



Job Access and EMPLOYMENT ASSISTANCE FUND

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Multiple Solutions

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Outline


- Workplace accommodation
- Employment Assistance Fund (EAF)
- Job Access
- Disability specific accommodations
- Case studies



The Disability Discrimination Act (1992)

Defined “*reasonable adjustments*”

- work area design
- Equipment
- Job design
- Flexible work practices
- Information & communication
- Training and development
- Recruitment and selection processes



EAF may reimburse the cost of work related modifications and services including:

- Worksite Assessment
- Physical work environment
- Work vehicles
- Adaptive equipment for the workplace
- Information & communication devices
- AUSLAN interpreting
- Specialist services for employees with specific learning disorders & mental health conditions
- Disability Awareness training
- Mental Health First Aid training



Who can apply?

- Employers & the self employed
- Employees with disability
- Employment Service Providers

- Not required to be DSP recipient
- May not require worksite assessment
- **“Unlimited” funding per application**
(except building modifications: \$33K)

How to apply for assistance

- www.jobaccess.gov.au
- Commenced July 2006
- Comprises:
 - Telephone and email enquiry service
 - A web site
 - Administration of
Employment Assistance Fund &
AUSLAN for Employment programs



Australian Government

JobAccess

AN AUSTRALIAN GOVERNMENT INITIATIVE

JobAccess is the national hub for workplace and employment information for people with disability, employers and service providers.

[Learn more >](#)



How can we help you?

You are...



Keyword(s)

Submit



Access for People with Disability

JobAccess is here to help people with disability find and keep jobs, get promoted to better jobs, upgrade or expand their workplace skills, and more.



Access for Employers

One in five Australians lives with disability. This represents a vast pool of talent, which employers can tap into to enhance workplace diversity and overcome labour shortages.



Access for Service Providers

Service providers play a vital role in matching people with disability to jobs. JobAccess supports this process by providing a range of resources.



Australian Government

Job Access

Driving disability employment

Access for
People with Disability

Access for
Employers

Access for
Service Providers

Available support

Your rights and responsibilities

Videos

Downloads

Access for Employers

One in five Australians lives with disability. This represents a vast pool of talent, which employers can tap into to enhance workplace diversity and overcome labour shortages.



The Access for Employers is all about supporting employers with the employment of people with disability.

[Available support](#) provides information to help you access Australian Government financial support for your employees with disability, tools and resources, developing strategies and plans, connecting with the disability employment sector, creating a flexible work environment and recruiting and retaining people with a disability.

[Your rights and responsibilities](#) is a summary of the rights and responsibilities you need to consider as an employer for your employees with disability.

[The videos](#) showcase people with disability and their stories through talking about their employment arrangements, flexibility in the workplace, support they have received in the workplace and being comfortable about disclosing their disability.

[Downloads](#) section is where you will find information sheets about JobAccess and its support services and posters that you can print for your workplace.



Australian Government

Job Access

Driving disability employment

Contact us

For confidential expert advice on matters relating to the employment of people with disability, contact the JobAccess Advisers free of charge.

Free call:  1800 464 800 **FREE**

Fax: 08 9382 9277



Australian Government

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Available support

Assistance available includes help finding work, changing jobs, accessing DES providers and workplace modifications to help you find and maintain employment.



Australian Government support

The government provides a range of supports for employers of people with disability.

[Learn more](#)

Funding for workplace changes

How the Employment Assistance Fund can help cover the cost of work-related modifications.

[Learn more](#)

Subsidised wages for people with disability

Learn about wage subsidies that may be available if you employ a person with disability.

[Learn more](#)

Support to take on apprentices with disability

How Disabled Australian Apprenticeship Wage Support can help people with disability learn a trade.

[Learn more](#)

Wages based on productivity

How the Supported Wage System allows for employees whose productivity is affected by disability.

[Learn more](#)

Programmes

Employment Assistance Fund (EAF)

The EAF gives financial help to eligible people.

[Learn more](#)

Supported Wage System (SWS)

For those who are not able to perform jobs at the same capacity as any other employee.

[Learn more](#)

Wage subsidy

Employers can negotiate a wage subsidy with Disability Employment Services.

[Learn more](#)



Australian Government

Job Access

Contact us

For confidential expert advice on matters relating to the employment of people with disability, contact the JobAccess Advisers free of charge.

Funding for workplace changes

Sometimes, changes need to be made in the workplace for people with disability to perform a particular job.

The Australian Government provides funding through the **Employment Assistance Fund (EAF)** that is designed to cover the costs of making workplace changes. This can include buying equipment and accessing services for people with disability.

The EAF can cover more than just physical changes to your workplace. Other items often covered under the EAF include communications technology, Auslan (Australian Sign Language) interpreting, disability awareness training, and specialist support for people with mental health conditions or learning disorders.



Some caps apply to particular items under the EAF as follows:

- Physical workplace adjustments and building modifications are capped at \$30,000
- Auslan Level 1 interpreting is to help people who are deaf or have hearing impairment perform work-related activities: it is capped at \$6,000 per year
- Auslan Level 2 interpreting is for job interviews and related activities, completion of tests and information sessions: it is uncapped
- Auslan Level 3 interpreting is to help co-workers receive training to communicate with employees who are deaf or have hearing impairment: it is capped at \$855
- Disability awareness training for the workplace is capped at \$1,500 per year and is restricted to organisations who employ people with disability.

The Employment Assistance Fund application process

Your organisation submits an application for the Employment Assistance Fund (EAF).

JobAccess assesses the application and lets your organisation know the outcome. If the application goes ahead, JobAccess will advise if a workplace assessment is needed.

If no workplace assessment is needed, your organisation can purchase the goods/services and have the costs covered through JobAccess.

If a workplace assessment is needed, JobAccess will arrange a specialist (at no cost) to confirm what workplace changes are required. Your organisation can then purchase the goods/services and have the costs covered through JobAccess.

Applications for funding through the EAF can be [submitted online](#).

Further information about the EAF is available on the [Employment Assistance Fund](#) page.



Funding is provided for a wide range of disability – specific accommodations:













PenAgain Ergon



Patient going down stairs



Photograph of a hand holding up the

The knfb Reader Mobile is a revolutionary device, a portable, hand-held camera that will read print and on-screen text to people living with vision disabilities



Case Study - University

Eligibility & Employment:

- **Parkinson's Disease**
- University Professor
- Lecture preparation / presentation
- Supervision and Assessments
- Large campus
- Hours of work



Case Study: University

Support requirements:

- Sick leave
- Employee fears
- Reduced capacity
- Physical and emotional symptoms



Case Study: University

Supports provided:

- Information and education
- Workplace negotiation
- Assistance with RTW plans
- Worksite assessment
- Equipment



Case Study: University

Equipment funded:

- Voice-activated software
- Computer notebook stand
- Keyboard and mouse
- Supportive office chair & footrest
- Forearm support
- Micro desk
- Wheeled computer bag



Case Study: University

Impact of support:

- Employee
 - Severity of PD symptoms reduced
 - Fatigue and stress levels reduced
 - Employment sustained
- Employer
 - Valuable employee retained
 - Succession plan implemented
 - Disability awareness



Case Study: Laboratory

Eligibility & Employment:

- Rheumatoid Arthritis
- Technical Officer
- Blood specimen prep & analysis
- Data entry and telephone liaison
- Multiple work stations
- Rotational roster



Case Study: Laboratory

Support requirements:

- Physical symptoms
- Reduced manual dexterity
- Fatigue & pain
- Employer concerns



Case Study: Laboratory

Supports provided:

- Information
- Worksite assessment
- Ergonomic guidelines
- Equipment
 - Drafting footrest
 - Drafting Chair with seat slider
- Employment monitoring



Case Study: Laboratory

Impact of support:

- Employee
 - Consistent performance
 - Reduced pain, fatigue & stress
 - Sustained rotational roster
- Employer
 - Eliminated perceived risk
 - Loyal employee retained
 - Work environment improvements

School Teacher Physical disability

Barriers:

- Mobility, access, limited upper body movement, high pain levels

Solution:

- Work from home & school
- Work based personal care
- Voice activated software & photocopier
- Automatic doors to classroom & staffroom
- Air conditioning units with remote control
- Lowered light switches

Total of package: approx \$25,000

Administration Officer Neurological condition

Barriers:

- Mobility & fatigue

Solution:

- Microdesk, forearm support & footrest
- Barmouse, electric hole punch and stapler
- Telephone headset & handset lifter
- Therapod office chair
- Automated entrance doors to building
- Mobility scooter

Total of package: approx \$33,000

Mechanic/Trades Assistant Brain Injury

Barriers:

- Physical and cognitive limitations

Solutions:

- On the job support from a qualified mechanic
- Non-slip matting & step ladders
- Industrial fans for workshop
- Railing & improved steps to pits
- Safety ladders

Total of package: approx \$18,000

















“Physical modifications to a workplace have a small positive but significant impact on labour force participation”

The Australian Safety & Compensation Council (2007)
“Are People with Disability at Risk at Work: A Review of the Evidence”

