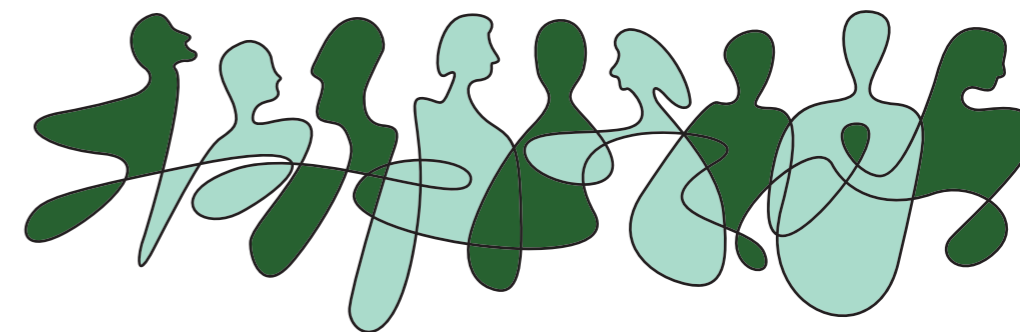


People with disability

Disabling the barriers to employment in the Queensland public sector

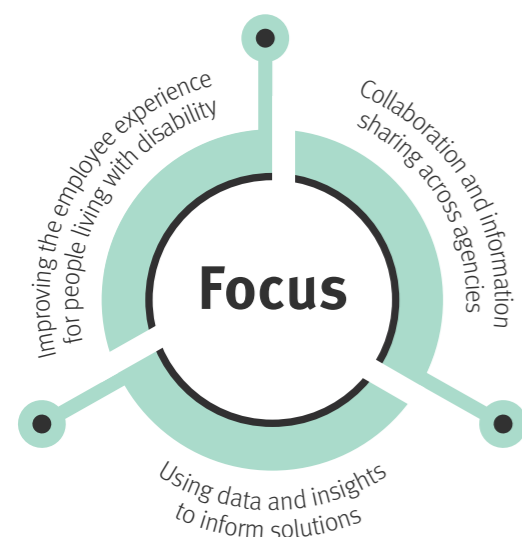
Implementation plan 2021



Implementation plan 2021

The Queensland public sector (sector) is committed to building an inclusive and diverse workforce that reflects the community we serve.

The 2021 implementation plan focuses on:



The plan identifies priority actions and has been informed by the impact of COVID-19 on the sector, and on drivers such as national disability approaches and state disability plans.

Progress in 2019–2020

- sector-wide inclusion and diversity community of practice established – raising awareness, collaboration and resource sharing (e.g. Disability Action Week 2019)
- Australian Network on Disability partnership to update the People with disability knowledge centre – supporting sector-wide capability uplift
- *Human Rights Act 2019* embedded across the sector – enhancing protections for Queenslanders, including people with disability
- contemporary diversity definitions approved, including disability – improving the quality of diversity data
- implementation of sector-wide disability awareness training: Inclusion is within everyone's ability – improving workplace understanding of disability
- standing offer arrangements implemented – establishing diverse supplier and candidate pools for recruitment
- role description improvements to highlight access to reasonable adjustments – improving recruitment approaches
- participation in AccessAbility Week 2019 and hosting people with disability for work experience – improving access to employment pathways.

Priorities in 2021

The 2021 implementation plan supports the [Queensland public sector inclusion and diversity strategy 2020–2025](#), and focuses on:

1. Leadership and capability

- Engage the CEO Leadership Board
 - progress updates against priority initiatives (Public Service Commission (PSC) and all agencies).
- Awareness, confidence and inclusive attitudes
 - promote Inclusion is within everyone's ability training
 - promote Disability Action Week events, and engagement opportunities (all agencies).
- Embed inclusive approaches in recruitment and onboarding
 - conduct targeted recruitment and capability improvement where possible
 - continue to review and update recruitment resources
 - advise and support employees to improve practice (all agencies).

2. Employment and career pathways

- Promote employment opportunities (all agencies)
 - improve access to graduate programs for candidates with disability
 - implement career pathways initiatives with disability providers.

- Improve the employment experience of employees
 - identify and address employee-identified barriers to inclusion including the built environment, using employee engagement and *Working for Queensland* survey results (PSC and all agencies).

3. Work design, systems and practice

- Embed inclusive approaches (PSC and sector payroll providers)
 - implement updated diversity definitions across the sector
 - commence new data collection in the September 2021 quarter.
- Embed flexible work arrangements (PSC and all agencies)
 - build on flexible work practices adopted during COVID-19 to embed and normalise flexible work options for all employees, including employees with disability.
- Promote an inclusive and accessible public sector (all agencies)
 - update and promote the People with disability knowledge centre, with a particular focus on information accessibility
 - share information and grow partnerships through the inclusion and diversity community of practice
 - ensure future priorities are informed by evidence.

Measurement

Progress towards diversity targets, improved employment outcomes and the employee experience of people with disability in the public sector will be measured through:

- the Queensland public sector workforce profile
 - proportion of employees identifying as having disability (PSC data)
- the 2021 Working for Queensland employee survey
 - sector-wide and agency specific results against indicators for people with lived experience of disability (PSC data)
- engagement with the People with disability knowledge centre
 - visitation and download of content (PSC data)
- the uptake and completion of Inclusion is within everyone's ability training across the sector (data from all agencies).

Part of the **Queensland public sector inclusion and diversity strategy 2021–2025**



Find out more

forgov.qld.gov.au/InclusionAndDiversity