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 **People with Disability Employment Framework**

**Defining Statement:** An important aim of the ACT Government is to make a positive difference in the lives of People with Disability and their families. Providing genuine employment options is a crucial part of enabling People with Disability to have as independent a life as possible. The ACT Government acknowledges the expertise and insights that People with Disability can provide to improve Government policy development and service delivery. This Employment Framework aims to build our confidence as an organisation to employ People with Disability in a great variety of roles across the Service and give staff with Disability opportunities to realise their potential. This Framework establishes the actions to be used across the Service to achieve this goal, becoming a disability-confident organisation that can attract and retain People with Disability and provide genuine career opportunities for existing employees.



**Notes**

**1.** ThisFramework provides overarching guidance regarding the various activities that may be used to attract and retain a diverse workforce. All directorates either already have, or are in the process of developing a People with Disability Strategy based upon directorate-specific targets issued by the Head of Service. Refer to directorate-specific strategies for further information on actions, timeframes, reporting etc.

**2.** \*Denotes whole-of-government initiatives led by the Workforce Capability and Governance Division (WCAGD) in the Chief Minister, Treasury and Economic Development Directorate. All other activities are to be considered for incorporation into directorate-specific employment strategies.

**3.** \*\* Directorates are responsible for monitoring their own progress towards targets issued to their Director-general by the Head of Service. To support this process, WCAGD will issue a quarterly workforce status update that provides an overview of progress towards employment targets. WCAGD also facilitate the reporting of relevant workforce data in the annual State of the Service report.