



# GETTING TO WORK

Victorian public sector  
disability employment  
action plan 2018–2025

## What's in this document?

About the plan	3
What we want to change	6
What we will do	10
Word list	17
Contact us	19

## About the plan



The Victorian State Government and the Victorian Public Sector Commission wrote this booklet.



We have written some words in **bold**. We explain what these words mean.

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



This booklet is about the *Disability employment action plan* for Victoria.

In this booklet we call it the plan.



When you see the words 'we', 'us' or 'our', it means the Victorian Government and the Victorian Public Sector Commission.



The plan says how we will make it easier for people with disability to get a job in the **Victorian public sector**.



The Victorian public sector is made up of:



- government departments
- **public entities** – organisations made by our government to help people in the community.

Examples of government departments include:

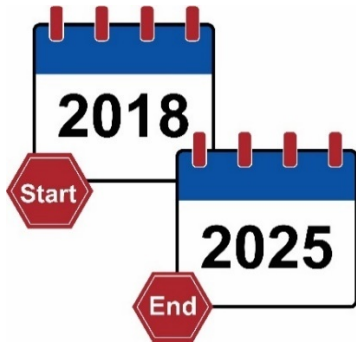


- Education and Training
- Health and Human Services.

Examples of public entities include:



- public hospitals
- services that look after your health
- schools
- police
- fire and ambulance services.



The plan will start in 2018.

The plan will end in 2025.



This Easy Read document is a **summary** of the plan.

A summary only has the most important parts.



If you would like to read the whole plan go to  
[www.vpsc.vic.gov.au](http://www.vpsc.vic.gov.au)

# What we want to change



We know there are not many people with disability working in our public sector now.



We know there are parts of our public sector that don't know a lot about:

- disability
- working with people with disability.

The plan is about making it easier for people with disability to work in the public sector.



We will do this by creating **workplaces** where people with disability can feel:

- safe
- respected
- included.



Workplaces are any place you work, such as:

- an office
- a hospital
- a school.

We will do this by:



- supporting people with disability who work in our public sector



- supporting the people who manage people with disability who work in our public sector



- supporting the **colleagues** of people with disability in our public sector.



Your colleagues are the people you work with in your job.

We also want people with disability to:



- be happy at work



- feel like they are an important part of the public sector



- be able to work in the public sector for a long time



- get a **promotion**



- become leaders in our government.



A promotion can mean you are:



- given more things to do in your job



- paid more money.

# What we will do



Our action plan has 3 important areas:



1. Change ideas about disability



2. Welcome people with disability



3. Help people with disability



The things we will do are called our actions.

# 1. Change ideas about disability

## Our actions

We want people who already work in our public sector to:



- learn about people with disability



- change their ideas and how they see people with disability



- feel good when they meet people with disability



- know what people with disability need to do well in their job



- give people with disability the right support when they are at work



- learn more about what people with disability can offer.



## 2. Welcome people with disability

### Our actions

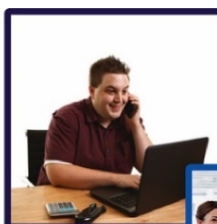


We want to make our public sector a good place for people with disability to work.



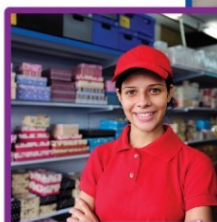
We will support people with disability in the public sector, so they feel:

- safe
- like they are being treated with respect
- **included** – everyone can take part.



We will make sure people with disability know we want them to:

- find a job
- get a job
- keep a job in the public sector.



### 3. Help people with disability

#### Our actions

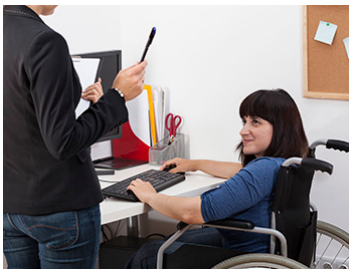


We need to change the way we think about how people with disability can build their careers.

People with disability need an equal chance to:



- do well in their job



- enjoy their job



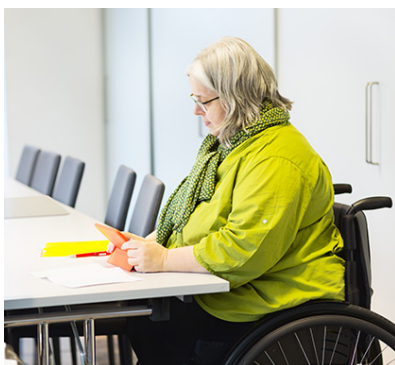
- think about better jobs



- get new skills



- do important jobs.



When people can really be themselves they are a lot happier in their jobs.

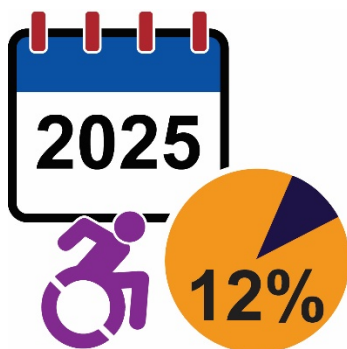


We have 2 **targets** – results we want to get.

Our targets are:



- by 2020, 6% of people who work in our public sector will be people with disability



- by 2025, 12% of people who work in our public sector will be people with disability.



Every year we will write a report that talks about the changes we see.



## Word list



### Colleagues

The people you work with in your job.



### Included

Everyone can take part.



### Promotion

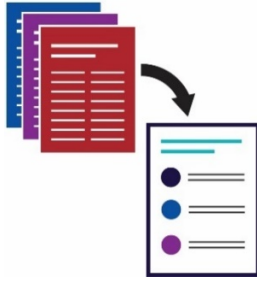
A promotion can mean you are:

- given more things to do in your job
- paid more money.



### Public entities

An organisation made by the government to help the people.



## Summary

A summary only has the most important parts.



## Targets

Results we want to get.



## Victorian public sector

The Victorian public sector is made up of:

- government departments
- public entities.



## Workplaces

Any place you work, such as:

- an office
- a hospital
- a school.

## Contact us



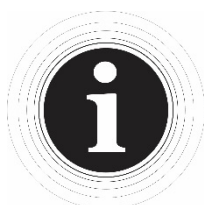
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