



Things to know about supporting employees with disability, injury, or health conditions in the workplace

Supporting employees with disability, injury, or health conditions in your workplace can be more straightforward than you might think.

It's important to recognise everyone has unique abilities and the potential to contribute meaningfully. By focusing on each person's strengths and capabilities, you can create an inclusive environment where everyone can perform tasks that suit them.

There may be more people with disability already in your workplace than you realise.

More than one-third of people with disability are managers and professionals, and one in six adults with disability have a tertiary qualification.

Here are the some key things to remember:

Workforce participation is good for health and wellbeing.

It provides significant benefit for people with disability, injury, or a health condition. Connection builds inclusion and belonging.

Disability is diverse. Diversity and inclusion is good for business.

Research shows the benefits of a diverse workforce including productivity, motivation, creativity, and better employee morale and engagement.



People with disability are experts in their own needs

In many cases, employees with disability know their own abilities and what support they might need from their employer to enable them to thrive in the role.

Just ask them. Choice, agency and self determination are important.

Workplace modifications

These may include physical changes to the workplace or environment. Funding may be available to help cover the cost of eligible workplace modifications or adjustments, and we can support you to explore what's available.

Common modifications include:

- accessible parking, toilets, and other facilities
- adjustable desks, improved lighting, desk screens
- new tools, equipment, or other assistive technology

Workplace adjustments

For many employees, small changes can have big results. They may also be cost-free for your business. These can include:

- new ways of working, such as written instructions
- flexible working hours or changes to routine
- awareness training for the workplace

Both workplace modifications and adjustments can help create an inclusive and supportive environment for employees with disability.

It's important to remember that each person with disability is different.

The information in this article is general in nature and is not intended to be a comprehensive guide on how to work with a person with a disability, injury, or health condition.

To learn more about Inclusive Employment Australia visit apm.net.au/iea