



Australian
Human Rights
Commission

**WILLING
TO WORK**

Australian Human Rights Commission

**Willing to Work: National Inquiry into Employment Discrimination
against Older Australians and Australians with Disability**

**Issues paper: Employment discrimination against Australians with
disability**

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1 Introduction

This Paper is one of two Issues Papers for the *Willing to Work: National Inquiry into Employment Discrimination against Older Australians and Australians with Disability*. This paper focuses on issues facing persons with disability, while the other focuses on issues facing older Australians. Each paper recognises the distinct challenges and resulting impacts experienced by older Australians and Australians with disability in the workforce, and the solutions needed to address employment discrimination.

The Issues Papers provide background information for individuals, employers and organisations interested in contributing to the National Inquiry. They do not present finalised research, nor do they intend to limit the scope of submissions.

The purpose of this Issues Paper is to provide guidance on the range of issues related to **employment discrimination against Australians with disability** that the National Inquiry is examining over the next 12 months. Throughout the paper there are discussion questions intended to assist those who would like to make a submission or participate in consultations.

2 About the National Inquiry

On 10 December 2014 the Attorney General announced that he would ask the Australian Human Rights Commission (the Commission) to conduct a major inquiry into employment discrimination against older Australians and Australians with disability, led by the Age and Disability Discrimination Commissioner.

The right to work, free from discrimination on any basis, is a fundamental human right. The right of people with disability to work, on an equal basis with others, is protected by article 27 of the *Convention on the Rights of Persons with Disabilities*. Individuals who are denied the right to work are denied the independence, dignity and sense of purpose that work brings. This Inquiry will examine what more can be done to protect this human right.

The terms of reference for the Inquiry were provided to the Commission on 5 March 2015 (see Box 1 below).

The Inquiry was launched on 15 April 2015 and is due to report by July 2016. The Inquiry will examine the barriers to employment for people with disability and older people and will make recommendations about practices, attitudes and Commonwealth laws that should be changed and actions that should be taken in order to address employment discrimination.

Over the course of the Inquiry the Australian Human Rights Commission will consult as widely as possible with older Australians, Australians with disability and their carers and families, business, employer and employee organisations, advocacy groups and stakeholders in order to hear about their experiences and suggestions for change.

Consultations and roundtable discussions will be held across Australia to give people an opportunity to provide their views. The Commission will also call for submissions in a variety of different ways: online, in writing, by telephone - in addition to the option of attending a consultation in person.

Information about participating in consultations or making a submission will be regularly updated on the Inquiry's home page: <http://www.humanrights.gov.au/our-work/disability-rights/projects/willing-work-national-inquiry-employment-discrimination-against>.

Box 1: Terms of Reference

Having regard to:

- the obstacles faced by older persons and persons with disabilities in actively participating in the workforce;
- discrimination against older persons and persons with disabilities as a systemic problem and a considerable barrier to their enjoyment of human rights;
- the economic and social costs, and the costs to productivity, that result from discrimination against older persons and persons with disabilities in employment; and
- the Australian Government's commitment to the promotion and protection of human rights of older Australians and Australians with a disability.

I, Senator the Hon George Brandis QC, Attorney-General of Australia REFER to the Australian Human Rights Commission for inquiry and report pursuant to sections 11(1)(d), 11(1)(e), 11(1)(j) and 11(1)(k) of the *Australian Human Rights Commission Act 1986* (Cth):

- practices, attitudes and Commonwealth laws that deny or diminish equal participation in employment of older Australians and Australians with a disability; and
- the Commission's recommendations as to Commonwealth laws that should be made or amended, or action that should be taken, to address employment discrimination against older Australians and Australians with a disability.

3 Recent work on barriers to employment of people with disability

In 2014, the Australian Human Rights Commission held a National Disability Forum and conducted a National Disability Survey. The results of the survey showed that people with disability identify access to employment as one of the most important human rights issues they face.¹ A recurring comment in the survey was that many people with disability want to work and were capable of working.²

This is consistent with the National Inquiry into Employment and Disability undertaken by the Commission in 2005.³ The Inquiry report, *WORKAbility*, made a number of recommendations in respect of barriers to employment for people with disability.⁴

In 2011, the Australian Department of Social Services released the National Disability Strategy 2010-2020.⁵ The strategy covers a range of policy areas to be addressed in order to improve the lives of people with disability and ensure equal access to employment, healthcare, education, transport, public facilities and infrastructure.

Willing to Work will draw on the previous work of the Commission and other organisations in conducting this Inquiry and making recommendations.

4 The role of business and employers

Businesses and employers benefit from promoting human rights and preventing discrimination within their organisations. In many businesses and organisations, there is already a good understanding of the benefits of a diverse and inclusive workforce. Proven benefits include access to a larger talent pool, increased productivity, improved job satisfaction and customer engagement, higher rates of retention of talent, and avoiding costs (including reputational) associated with complaints of discrimination.

There are also many businesses and employers with good practice examples and leading strategies to facilitate and promote the participation of people with disability.

The National Inquiry would like to hear from individuals and organisations with experience and knowledge of practical measures that prevent employment discrimination, and assist employers to recruit and retain Australians with disability.

We are interested in solutions that work at different levels: for individuals, employers, across programs or system-wide.

Discussion questions

1. What policies, workplace practices, programs or incentives assist with increasing participation of people with disability? How adequate are these policies, practices and incentives? What is the role of Government, peak business and employee groups, and individual employers?
2. Are there distinct challenges faced by different sized businesses and organisations, sectors and industries in employing Australians with disability?

5 What do we know about employment discrimination and the labour force participation of people with disability? ⁶

The Australian Human Rights Commission has a statutory responsibility to investigate and conciliate complaints of discrimination based on a person's disability. Each year, the Australian Human Rights Commission receives a significant number of disability discrimination complaints related to employment. In 2013-14, 830 complaints were received under the Disability Discrimination Act and 33% of these related to employment.⁷

Disability was reported by 4.2 million or 18.5% of Australians in 2012.⁸ 2.2 million Australians with disability were aged 15-64.⁹

Labour force participation rates for people with disability in Australia are low. In 2012, the labour force participation rate for people with disability was 52.8%, compared with 82.5% for people without disability.¹⁰ This figure has changed very little over the past 20 years.¹¹

Figure 1: Labour force participation rates by age and whether has a disability, 2012

Figure 1 shows the differing labour force participation rates among people with disability and people without disability, across five age groups.

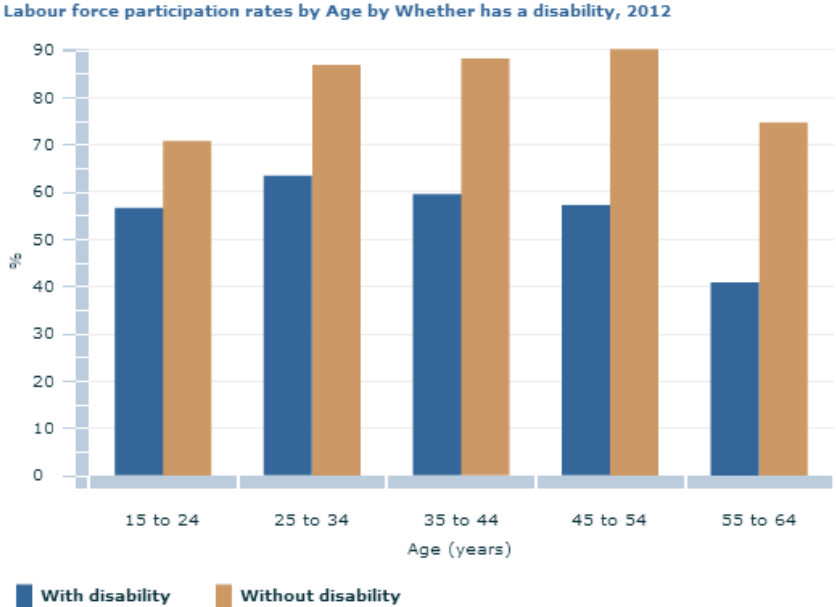
Age 15 to 24 years – For people with disability the labour force participation rate is 56.6%. For people without disability the labour force participation rate is 70.8%.

Age 25 to 34 – For people with disability the labour force participation rate is 63.4%. For people without disability the labour force participation rate is 86.9%.

Age 35 to 44 – For people with disability the labour force participation rate is 59.5%. For people without disability the labour force participation rate is 88.2%.

Age 45 to 54 – For people with disability the labour force participation rate is 57.2%. For people without disability the labour force participation rate is 90.2%.

Age 55 to 64 – For people with disability the labour force participation rate is 40.9%. For people without disability the labour force participation rate is 74.7%.



Source: Australian Bureau of Statistics, Survey of Disability, Ageing and Carers, 2012

The **unemployment rate** for people with disability in 2012 was 9.4%, nearly twice the rate of 4.9% for people without disability.¹²

Employment rates vary among people with disability. People with sensory or speech impairment have the highest labour force participation rate at 56.2%.¹³ People with a physical restriction have the next highest labour force participation rate of 47.4%, while people with psychological disability have the lowest labour force participation rate at 29.1%.¹⁴

Employment rates in the public service are low. While people with disability comprise 8.8% of the broader Australian workforce, employment rates for people with

disability are lower in the Australian Public Service (APS), with 3.1% of APS employees reporting disability.¹⁵ However, 7.2% of respondents to the APS employee census identified as having some form of disability.¹⁶

Discussion question

3. What other data or information is available on employment discrimination against Australians with disability?

5.1 How does Australia compare internationally?

There is a lack of reliable data on the labour force participation rates of people with disability internationally. However, we do know that Australia lags behind other OECD nations in terms of employment of people with disability. Research conducted in 2010 indicated that Australia was ranked 21st out of 29 OECD nations in terms of employment rates of people with disability.¹⁷

The National Inquiry will look at domestic and international best practice to address employment discrimination and other barriers that prevent or discourage participation of Australians with disability in the workforce.

Discussion question

4. What lessons and leading practices can we learn from other countries to address employment discrimination and increase workforce participation of Australians with disability?

6 Economic and social benefits of employing people with disability

Improving employment outcomes for people with disability will provide significant benefits to workplaces, the economy, the community and individuals themselves.

Employment can provide people with disability with increased income, and with this, higher living standards and financial independence. Employment can contribute to a sense of identity and self-worth and have positive health impacts for some people with disability.¹⁸ Improved employment outcomes for people with disability can also reduce demand on welfare systems.

Businesses who employ people with disability benefit from the diverse range of skills, talents and qualifications that people with disability have to offer. Research has shown that workers with disability have higher rates of retention, better attendance and fewer occupational health and safety incidents than those without a disability.¹⁹

Share your story

As well as taking evidence through consultations and submissions, the Commission wants to hear successful stories of Australians with disability seeking and retaining employment. In particular, we want to identify what factors contribute to positive outcomes for Australians with disability in employment.

7 Economic and social costs of employment discrimination against Australians with disability

7.1 Economic costs

A report by PricewaterhouseCoopers (PwC) estimates that almost \$50 billion in GDP could be added to Australia's economy in 2050 if Australia moved into the top eight OECD countries in employment of people with disability.²⁰ Research by Deloitte Access Economics indicates that a one-third reduction in the labour market participation rates and unemployment rates for people with, and without, disability would provide a \$43 billion increase to Australia's GDP over a decade.²¹

7.2 Social costs and impacts on individuals

Unequal participation in employment has high social costs.

45% of people with disability live on or near the poverty line, 2.5 times the rate of poverty experienced by the general population.²²

Research by the Productivity Commission has found that people with disability are among the most disadvantaged in Australia.²³ Low participation rates of people with disability in the labour force results in reduced income and contributes to disadvantage among people with disability.²⁴

8 Legal and policy framework

The following section outlines the relevant legal and policy framework, including the international human rights framework.

8.1 International legal framework

The *Convention on the Rights of Persons with Disabilities* (CRPD) sets out the rights of people with disability generally and in respect of employment.²⁵ In particular, article 27 of the CRPD protects the right to work for people with disability. This includes:

- The right to work on an equal basis to others;
- The right to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy working conditions; and
- The right to effective access to general technical and vocational training.

The CRPD also protects the following rights:

- The right to live independently and participate fully in all aspects of life, including equal access to transport, information and communication technologies and other facilities and services;²⁶
- The right to live in the community, with choices equal to others, and to full inclusion and participation in the community;²⁷

- The right to the greatest possible independence through personal mobility;²⁸ and
- The right to an adequate standard of living.²⁹

Persons with disability are protected by the other core international human rights treaties, which protect the right to work, the right to just and favourable conditions of work, the right to equal opportunities for promotion in the workplace and the right to enjoy all other rights without discrimination.³⁰

The Declaration on the Rights of Indigenous Peoples also specifically addresses the social and economic rights of Indigenous people with disability, including the right to non-discrimination in employment.³¹

The right to work is more than the right to earn money, though that is important. The United Nations Committee on Economic, Social and Cultural Rights has said the right to work 'forms an inseparable and inherent part of human dignity' and is essential for realising other human rights.³²

8.2 *Domestic legal framework*

The domestic legal framework consists of anti-discrimination legislation at both Commonwealth and state/territory levels, and Commonwealth workplace relations laws – all of which prohibit discrimination on the basis of disability in the context of employment.

(a) *Disability Discrimination Act 1992 (Cth) (DDA)*³³

The *Disability Discrimination Act 1992 (Cth)* makes it against the law to discriminate against someone on the basis of their disability.

Discrimination includes direct and indirect discrimination.³⁴

Direct discrimination involves treating a person with disability less favourably than a person without disability in the same or similar circumstances.

Indirect discrimination occurs when there is a rule or policy that is the same for everyone but has an unfair effect on people with a particular disability.

The DDA protects people with disability from discrimination in many areas of public life: employment, education, access to premises, provision of goods and services, accommodation, buying land, activities of clubs and associations, sports and the administration of Commonwealth Government laws and programs.³⁵

It is unlawful for an employer to discriminate on the ground of a person's disability:

- in offering employment, including the processes of determining who should be offered employment;
- in the terms or conditions of employment;
- by limiting opportunities for promotion, transfer or training, or to other benefits;
- by dismissing the employee; or
- by subjecting the employee to any other detriment.³⁶

Employers have an obligation to provide 'reasonable adjustments' to allow people with disability equal participation or equal performance at work.³⁷ A reasonable adjustment is a necessary or appropriate modification or adjustment made to ensure or enable equal participation. It could be something like an adjustment to work hours, training or workplace equipment. An adjustment will not be reasonable if it imposes an 'unjustifiable hardship' on the employer.³⁸

Exemptions

Under the DDA, it is not unlawful to refuse to employ or promote a person on the basis of their disability if they are unable to carry out the essential or 'inherent' requirements of the job, even with reasonable adjustments.³⁹ It is also not unlawful for an employer to terminate a person's employment if they are unable to carry out the inherent requirements of the job because of a disability. There are also a number of other exemptions to the DDA.⁴⁰

(b) The Fair Work Act 2009 (Cth)

The *Fair Work Act 2009 (Cth)* (FWA) provides that an employer must not take adverse action against an employee or prospective employee because of disability (or any other protected attribute, such as race, sex, age).⁴¹ Adverse action includes such things as dismissing an employee, altering an employee's position to their detriment or refusing to employ a prospective employee.

The FWA covers discrimination occurring: to someone applying for a job as an employee; to a new employee who has not started work; or to an employee at any time during employment.

(c) Remedies

If a person with disability feels that they have experienced discrimination in the context of employment, there are several ways of pursuing a complaint.

The different forums for complaining about discrimination in the workplace on the grounds of disability include:

- The Australian Human Rights Commission. For more information visit the Commission's complaints portal: <https://www.humanrights.gov.au/complaint-information>. If a complaint is not resolved by the Commission, it can be taken to the Federal Circuit Court or the Federal Court of Australia.
- State or territory anti-discrimination agencies.⁴² If a complaint is not resolved by those agencies, it can be taken through the administrative law tribunal and court system.
- The Fair Work Commission. If a complaint is not resolved by the Fair Work Commission, it can be taken to the Fair Work Division of the Federal Circuit Court or the Federal Court of Australia.
- The Fair Work Ombudsman, if the employer is a 'national system employer' under the FWA.

Discussion questions

5. How adequately do existing laws protect Australians with disability from employment discrimination? How effective are the legal remedies for Australians

with disability who have experienced employment discrimination? How could existing laws be amended or supplemented?

6. What difficulties are there for employers in understanding and complying with legal obligations?

8.3 Policy

Participation of people with disability in employment is affected by Government policies in a range of different areas, including: welfare, transport, health care, education, housing, and accessibility.

There are also specific policies, programs and mechanisms developed by the Australian Government which aim to advance the employment of people with disability. The **National Disability Strategy** 2010-2020 sets out a ten year plan for improving life for Australians with disability, their families and their carers. Increasing access to employment for people with disability, their families and their carers is a key policy direction within the Strategy.⁴³

The **National Disability Agreement** is an agreement between the Australian federal, state and territory governments, introduced in 2009. It relates to the provision of services for people with disability and commits all levels of government to a five percentage point increase in the number of people with disability participating in the labour force by 2018.⁴⁴

A **National Mental Health Policy** (2008) and a **Fourth National Mental Health Action Plan** (2009-2014) have also been developed.⁴⁵ These documents outline a whole of government approach to mental health reform across areas of prevention, early intervention, care and inclusion. The Policy and Action Plan address employment of people with mental illness within the respective named priority areas of 'participation and inclusion' and 'social inclusion and recovery'.

The Australian Government also has a number of mechanisms in place specifically aimed at increasing the participation of people with disability in the labour force. These include:

- **Disability Employment Services** – a network of service providers that support job seekers with disability to find and keep a job; and assist employers to implement practices that support employees with disability⁴⁶
- **Australian Disability Enterprises** – government supported commercial enterprises that provide supported employment for people with disability⁴⁷
- **Employment Assistance Fund** – a fund to provide financial assistance for workplace modifications and services⁴⁸
- **JobAccess** - an advisory service which provides information about the employment of people with disability to people with disability, employers, service providers and workplace solutions.⁴⁹

In 2011, the Australian Public Service (APS) launched its Disability Employment Strategy, As One.⁵⁰ A major initiative of the 'As One' Disability Strategy is the **RecruitAbility** scheme that supports people with disability applying for jobs in the APS. Job applicants with disability who opt into the scheme are advanced to a further

stage in the application process and are provided with support once they are in jobs.⁵¹

The **National Disability Insurance Scheme** (NDIS) commenced in July 2013 and is a major reform to support services for people with permanent and significant disability.⁵² The NDIS provides both direct and indirect support for people with disability to participate in employment. For example, the NDIS can support people with disability to develop individual plans that may include the goal of getting a job, and provides funding for supports such as taxi fares that enable a person with a disability to travel to work.

The **Disability Support Pension** (DSP) provides income support for those unable to work for 15 hours or more per week.⁵³ Current policy settings aim to build the capacity of recipients to participate in employment through participation requirements attached to the payment.⁵⁴ Further changes aimed at increasing employment participation for people with disability through reform to welfare payments have been flagged through the recent review of Australia's welfare system, *A New System for Better Employment and Social Outcomes*.⁵⁵

9 Barriers to employment

Australians with disability can face a range of individual and structural barriers at different stages of employment including recruitment, retention and re-entering the workforce.

Certain groups within the community may experience discrimination on the basis of their disability differently from others, for example, older people, women, Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds and LGBTI people. The effects of disability discrimination can be compounded by multiple forms of discrimination. For example, an Aboriginal woman with disability potentially faces discrimination on the grounds of race, gender and disability. Further, multiple grounds of discrimination overlap and produce different impacts.

9.1 For Australians with disability

Some possible barriers Australians with a disability may experience in gaining and keeping employment include:

- Discriminatory attitudes and behaviours during recruitment, and in the workplace, from employers and others
- Low levels of awareness of rights at work
- Lack of availability of jobs
- Lack of assistance in finding, securing and maintaining employment
- Difficulty in accessing skills training and education
- Potential reduction or loss of the Disability Support Pension as a result of increased employment
- Difficulty experienced in accessing flexible work arrangements
- Health issues
- Difficulty in negotiating reasonable adjustments/accommodation in the workplace

- Lack of availability of accessible transport, technology in the workplace and workplace design.

9.2 For employers of Australians with disability

Businesses and organisations of different sizes, and from a range of sectors and industries, may face particular challenges.

Some possible barriers employers may experience in employing people with disability include:

- Low levels of awareness of legal obligations in relation to discrimination against people with disability
- Difficulties ensuring access and flexibility for workers with disability
- Limited resources, particularly for small business
- Difficulties in complying with multiple laws and regulations related to anti-discrimination, employment, work, health and safety, workers compensation and insurance
- Difficulties associated with compliance with monitoring and reporting requirements
- Lack of knowledge or confidence regarding what is needed to support workers with disability.

Discussion question

7. What are the distinct challenges faced by certain groups of Australians with disability (e.g. women, Aboriginal and Torres Strait Islander people, people from culturally and linguistically diverse backgrounds, or LGBTI people) in relation to employment discrimination?

10 How can you participate in the National Inquiry?

Individuals and organisations interested in participating in the National Inquiry can do so through consultations or by making a submission.

The information collected through the consultations and submissions process will be used for the purposes of understanding the issues and may be drawn upon, quoted or referred to in the National Inquiry's report. The Commission's submission policy provides further information on the use, publication and access to submissions. The submission policy is located at: <https://www.humanrights.gov.au/submission-policy>.

Details on the consultations and submission process and further information about the National Inquiry can be found at: <http://www.humanrights.gov.au/our-work/disability-rights/projects/willing-work-national-inquiry-employment-discrimination-against>.

To contact the National Inquiry team, you can phone (02) 9284 9600 or send an email to ageanddisabilityinquiry@humanrights.gov.au.

Discussion questions

1. What policies, workplace practices, programs or incentives assist with increasing participation of people with disability? How adequate are these policies, practices and incentives? What is the role of Government, peak business and employee groups, and individual employers?
2. Are there distinct challenges faced by different sized businesses and organisations, sectors and industries in employing Australians with disability?
3. What other data or information is available on employment discrimination against Australians with disability?
4. What lessons and leading practices can we learn from other countries to address employment discrimination and increase workforce participation of Australians with disability?
5. How adequately do existing laws protect Australians with disability from employment discrimination? How effective are the legal remedies for Australians with disability who have experienced employment discrimination? How could existing laws be amended or supplemented?
6. What difficulties are there for employers in understanding and complying with legal obligations?
7. What are the distinct challenges faced by certain groups of people with disability (e.g. women, Aboriginal and Torres Strait Islander peoples, people from culturally and linguistically diverse backgrounds or LGBTI people) in relation to employment discrimination?

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- ²⁴ R McLachlan, G Gilfillan and J Gordon, *Deep and Persistent Disadvantage in Australia* (Productivity Commission Staff Working Paper) (July 2013), p 139. At <http://www.pc.gov.au/research/completed/deep-persistent-disadvantage> (viewed 22 May 2015).
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- ²⁶ *International Convention on the Rights of Persons with Disabilities*, 2007, article 9.
- ²⁷ *International Convention on the Rights of Persons with Disabilities*, 2007, article 19.
- ²⁸ *International Convention on the Rights of Persons with Disabilities*, 2007, article 20.
- ²⁹ *International Convention on the Rights of Persons with Disabilities*, 2007, article 28.
- ³⁰ See *International Convention on Civil and Political Rights*, 1966, articles 2 and 25(c); *International Covenant on Economic, Social and Cultural Rights*, 1966, articles 2, 6, and 7. See also, the *Convention on the Elimination of All Forms of Discrimination against Women*, 1979, articles 2 and 11; and the *Convention concerning Discrimination in Respect of Employment and Occupation*, 1958 (ILO111), article 1.
- ³¹ *United Nations Declaration on the Rights of Indigenous Peoples*, 2007, article 21.
- ³² Committee on Economic, Social and Cultural Rights, General Comment No. 18, *Article 6: the equal right of men and women to the enjoyment of all economic, social and cultural rights* (Thirty-fifth session, 2006), U.N. Doc. E/C.12/GC/18 (2006), para 1.
- ³³ For a detailed discussion on the DDA, see Australian Human Rights Commission, *Federal Discrimination Law* (2011), chapter 5, at <https://www.humanrights.gov.au/our-work/legal/federal-discrimination-law-2011> (viewed 5 April 2015).
- ³⁴ *Disability Discrimination Act 1992* (Cth), sections 5 and 6.
- ³⁵ *Disability Discrimination Act 1992* (Cth), Part 2, Divisions 1 and 2.
- ³⁶ *Disability Discrimination Act 1992* (Cth), section 15.
- ³⁷ *Disability Discrimination Act 1992* (Cth), sections 5(2) and 6(2).
- ³⁸ *Disability Discrimination Act 1992* (Cth), section 4(1).
- ³⁹ *Disability Discrimination Act 1992* (Cth), section 21A(1).
- ⁴⁰ The Australian Human Rights Commission can grant temporary exemptions from the operation of certain provisions of the Act: section 55. Other exemptions to the DDA relate to: annuities, insurance and superannuation (section 46(1)), the Defence Force (section 53(1)), compliance with a prescribed law (section 47(2)), and special measures (section 45).
- ⁴¹ *Fair Work Act 2009* (Cth), section 351.
- ⁴² The state and territory agencies are: ACT Human Rights Commission, Anti-Discrimination Board of New South Wales, Anti-Discrimination Commission of Queensland, Equal Opportunity Commission Western Australia, Northern Territory Anti-Discrimination Commission, Office of the Anti-Discrimination Commission (Tasmania), South Australia Equal Opportunity Commission, Victorian Equal Opportunity and Human Rights Commission.
- ⁴³ Council of Australian Governments, *National Disability Strategy* (2010), p 42. At <https://www.coag.gov.au/node/197> (viewed 22 May 2015).

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- ⁴⁴ Council of Australian Governments, *National Disability Agreement*, (2012), p 6. At <http://www.federalfinancialrelations.gov.au/content/npa/disability/national-agreement.pdf> (viewed 22 May 2015).
- ⁴⁵ Department of Health, *National mental health policy* (2008). At <http://www.health.gov.au/internet/main/publishing.nsf/Content/mental-pubs-n-policy> (viewed 22 May 2015); Department of Health, *Fourth national mental health plan: an agenda for collaborative government action in mental health 2009-2014* (2009). At <http://www.health.gov.au/internet/main/publishing.nsf/Content/mental-pubs-f-plan09> (viewed 22 May 2015).
- ⁴⁶ See Department of Human Services, *Disability Employment Services* (2015). At <http://www.humanservices.gov.au/customer/services/centrelink/disability-employment-services> (viewed 22 May 2015).
- ⁴⁷ See Department of Social Services, *Australian Disability Enterprises* (2015). At <https://www.dss.gov.au/our-responsibilities/disability-and-carers/program-services/for-service-providers/australian-disability-enterprises> (viewed 22 May 2015).
- ⁴⁸ JobAccess, *Employment Assistance Fund* (2014). At <http://jobaccess.gov.au/content/employment-assistance-fund> (viewed 22 May 2015).
- ⁴⁹ JobAccess (2015). At <http://jobaccess.gov.au/home> (viewed 22 May 2015).
- ⁵⁰ Australian Public Service Commissioner, *As One – Australian Public Service Disability Employment Strategy* (2011). At <http://www.apsc.gov.au/publications-and-media/current-publications/as-one> (viewed 22 May 2015).
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- ⁵² See *National Disability Insurance Scheme*. At <http://www.ndis.gov.au/> (viewed 22 May 2015).
- ⁵³ Department of Human Services, *Disability Support Pension* (2015). At <http://www.humanservices.gov.au/customer/services/centrelink/disability-support-pension> (viewed 22 May 2015).
- ⁵⁴ Department of Social Services, *Disability Support Pension Participation Requirements* (2014). At <https://www.dss.gov.au/our-responsibilities/disability-and-carers/benefits-payments/disability-support-pension-participation-requirements> (viewed 22 May 2015).
- ⁵⁵ Reference Group on Welfare Reform to the Minister for Social Services, *A New System for Better Employment and Social Outcomes* (2015). At <https://www.dss.gov.au/our-responsibilities/review-of-australias-welfare-system> (viewed 22 May 2015).