

People with disability

Disabling the barriers to employment in the Queensland public sector

Implementation plan 2023

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The Queensland public sector (the sector) is committed to building an inclusive and diverse workforce that reflects the community we serve. Under the [Public Sector Act 2022](#) (Act) chief executives now have a positive duty to progress equity and diversity, report on it through the audit process, and enshrine actions in equity and diversity plans.

This implementation plan supports the [Queensland public sector inclusion and diversity strategy 2021–2025](#) (the strategy) to build a public sector for all, where everyone feels safe, respected and included.

The plan provides for actions under the strategy's areas of focus:

- leadership and accountability
- human capital investment
- system levers.

The plan is informed by:

- the research report [Thriving at work, growing a career](#)
- [Australia's Disability Strategy 2021–2031](#)
- [Queensland's Disability Plan 2022-27](#)
- the annual Queensland public sector Working for Queensland Survey (WfQ survey)
- Queensland Government organisations' Disability Service Plans.

Implementation is to be shared across the sector, with responsibilities led by the Public Sector Commission and sector organisations.

Progress in 2021–2022

Across the sector, we have delivered initiatives to improve the experience for employees living with disability, including:

- implemented a bold new employment target for people with disability
- reported a year on year increase in the number of employees sharing that they live with disability in the WfQ survey – reaching 13.1 per cent in 2022
- implemented further improvements to WfQ questions to better understand the experience of employees living with disability
- updated online content for the sector about accessible workplaces, targeted recruitment and inclusive language
- shared success stories about inclusive and accessible workplaces and practices
- worked with internal professional HR networks to build disability and accessibility capability and awareness
- integrated an accessibility lens into the review of the recruitment and selection directive and the Flexible by Design framework
- partnered with the Australian Network on Disability to develop resources for workplaces to embed disability inclusion.

Priorities in 2023

Leadership and accountability

Build the capability of leaders and HR professionals, enabling them to foster inclusive workplaces, and support people with disability to thrive at work and grow their careers.

- Develop improved reporting to track progress on new sector-wide employment targets (including a target of 12 per cent employment of people with disability by 2026).
- Support sector leaders to build diverse and disability inclusive workplaces.
- Continue to encourage leaders to use a range of communication methods to demonstrate how they practice inclusive leadership.
- Promote the inclusion of people with disability in the co-design of policies and practices as an essential leadership practice.
- Examine gender and disability pay inequity and support the integration of intersectionality into equity and diversity action plans.

Human capital investment

Embed a human-centred approach to HR policy and practice, ensuring our people are safe, and supported to thrive at work and grow their careers.

- Continue to improve accessible and inclusive learning and development opportunities.
- Continue to explore options to improve accessibility and reasonable adjustments, that will enable mobility and career growth, such as policies, guidelines, tools or collaborative cross-agency pilot projects.
- Increase the number of people with disability across entry level, middle and senior management using inclusive and targeted recruitment.

- Continue to explore and promote working with disability employment providers to create a streamlined approach to recruiting diverse candidates.
- Leverage and promote accessibility and inclusion to attract diverse graduates.

System levers

Leverage recent social and technological advancements enhancing our ability to connect and work in a more inclusive way and build practices that have universal benefits.

- Promote new communications campaigns encouraging employees to be counted in the diversity census, with new messaging that reflects recent WfQ survey insights.
- Release the Flex-connect framework which promotes the importance of flexible work for inclusion and diversity, in particular for people who live with disability.
- Support the public sector rejuvenation reforms to embed accessibility and inclusion in changes to Queensland public sector recruitment, reskilling and mobility.
- Release a new recruitment and selection directive and supporting resources that embed inclusive practices and build a more diverse workforce.

Measurement

Progress towards diversity targets and improvements of the experience of employees with disability will be measured through:

- the Queensland public sector workforce profile
- annual equity and diversity audit reporting, under the Act
- annual WfQ survey outcomes.

Specific indicators include a reduction in the proportion of employees living with disability who:

- have experienced discrimination at work in the last 12 months because of their disability
- believe having a disability is a barrier to success
- did not realise they could request workplace adjustment to accommodate their disability
- requested a workplace adjustment, but it was not available/supported.

Part of the

Queensland public sector
Inclusion and diversity strategy



Find out more

forgov.qld.gov.au/InclusionAndDiversity