plan and had undertaken a series of round table discussions on employment over a period of years. Within the 2019- 20 years the work progressed included providing advice to Ministers and government officials in 2019 about the need to increase employment of people with disability across community, business and the public service.
 - a. In the ACT Public Service (ACTPS) workforce, employment of people with disability has grown steadily over the last five years (from 458 in 2015-16 to 699 in 2019-20 headcount). Currently 2.8% of the ACTPS workforce identify as a person a disability. This growth has been supported by a long-standing commitment to employment of people with disability which was first articulated in 2011 with the launch of the Respect, Equity and Diversity (RED) ACTPS People with Disability Employment Framework.
In 2021, the ACTPS will develop and expand its diversity and inclusion agenda to focus on the value of diversity as a key driver of high-performing organisations and to support employee wellbeing and experience. Work commenced in February 2021 to consolidate the Inclusion, Diversity and Equity Agenda for the ACT Public Service (ACTPS). Following the development of the overarching strategy, work will commence later in 2021 to review the ACTPS People with Disability Employment Framework. The revised employment framework will include employment targets and other levers and actions for increasing employment, as well as supporting and developing careers for people with disability in the ACT Public Service.



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- b. In addition, the DRG provided advice to the ACT Inclusion Council in shaping the Inclusion in Employment project run in partnership with the ACT Business Chamber. The DRG provided ongoing support and advice to the project lead employed through the Canberra Business Chamber throughout the course of the project.

Approved for circulation to the Standing Committee on Education and Community Inclusion

Signature:

Date:

By the Minister for Disability, Emma Davidson MLA