



EMPLOYER INFORMATION | Fact Sheets

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Frequently asked Questions

What performance standards should I have for my employees with disabilities?

You should hold all your employees to the same established performance standards for their positions. People with disabilities have the same skills as people without disabilities – the only difference is that they might do things differently.

Employees with disabilities are contributing to business successes in many ways. This includes employees with developmental disabilities who prepare surgical trays in major hospitals, employees with visual disabilities who work in manufacturing plants, and employees with learning disabilities who lead national organisations.

Do I need to provide anything special for employees with disabilities?

Many employees with disabilities require nothing more than the consideration you may already be providing to your employees. This includes the use of flexible work schedules or restructuring workstations.

Some employees may require workplace modifications such as specialised software. Workplace modifications are nothing more than tools to ensure that someone can be productive, and in many cases, government help is available to pay for the cost of these modifications.

How do I prepare managers and employees for an inclusive workforce?

You may be surprised that very little preparation is required. Many managers and employees may be aware of disability matters and do not require any preparation, however, STEPS consultants can assist in training your staff in disability etiquette and awareness. A good practice might be to include disability etiquette as part of your new employee and/or annual training activities.

What are the legal risks associated with hiring employees with disabilities?

One of the best ways to minimise risk such as a workers' compensation claim, is to create an inclusive work environment and to be aware of the rights of all employees. The legal risks of hiring employees with disabilities are no different from hiring from any other candidate pool. In fact, companies report that they encounter more lawsuits related to customer safety than to disability employment.

Can I fire an employee with a disability who is not doing their job?

Each jobseeker that STEPS brings to employers has been taken through a thorough profiling and job-matching process. This is to ensure that candidates we present to employers are well suited to individual vacancies. Despite the best preparation, sometimes problems occur in the workplace, as is the case with people without disabilities.

In the event of a new employee not fulfilling their duties, STEPS continues to work with the employer and employee to ensure a suitable decision is made. If necessary, that may mean replacing an employee with another, or working through issues to ensure your productivity is not jeopardised.

Are there incentives for hiring people with disabilities?

Many employers report that their company and staff benefit greatly from employing people with disabilities, both in terms of financial and non-financial rewards. There are, however, incentives available to employers who may need some extra encouragement to provide opportunities for people with disabilities. Most employers are eligible for one or more of these incentives. These incentives could include an upfront payment to assist with the employee's induction and training or arranging government funds to pay for workplace modifications.

What are some other resources for employing people with disabilities?

The Australian Government's JobAccess information and advisory service offers help and workplace solutions for people with disability and their employers. The JobAccess website features comprehensive information for jobseekers, employers and co-workers, and the free telephone information service offers confidential, expert advice on employing people with disability. Call 1800 464 800.

