

# People with disability

## Disabling the barriers to employment in the Queensland public sector

Implementation plan 2022

### Implementation plan 2021

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

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 Public Service Commission (PSC) research report [Thriving at work, growing a career](#)
- [Australia's Disability Strategy 2021–2031](#)
- Queensland Government agencies Disability Service Plans.

Implementation is to be shared across the sector, with responsibilities led by the PSC and agencies.

### Progress in 2020–2021

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

- published the Queensland public sector inclusion and diversity strategy 2021-2025
- updated diversity definitions
- encouraged employees to update their diversity status with a whole-of-sector awareness campaign
- reported a year-on-year increase in the number of employees sharing that they live with disability (10.2 per cent) in Working for Queensland survey results
- completed research to understand the work experience of sector employees living with disability, and published the results in the Thriving at work, growing a career report
- facilitated disability employment provider market sessions for the sector, to expand the awareness of programs available for agencies to engage with, as alternative pathways for the recruitment of people living with disability
- led an inclusive approach to collaboration and awareness raising by reinvigorating the sector-wide Inclusion and Diversity Community of Practice, and migrating the group onto an online Teams platform
- updated the sector-wide FTE framework, enabling agencies to increase workforce diversity by using a tailored external recruitment strategy for specific diversity groups
- promoted public sector workplaces as diverse and inclusive by updating the SmartJobs platform with inclusive language.

### Priorities in 2022

#### 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.

- Raise awareness of how the Leadership competencies for Queensland support a compassionate and empathetic approach to developing and leading psychologically safe workplaces.
- Improve information to support sector leaders to build diverse, inclusive and disability confident workplaces.
- Encourage leaders to use a range of communication methods to demonstrate how they practice inclusive leadership.
- Build HR disability confidence through learning opportunities with relevant stakeholder groups (e.g. HR Community of Practice, HR capability development series).
- Share success stories about inclusive workplaces and practices (e.g. via social media, within agencies, across the sector and to external audiences).
- Promote, as an essential leadership practice, the inclusion of people with disability in codesign of policies and practices that affect them.
- Explore new employment targets for people with disability.

#### 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.

- Review the recruitment and selection directive and develop resources to support inclusive practices for a diverse workforce.

- Explore the development of policy to support the implementation of targeted recruitment measures, to increase the number of people with disability across entry level, middle and senior management.
- Continue to improve accessible and inclusive learning and development opportunities.
- Grow a more diverse leadership cohort by actively looking for opportunities that provide leadership development for people with disability.
- Increase HR practitioners' knowledge of pathways for people with disability, including by promoting services provided by disability employment providers.
- Encourage current and potential employees to safely identify as living with disability by promoting new diversity definitions and encouraging employees to update their data.

#### System levers

- Leverage recent social and technological advancements enhancing our ability to connect and work in a more inclusive way, and build workplaces and practices that have universal benefits.
- Review the Flexible by Design framework, acknowledging recent gains made for people with disability from increased uptake of flexible work options.
- Explore the implementation of a standing offer arrangement of disability employment providers, to create a streamlined and sector-wide approach to recruiting diverse candidates.
- Explore options to improve accessibility and reasonable adjustments, that will enable mobility and career growth.

### Measurement

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

- the Queensland public sector workforce profile of the proportion of employees who share that they live with disability
- improvements in the Working for Queensland employee survey for people living with disability relating to:
  - anti-discrimination
  - barriers to success
  - participation in learning and development opportunities
  - workload and health.

#### Part of the

Queensland public sector  
**Inclusion and diversity strategy**



Find out more

[forgov.qld.gov.au/InclusionAndDiversity](https://forgov.qld.gov.au/InclusionAndDiversity)



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