



**Government of
South Australia**

Our response to the Disability Royal Commission

Recommendations about inclusive employment

Easy Read version



How to use this document



The Government of South Australia wrote this document.

When you read the word 'we', it means the Government of South Australia.



This document is part of our response to the Disability Royal Commission.

It is about part **7** of their final report.



We wrote this information 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.



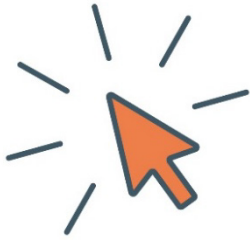
We explain what these bold words mean.

There is a list of these words on page **18**.



This Easy Read plan is a summary of our response to the Disability Royal Commission.

This means it only includes the most important ideas.



You can find the other document on our website.

www.dhs.sa.gov.au/disability-royal-commission



You can ask for help to read this document.

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



We recognise Aboriginal peoples as the traditional owners of the land we live on – South Australia.



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

- land
- waters.



We also recognise First Nations peoples who:

- live in South Australia now
- visit South Australia.

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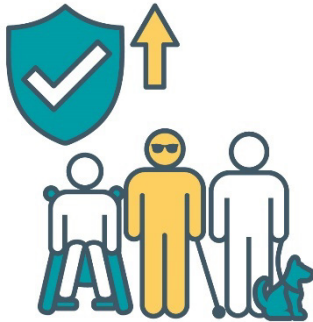
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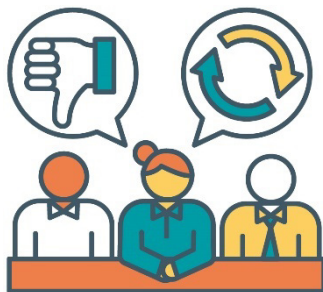
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About the Disability Royal Commission



The Australian Government 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.

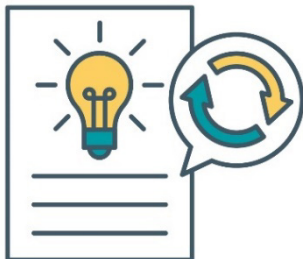


We call it the Disability Royal Commission.



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 recommendations about **employment**.



Employment means you:

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

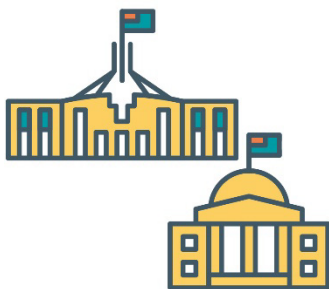


The Disability Royal Commission says employment should be more **inclusive**.



When employment is inclusive, everyone:

- can take part
- feels like they belong.



We are working on some of the recommendations with:

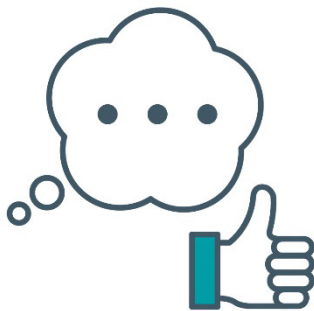
- the Australian Government
- other state and territory governments.

Our response to the recommendations

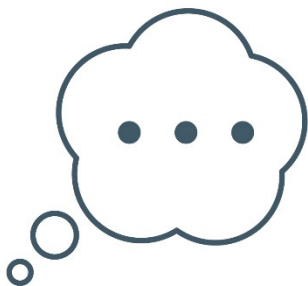
On the following pages we explain the recommendations we:



- agree with

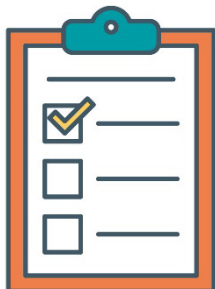


- mostly agree with



- need to think more about.

Set goals to hire more people with disability



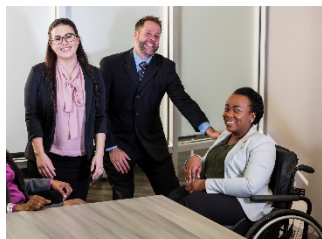
The Disability Royal Commission shared recommendations about setting goals for governments to hire more people with disability.



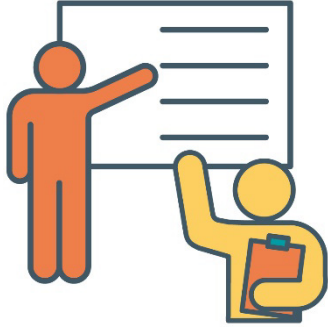
The recommendations say there should be a certain amount of people with disability who work for governments.



In **2025**, there should be **7%** of people with disability who work for governments.

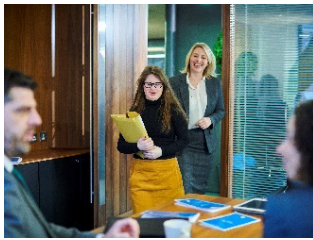


In **2030**, there should be **9%** of people with disability who work for governments.



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

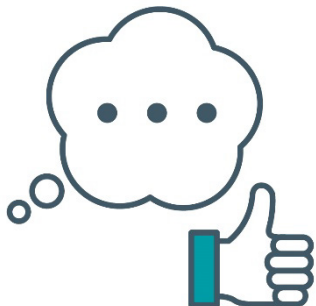
- get training to start working there
- can be leaders.



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.

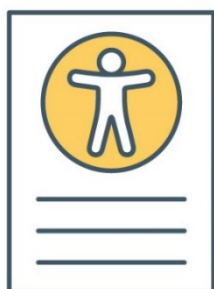


We mostly agree with the goals in these recommendations.

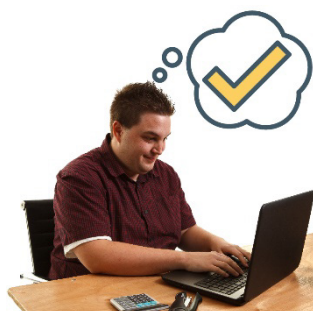
Report on disability employment



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



The recommendation says that this report must be **accessible**.



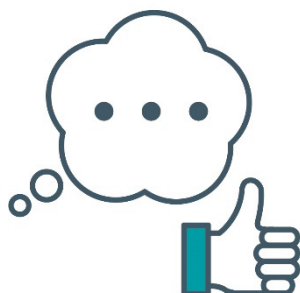
When information is accessible, it is easy to:

- find and use
- understand.



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

For example, in Easy Read.



We mostly agree with the goals in this recommendation.

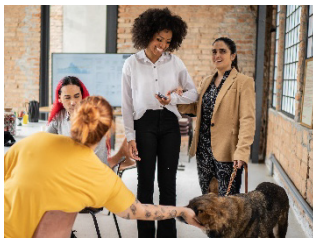
Work with more businesses that hire people with disability



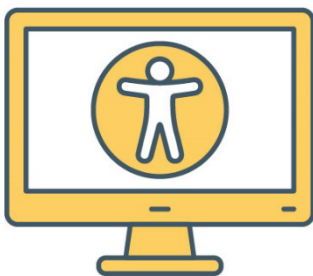
The Disability Royal Commission shared a recommendation about governments working with more businesses that hire people with disability.



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



Businesses need to show they are inclusive and accessible to 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.

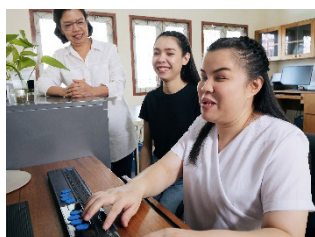


We mostly agree with the goals in this recommendation.

Rules about adjustments



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



An adjustment is when you change something at work to support people with disability to do their job.



The recommendation says the Australian Government should create guidelines to help all governments create the same rules for adjustments.



The recommendation says the rules for adjustments should explain how to:

- ask for adjustments
- check if these adjustments are working well
- make a **complaint** about adjustments.



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

- has gone wrong
- isn't working well.

The recommendation says the rules for adjustments should also explain:



- what information someone needs to provide when they ask for an adjustment



- how long adjustments might take



- how to keep information private about the person who asked for the adjustment.



The recommendations says that people with disability who work for governments should only have to share their information to ask for an adjustment **once**.



This means if they move to another job for the government, they won't have to provide information again to ask for an adjustment.

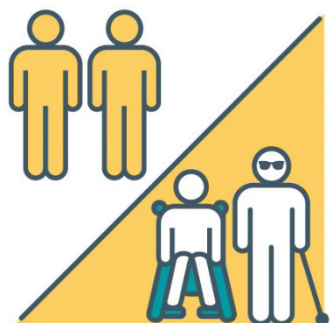


We mostly agree with the goals in this recommendation.

End segregated employment



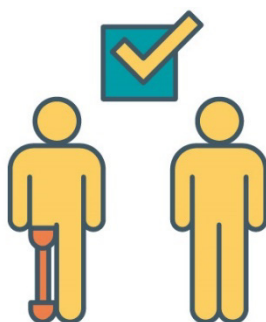
The Disability Royal Commission shared a recommendation to end **segregated** employment.



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



The recommendation says that by **2034**, all people with disability should get the same pay as people without a disability.



The recommendation also says that people with disability should have the same opportunities for jobs as people without a disability.

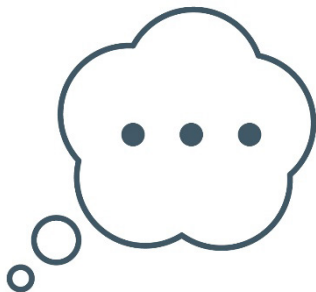


This includes jobs working for:

- governments
- different businesses in **open employment**.



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



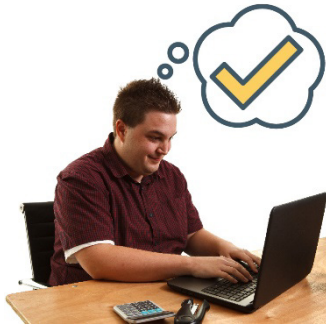
We need to think more about this recommendation.



We want to hear from the community about this recommendation.

Word list

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



Accessible

When information is accessible, it is easy to:

- find and use
- understand.



Adjustment

An adjustment is when you change something at work to support people with disability to do their job.



Complaint

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

- has gone wrong
- isn't working well.

Employment



Employment means you:

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



Inclusive

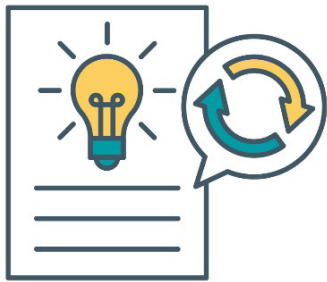
When employment is inclusive, everyone:

- can take part
- feels like they belong.



Open employment

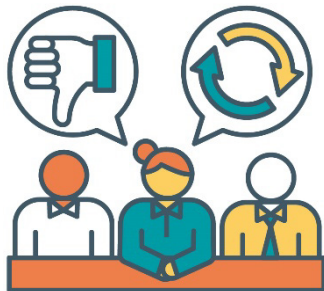
Open employment is when anyone can have a job at a business, not just people with disability.



Recommendations

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

We call these ideas recommendations.

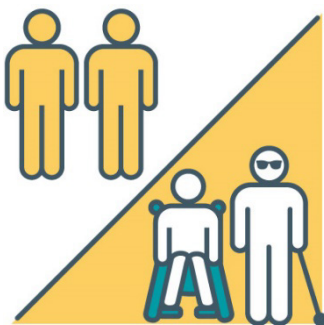


Royal commission

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.



Segregated

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

Contact us



You can call us.

(08) 8415 4383



You can send us an email.

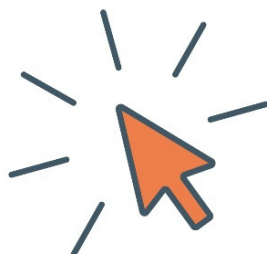
DHSDisabilityRoyalCommission@sa.gov.au



You can write to us.

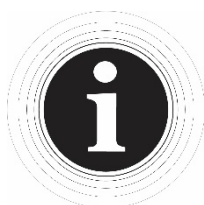
GPO Box 292

Adelaide SA 5001



You can visit our website.

www.dhs.sa.gov.au/disability-royal-commission



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