

PROGRESSING DIVERSITY: PEOPLE WITH DISABILITIES

The definition used in the identification questions for people with a disability in the recommended diversity questionnaire used by agencies refers to disabilities that require adjustments in the workplace. It is assumed there are some people with disabilities who do not identify themselves as requiring these adjustments. The community benchmark figure of 4% is based on data for people with a moderate core activity restriction aged between 15 and 64 years collected by the Australian Bureau of Statistics (ABS) in the 2001 Census. While there are possible inconsistencies in the application of the survey definition and the community benchmark definition it is considered the most appropriate estimate available for comparative purposes.

More recent estimates from the ABS 2003 Census indicate that the proportion of the state's population aged 15 to 64 years estimated to have a moderate core activity restriction was 3.6%. The proportion of the state's population aged 15 to 64 years estimated to have a profound or severe core activity restriction was 3.7% (ABS 2004).

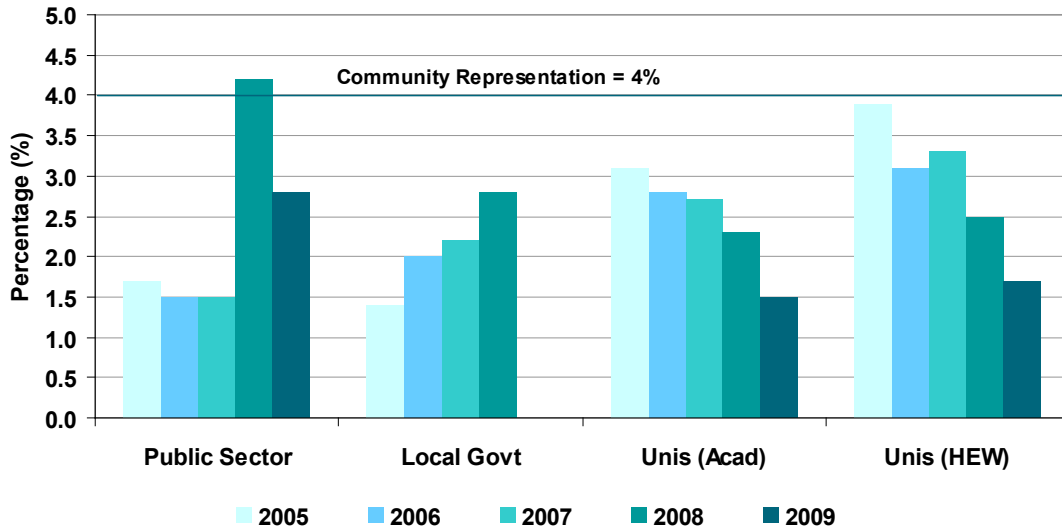
Representation

The representation of people with disabilities in the public sector decreased from 4.2% (3,071 employees) in 2008 to 2.8% (2,077 employees) in 2009. Representation in the public sector workforce is lower than representation of this group in the community (4.0%).

For local government indoor workers the representation of people with disabilities has increased from 1.6% (106 employees) in 2007 to 2.1% (135 employees) in 2008. Similarly, the representation of outdoor workers with disabilities has increased from 3.7% (96 employees) in 2007 to 4.5% (114 employees) in 2008.

The percentage of university academics with disabilities has decreased slightly from 2.3% (76 employees) in 2008 to 1.5% (74 employees) in 2009. Similarly, university general staff with disabilities decreased slightly from 2.5% (119 employees) in 2008 to 1.7% (113 employees) in 2009.

Representation of people with disabilities in public authorities: 2004-2009



Note: The data for this diversity group relies on self nomination and it is therefore possible that these results underestimate the true number.

Distribution

The equity index for people with disabilities in the public sector has increased consistently over the last four years, from 79 in 2005, to 119 in 2008, and a further increase to 132 in 2009.

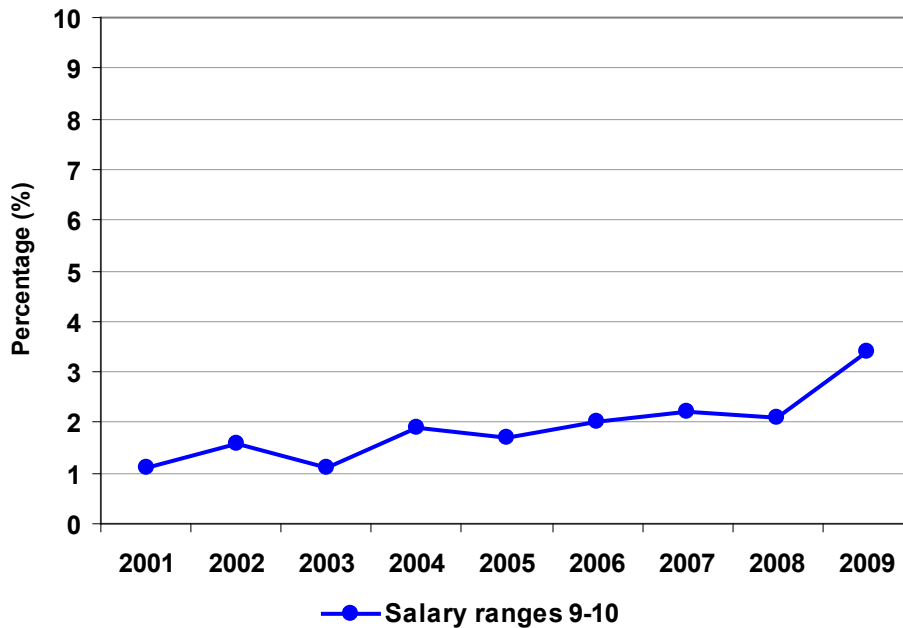
The equity index for local government indoor workers has decreased from 93 in 2007 down to 72 in 2008. Similarly, it has decreased for outdoor workers with disabilities from 92 in 2008 to 86 in 2009.

The equity index for university academics with disabilities remained relatively unchanged at 105 in 2009. The equity index for general staff has increased from 72 in 2007 to 76 in 2008.

People with disabilities in public sector management

The representation for people with a disability in salary ranges 9 and 10 have been increasing over the last four years (3.4% in 2009 compared to 1.7% in 2005). Salary ranges 9 and 10 may be considered a potential pool for future appointments to the public sector senior executive service.

Public sector - people with disabilities in management tiers



Distribution across the salary levels

The number of people with disabilities in the public sector at salary ranges 7 to 10 has decreased from 400 in 2008 to 278 in 2009.

In 2009, of all people with a disability in the public sector 13.4% were at salary ranges 7 to 10 and 3.4% at salary ranges 9 to 10. This compares to 9.1% and 3.2%, respectively, for all employees in the public sector.

Distribution of people with disabilities across salary ranges in the public sector in 2009

