



Australian Government

Recommendations about inclusive employment

The Australian Government response to
the Disability Royal Commission

Easy Read version



How to use this document



The Australian Government wrote this document.

When you read the word 'we', it means the Australian Government.



We wrote this document in an easy to read way.

We use pictures to explain some ideas.

Bold
Not bold

We wrote some important words in **bold**.

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page **29**.



This is an Easy Read summary of another document.

This means it only includes the most important ideas.



You can find the other document on our website.

www.dss.gov.au/DRC-Aus-Gov-Response



You can ask for help to read this document.

A friend, family member or support person might be able to help you.



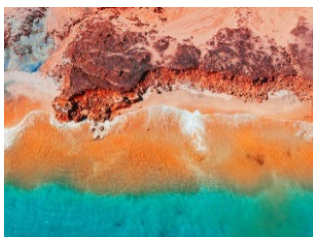
This document is quite long.

You don't need to read it all at once.

You can take your time.



We recognise Aboriginal and Torres Strait Islander peoples as the traditional owners of the land we live on – Australia.



They were the first people to live on and use the:

- land
- waters.

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About the Disability Royal Commission



We created a **royal commission** to find out how to make our community safer for people with disability.



A royal commission is an official way of looking into a big problem.

It helps us work out what:

- has gone wrong
- we need to improve.



We call it the Disability Royal Commission.



The Disability Royal Commission ran from 2019 to 2023.

About the recommendations



The Disability Royal Commission shared ideas about what governments and services should change.

We call these ideas **recommendations**.



This document explains our response to some of Part 7 of the Disability Royal Commission's final report.



This includes our response to recommendations about **employment**.



Employment means you:

- have a job
- go to work
- get paid.



This includes recommendations to make employment more **inclusive**.



When employment is inclusive, everyone:

- can take part
- feels like they belong.



This also includes our response to recommendations about **rights**.



Rights are rules about how everyone must treat you:

- fairly
- equally.

Our response to the recommendations

On the following pages, we explain the recommendations we:



- agree with



- mostly agree with.

Recommendations about hiring people with disability

Set goals to hire more people with disability



The Disability Royal Commission shared recommendations about setting goals for governments to hire more people with disability.



The recommendations say that people with disability should be able to get jobs where they:

- get training to start working there
- can be leaders.



The recommendations also say that governments should create a plan to build **careers** for people with disability.



Your career is the path you take in your work throughout your life.



We mostly agree with these recommendations.

Work with more businesses that hire people with disability



The Disability Royal Commission shared a recommendation about governments working with more businesses that hire people with disability.



The recommendation says that when governments need to use a business for a service, they should choose businesses that hire people with disability.



The recommendation also says that governments need to make sure that the software or technology they buy from a business is **accessible**.



When something is accessible, it is easy to:

- find and use
- understand.



We mostly agree with this recommendation.

Report on disability employment



The Disability Royal Commission shared a recommendation for governments to report how many people with disability they have hired each year.



The recommendation also says that governments should share this report in different ways.

For example, in Easy Read.



We mostly agree with this recommendation.

Rules about adjustments



The Disability Royal Commission shared a recommendation about creating rules for **adjustments**.



An adjustment is when you change workplaces so that people with disability can work there.



The recommendation says there should be guidelines that support governments to create the same rules for adjustments.



We mostly agree with this recommendation.

A new way to find and keep jobs



The Disability Royal Commission shared recommendations about creating a new way to support people with disability to find and keep jobs.



The recommendations also say there needs to be more training for **Disability Employment Services (DES)**.



DES helps people with disability find and keep jobs.



This training would teach staff at DES how to support people with disability.



We agree with these recommendations.

Training to hire people from different communities



The Disability Royal Commission shared a recommendation about training people who work for governments.



The recommendation says this training should help people who work for governments understand why they need to hire more people from different communities.



We mostly agree with this recommendation.

Recommendations about rights

Changes to laws that protect rights



The Disability Royal Commission shared recommendations about changes to laws that protect the rights of people with disability.



The recommendations say the laws should change to:

- explain disability in the same way
- give people more protection from **discrimination**.



Discrimination is when someone treats you unfairly because of a part of who you are.



We mostly agree with these recommendations.

A new group to protect rights



The Disability Royal Commission shared a recommendation to create a new group that focuses on protecting the employment rights of people with disability.



This group would improve the way **regulators** work together.



Regulators make sure:

- everything works well
- everyone follows the rules.

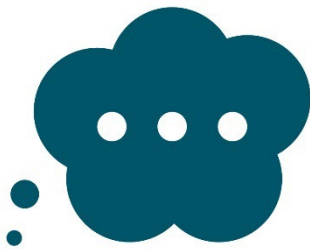


We already have a good way to help regulators work for the employment rights of people with disability.

Increase how much money people with disability earn



The Disability Royal Commission shared a recommendation to increase how much money workers with disability earn.



We need more time to think about this recommendation.

Managing complaints for workers



The Disability Royal Commission shared a recommendation about managing **complaints** for workers with disability.



When you make a complaint, you tell someone that something:

- has gone wrong
- isn't working well.



The **Fair Work Ombudsman (FWO)** makes sure everyone in Australia treats workers:

- fairly
- equally.



The recommendation says the FWO should be able to manage serious complaints from workers with disability.



We agree with this recommendation.

Recommendations about open employment

Put open employment first



The Disability Royal Commission shared a recommendation about putting **open employment** first.



Open employment is when anyone can have a job at a business, not just people with disability.



The National Disability Insurance Scheme (NDIS) has a plan to support people with disability to find and keep a job.



The recommendation says the NDIS should update this plan to make sure open employment is the first option for people.



We agree with this recommendation.

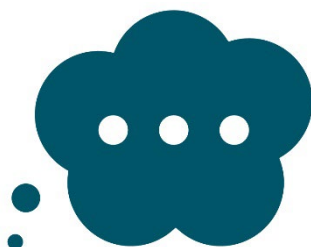
End segregated employment



The Disability Royal Commission shared a recommendation to end **segregated** employment.



When something is segregated, it keeps people with disability separate from people without a disability.



We need more time to think about this recommendation.

Information for people in Australian Disability Enterprises



The Disability Royal Commission shared a recommendation about information for people who work in **Australian Disability Enterprises (ADEs)**.



ADEs are businesses that train and hire people with disability.



The recommendation says we should support organisations to share more information with people in ADEs.



For example, information about open employment.



We agree with this recommendation.

Support people to move into open employment



The Disability Royal Commission shared a recommendation to move more people who work in ADEs into open employment.



We mostly agree with this recommendation.

What we will pay for



We will pay to improve or create:

- programs
- supports
- services.



We will pay **\$5.2 billion** to improve inclusive employment.

This includes:



- **\$227.6 million** to create a new disability employment program



- **\$23.3 million** to support more training for DES.

We will also pay:



- **\$52.7 million** to improve supported employment



- **\$9.8 million** to organisations that speak up for people with disability to provide more support and information



- **\$2 million** to improve a program that supports people with disability to become leaders at work



- **\$3.3 million** to find out the best way to support employers to hire people with disability.

Important actions and plans



Governments have agreed to start working together on some important actions and plans with the disability community.



These actions and plans will support the recommendations about inclusive employment.



We will create a new way to support people with disability to find and keep jobs.



We will support more training for DES that will teach staff how to support people with disability.



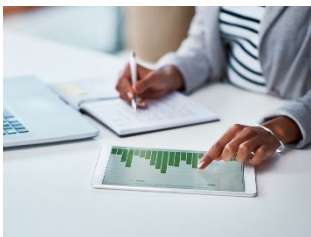
We are also looking at how to better connect the NDIS with DES.



We will make a new program to support organisations that speak up for people with disability to provide more support and information.



We will find ways to hire more people with disability to work for governments.



We are doing research about how to work with more businesses that hire people with disability.



The Fair Work Ombudsman made an agreement that lets them manage serious complaints from workers with disability.



The National Disability Insurance Agency shared an update on its plan to support people with disability to find and keep a job.



Disability **ministers** agreed to a national plan to support inclusive employment.



A minister leads an area of the government.

Word list

This list explains what the **bold** words in this document mean.



Accessible

When something is accessible, it is easy to:

- find and use
- understand.



Adjustments

An adjustment is when you change workplaces so that people with disability can work there.



Australian Disability Enterprises (ADEs)

ADEs are businesses that train and hire people with disability.



Careers

Your career is the path you take in your work throughout your life.



Complaints

When you make a complaint, you tell someone that something:

- has gone wrong
- isn't working well.



Disability Employment Services (DES)

DES helps people with disability find and keep jobs.



Discrimination

Discrimination is when someone treats you unfairly because of a part of who you are.

Employment



Employment means you:

- have a job
- go to work
- get paid.

Fair Work Ombudsman (FWO)



The FWO makes sure everyone in Australia treats workers:

- fairly
- equally.

Inclusive



When employment is inclusive, everyone:

- can take part
- feels like they belong.



Ministers

A minister leads an area of the government.

Open employment



Open employment is when anyone can have a job at a business, not just people with disability.



Recommendations

The Disability Royal Commission shared ideas about what governments and services should change.

We call these ideas recommendations.



Regulators

Regulators make sure:

- everything works well
- everyone follows the rules.



Rights

Rights are rules about how everyone must treat you:

- fairly
- equally.

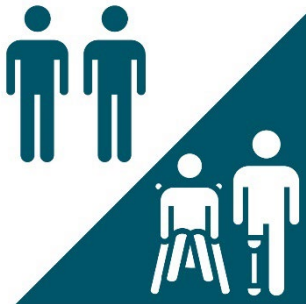


Royal commission

A royal commission is an official way of looking into a big problem.

It helps us work out what:

- has gone wrong
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Segregated

When something is segregated, it keeps people with disability separate from people without a disability.

Contact us



You can send us an email.

DRCResponseConsultation@dss.gov.au



You can write to us.

GPO Box 9820

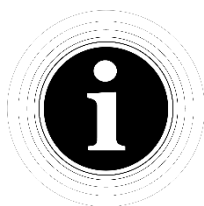
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www.dss.gov.au/DRC-Aus-Gov-Response



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Quote job number 5881-F.

Helen Butcher created the art on the front cover of this document.

She is an artist. Her picture is called 'Belonging'.

It is about inclusion.

She made this art for the Australian Government Response to the Disability Royal Commission.

We thank Helen for sharing her art with us.