



## COMMUNICATION TIPS

Speak to a person with disability as you would speak to anyone else. Speak in an age-appropriate tone and treat adults as adults. If a person with a disability is accompanied by another person, such as a carer, you should still speak directly to the person with disability.

Put the person first, not the disability. For example, use the term 'a person with disability' rather than 'a disabled person'. Use language that enables the person and avoid negative phrases such as 'suffers from' and 'crippled'. Use the phrase 'people who use a wheelchair' rather than 'wheelchair bound'. There are more communication tips available on the website (insert website address), including how to communicate with:

- people with physical disabilities
- people with a vision impairment
- people with a hearing impairment
- people with an intellectual disability

**45% of Australians aged 16-85 years, experience a mental health condition during their lifetime**

## STATISTICAL DISABILITY OCCURRENCES

- Every week, five Australians sustained a spinal cord injury
- Every week 10–15 Australians sustained a severe brain injury
- Every 15 hours, a child was born with cerebral palsy
- Every seven hours, a child was diagnosed with an autism spectrum disorder
- Every two hours, a child was diagnosed with an intellectual disability

## DISABILITY EMPLOYMENT STATISTICS

Australia's employment rate for people with disability is 46.6%. There are 2.1 million Australians of working age with disability. Of these:

- 1 million are employed and
- 114,900 are looking for work
- 27% work full-time
- 21% work part-time
- 34% are managers & professionals.

To learn more about 'Disability Diversity' in the workplace or for details of support organisations and related Government Departments visit (insert website address) or contact:

### OFFICE OF DISABILITY NT

Phone: 1800 139 656

Email: [topenintake.ths@nt.gov.au](mailto:topenintake.ths@nt.gov.au) or  
[centralaustralaintake.ths@nt.gov.au](mailto:centralaustralaintake.ths@nt.gov.au)

### NATIONAL DISABILITY INSURANCE SCHEME (NDIS)

Phone: 1800 800 110 Web: [www.ndis.gov.au](http://www.ndis.gov.au)

### DEPARTMENT OF SOCIAL SERVICES

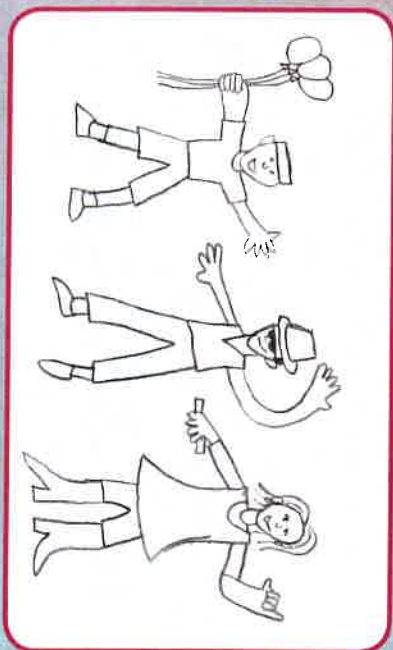
Phone: 1300 653 227

Web: [www.dss.gov.au](http://www.dss.gov.au)

### DEPARTMENT OF BUSINESS NT - WorkforceNT

Phone: (08) 8935 7708

Web: [www.business.nt.gov.au](http://www.business.nt.gov.au)



## Creating a Disability Diverse Workplace

Learn more about how your business can create a disability diverse workplace and some of the benefits available.

**3 million Australians live with depression or anxiety**







## WHAT IS DISABILITY?

There are many different kinds of disability and they can result from a genetic disorder or at birth, or accidents and illness or as people age. 'Disability' is a term used, covering impairments, activity limitations, and participation restrictions.

A disability may be cognitive, developmental, intellectual, mental, physical, sensory, or a combination of these. It may be a disability that is visible or hidden, may be permanent or temporary and may have minimal or substantial impact on a person's abilities and life activities.

A disability or disabilities may affect a person's mobility, ability to learn things, or ability to communicate.

## WHO ARE PEOPLE WITH DISABILITY?

Disability is part of human diversity; the only difference is that often people with disability come up against significant barriers while trying to do everyday things that many of us take for granted.

Anyone within our community can be affected by disability: men, women and children; employers and employees; students and teachers; Indigenous and non-Indigenous; customers; and citizens. However, people with the same disability may be affected in different ways or have different experiences.

The only thing that distinguishes a person with disability is they may require some form of adaptation/adjustment to enable them to do certain things in the same way as people without disability.

**Over 4 million  
Australian's have  
some form of  
disability**

## THE BUSINESS PERSPECTIVE

Employing people with disability makes good business sense. There are significant business benefits when employing someone with disability benefits beyond just filling a job. Research shows that employees with disability are:

**Productive** - once in the right job, people with disability perform equally as well as other employees.

**Affordable** - recruitment, insurance cover and compensation costs are lower: People with disability have fewer compensation incidents and accidents at work in comparison to other employees.

**Good for Business** - people with disability build strong relationships with customers and boost staff morale and loyalty by helping to create a diverse workforce.

**Cost Effective** - real cost savings are realised through reduced turnover, recruitment and retraining costs.

**Good for Business Marketing** - hiring people with disability contributes to the organisation's overall diversity. It enhances the company's image amongst its staff, community and customers with positive benefits to the employer's brand.

**For more information about  
'Disability Diversity' in the workplace  
visit [www.crestnt.com?](http://www.crestnt.com?)**

## BUSINESS BENEFITS FOR BEING DISABILITY DIVERSE

As an employer, you can access a range of support including tools and programs provided by the Government to help you employ people with disability, including the following:

- Employee Assistance Fund (EAF) gives financial help to eligible people with a disability and mental health condition, as well as employers to buy work-related modifications and services.
- Disability Employment Services (DES) are a national network of organisations funded by the Australian Government to help employers recruit and retain employees with disability.
- Wage and Salary incentives or subsidies may be applicable.
- Grants may be available.

- **2.1 million Australians of working age (15-64 years) are with disability.**
- **83.9% have a physical disability**
- **11.3% have mental and behavioural disability**
- **4.8% have intellectual or developmental disability**

## SAFE BUSINESS

Before employing someone with disability, you may need to make changes to your workplace to ensure it's accessible. Some of the required changes to your workplace could include:

- modifying the physical environment – including assistive digital technology
- accessible car parking
- accessible facilities, such as bathrooms and toilets
- accessible room requirements in accommodation buildings
- making work arrangements more flexible
- training your staff to ensure they feel comfortable with communicating and working with people with disability.

A disability can lead to participation barriers or activity limitations that can be impacted by participation barriers in the workplace. To assist with creating a disability-friendly workplace, your business may need to look at:

- removing physical barriers
- making some changes to how work is organised
- ensuring that information is provided in accessible formats
- offering specialist training and support
- providing more flexible employment – including part-time hours and a phased return to work.

