

[Employment] Disability Employment Newsletter July 2011

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Australian Government

**Department of Education, Employment
and Workplace Relations**



Where all we want is start small **BUT DREAM BIG**

Disability Employment News

For previous issues goto:

<http://bit.ly/NDCODisnews>

Hello and welcome new and old recipients of this newsletter alike. Please be advised that not all of the information in this newsletter will be important to you but feel free to email shanesmith@med.usyd.edu.au if you wish some particular information related to employment, disability, support strategies, business specific information or something specific to be added.

Please distribute the Newsletter to those that you think would be interested in it.

For information on subscribing/ unsubscribing, please go to the end of the newsletter.

"A CHANGE UP ARTICLE" ...

- Busting Stereotypes....If interviewed would Sir Richard Branson get a job at your workplace???

Hello readers.

Normally to start the Newsletter I would have an article of something from Positive Psychology. But I recently read an Article from Ross Clennent who I have featured here before.

But this article was different and it struck me that this article could also be used to attempt something that is very important in the area of work that I work in. That is BUSTING Stereotypes.

Many people with a disability are categorised by their Disability rather than their ABILITY all the way throughout their lives. Some miss out on the initial judgement as their Disability is not in your face obvious but none the less present for them every day.

But where many people who have a disability can come un stuck is in the Job Interview Process. Where through Anxiety, or a speech impediment, "A Look", or a range of other things people make judgements based on what they presume to see.

This is not uncommon after all if we look at the research regarding interpersonal Communication, the 7%-38%-55% rule applies. That 7% of the meaning is gained from the Words spoken, 38% gained from the Tone of Voice and 55% is gained from Non verbal Cues.

This story relates to Richard Branson and his recent performance in Public Speaking.

I will now turn over to Ross to Describe the remainder, through the article.

Exploding stereotypes: My recent breakfast with Sir Richard Branson

On Friday last week I had the good fortune to be a guest of one of my clients, [On The Ball Personnel](#) at the [Business Chicks](#) Melbourne Breakfast event featuring **Sir Richard Branson**.

Could there be a more high profile, successful and respected business person to address a gathering of 1700 of Melbourne's mostly female business community?

I had never heard Sir Richard speak live. The closest thing being my recent listening to his narration of, **Losing My Virginity**, his best-selling autobiography, originally published in 2005.

In his book, Sir Richard talks about his dislike of public speaking and how his nerves make him a less-than-confident speaker. Last Friday Sir Richard was in town to promote the not-for-profit [Virgin Unite](#) foundation which is committed to tackling 'tough social and environmental problems with an entrepreneurial approach'.

For the remainder of the Article Goto:

<http://bit.ly/stereotypeRBranson>

But I will leave you with this sentence that is at the End of the Article.

- What stereotypes are you being fooled by?

SOMETHING FROM POSITIVE PSYCHOLOGY RESOURCES

- [A WORD FROM DR HAPPY](#)
- [A WORD FROM KEN WARREN](#)
- [POSITIVE PSYCHOLOGY NEWS DAILY](#)

There is NO article in this edition but I with Help from Ken Warren,

I am giving away a free EBook called

"Positive and Productive TEAMS".

YES! Free...

To attain the FREE EBook goto:

<http://bit.ly/positiveandproductiveteams>

DISABILITY EMPLOYMENT SURVEY

- Australian Human Resource Institute (AHRI) as a member of the Federal Governments *Disability Employment Services Reference Group* seek information from Employers.

I recently attended the Australian Human Resources Institute (AHRI) Conference and was pleased to see that the employment of People with a disability was on the radar for many businesses.

This is good news for a range of reasons, including:

- To tap into resources of the entire talent pool of candidates seeking employment or alternate employment. Especially in a diminishing jobs market.
- To solve Diverse problems that often arise from our increasingly changing workplaces, you need to have a Diverse workforce.
- As well as the research completed that states people with a disability in the workforce generally:
 - stay in jobs longer
 - are [more motivated](#),
 - and take [less sick days](#)

So following on from the recent AHRI conference they are seeking to assist the *Disability Employment Services Reference Group* who are seeking a Survey:

If you would wish to participate in the Survey please GOTO:

<http://bit.ly/disemploymentsurvey>

The NDCO program will not gain the results of this survey or has no affiliation with the organisation that has commissioned the Survey.

CONFERENCES and WORKSHOPS/ BUSINESS NEWS

- [Model Work Health and Safety Act](#)

Invitation



The Business Impact of the Model Work Health and Safety Act

From January 1 2012, a model Work Health and Safety Act will come into force and will apply to all businesses in most States (NSW, QLD, VIC). The model act will replace existing State legislation.

Employers will need to be aware of a number of Codes of Practice that are proposed to come into force on the same day.

Employers face new challenges, to identify what has changed and what new duties and regulations will apply. They will need to plan and implement the changes within their workplace.

This breakfast briefing will provide an overview on the range of activities employers will have to undertake in order to apply these significant changes into your business, including:

- harmonisation
- an introduction to the Work Safety Act and associated laws and regulations
- duties for employers and employees
- the meaning of the requirement to take 'all reasonably practicable steps to manage risk'
- reporting
- consultation or 'workplace arrangements'
- right to refuse to do unsafe work
- third party prosecutions

To Register for this upcoming event GOTO:

<http://events.nswbc.com.au/Detail/EVE1100871>

For further detail about the legislative changes Goto:

<http://bit.ly/safeworkchange>

- Seminar invitation: Marketing in a digital world

Invitation



Marketing in a Digital World

Now more than ever your marketing activity needs to produce greater return.

Digital marketing channels including email, blogs, mobile and social media are increasingly achieving greater results.

At this practical seminar you will learn:

- How to incorporate digital media into your marketing strategy
- What activities your business should be engaging in
- How to get the marketing mix right by taking a holistic approach

The web provides marketers far greater speed of implementation for their new campaigns. There are now over 10 million Australians online, 3.3 million of which are on a broadband connection.

Our expert speakers will explore which digital channels to use, when to use them and how, as well as the importance of a consistent message across multiple channels.

How to register

1. Call 13 26 96
2. Book via the [NSWBC website](#)

Cost

NSWBC Member: \$40
LCC Member*: \$60
Non-member: \$80

*Must be a member of a local chamber that is a NSW Business Chamber Chamber Alliance Partner.

Date: Wednesday 27 July 2011

Time: Arrive 7.00am for a 7.30am start - 9.00am finish

Venue: NSW Business Chamber Offices

Address: Level 15, 140 Arthur St, North Sydney

Buffet Breakfast will be served

For Further information regarding this seminar GOTO:

<http://bit.ly/digitalmarketingseminar>

FEATURED BUSINESS OF THE MONTH!!!!



Springboard Consulting LLC is recognized as an expert in mainstreaming disability in the global workforce, workplace and marketplace. In this role, Springboard becomes a seamless partner with Corporate heads of Diversity, Human Resources, Marketing, Compliance and many others in the areas of organizational readiness, corporate assessments & gap analysis, training, recruiting, compliance, work-life, employee resource groups, communications, event production, market segmentation and strategy, campaign development and more. Springboard's Founder, an award winning mom of two daughters who have special needs is also a regular in the media and the author of top-selling business book, *DIVE IN, Springboard into the Profitability, Productivity & Potential of the Special Needs Workforce*. Springboard is also the producer of the annual Disability Matters Awards Banquet & Conference. To learn more about Springboard's most important and innovative services, please visit the Springboard website at www.consultspringboard.com

FAMOUS PEOPLE who have/ had a disability



Franklin Delano Roosevelt - (January 30, 1882 - April 12, 1945) Franklin was the 32nd President of the United States of America and played a big role during World War II. Roosevelt eventually aided the poor and un-employed of America and restored order at various times during his Presidency. He was also the only President to ever get elected 4 years in a

row mostly because of his help for the recovery of the economy. It has been said that Roosevelt had several disabilities including vision impairment.

Blindness is the condition of lacking visual perception due to physiological or neurological factors.

Total blindness is the complete lack of form and light perception and is clinically recorded as "NLP," an abbreviation for "no light perception.

In order to determine which people may need special assistance because of their visual disabilities, various governmental jurisdictions have formulated more complex definitions referred to as [legal blindness](#).

Eye injuries, most often occurring in people under 30, are the leading cause of monocular blindness (vision loss in one eye).

Visually impaired and blind people have devised a number of techniques that allow them to complete daily activities using their remaining senses.

Recent access technology such as [screen reading software](#) enable the blind to use mainstream computer applications including the Internet.

Read more: <http://www.disabled-world.com/artman/publish/famous-blind.shtml#ixzz1S3cepX88>

INTERESTED IN GIVING SOMEBODY A FAIR GO?

- [Would you be interested in having a NDCO come out to your workplace to test the workability of your workplace for people from a broad range of backgrounds.](#)

-

As the NDCO for the Inner Sydney Eastern Suburbs St George Sutherland area I would be able to attend your workplace and cast a fresh set of eyes over your workplace to see if there are potential opportunities for your business to expand and diversify its workforce.

I have Bachelor Degree in Education, approx 20 years experience within the Disability and Greater Human Services Industry. I have worked particularly within the area of Employment and recruitment of people with a disability for the last 8 years where I have been able to assist many businesses to successfully implement a strategy of working with a person who has a disability.

I may be able to assist in some of the following:

- the benefits of building a diverse workforce

- living and working with disability
- emerging technology
- disclosure of disability in the workplace
- implementing reasonable adjustments
- information accessibility..... and more!

As well as I have a great range of contacts that could assist you in the event that I would be unable. Including an Organisation called Australian Network on Disability (AND)

<http://www.and.org.au/>

NOT because it is charitable but because it is simply good business.

If interested contact:

Shane Smith

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shanesmith@med.usyd.edu.au

Calls for Expressions of Interest and Input

If there is anything that you would particularly like to see in the Newsletter please feel free to contact Shane Smith at Shanesmith@med.usyd.edu.au

To Subscribe:

We hope that this edition of Disability Education and Employment News has been of interest.

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The Disability News Archive can be found at:

<http://ndco.cds.org.au/index.php/disability-employment-news-region-1>

Funded by the Australian Government Department of Education, Employment and Workplace Relations (DEEWR) under the National Disability Coordination Officer Programme.

The NDCOs for Region 1 and 3 are Hosted at [the Centre for Disability Studies](#)

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