



Australian Government

Australian Public Service Commission

Employees with disability in the Australian Public Service

April 2021

Research Note 47-20



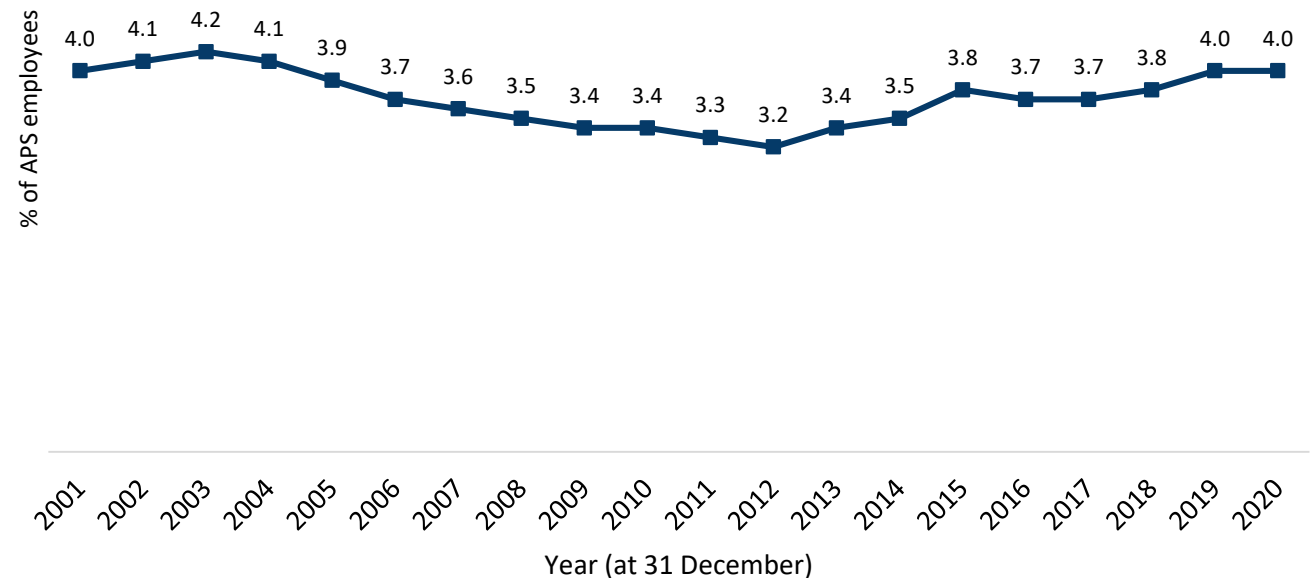
The proportion of APS employees with disability has remained relatively steady since 2001

The proportion of APS employees with disability reported in agency human resources systems is 4.0%.

In comparison, 8.5% of respondents to the 2020 APS Employee Census identified as having an ongoing disability.

This difference in rates has been consistently reported and could be the result of a number of issues. One reason is that disability is not necessarily static. Employees who acquire disability during their career may not update their HR record. In other cases, employees may be concerned about including their disability in their agency's HR system but may be comfortable including that information in a confidential survey.

Proportion of employees with disability

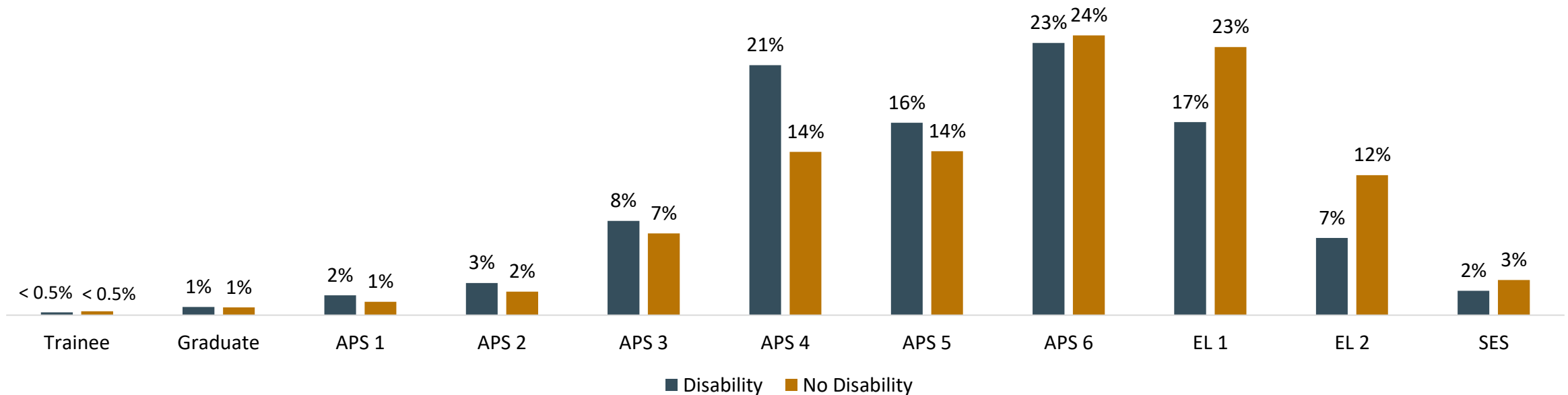


Source: APS Employment Database, 31 December 2020, 2020 APS Employee Census



Employees with disability are most commonly employed at the APS 4 and APS 6 classification levels

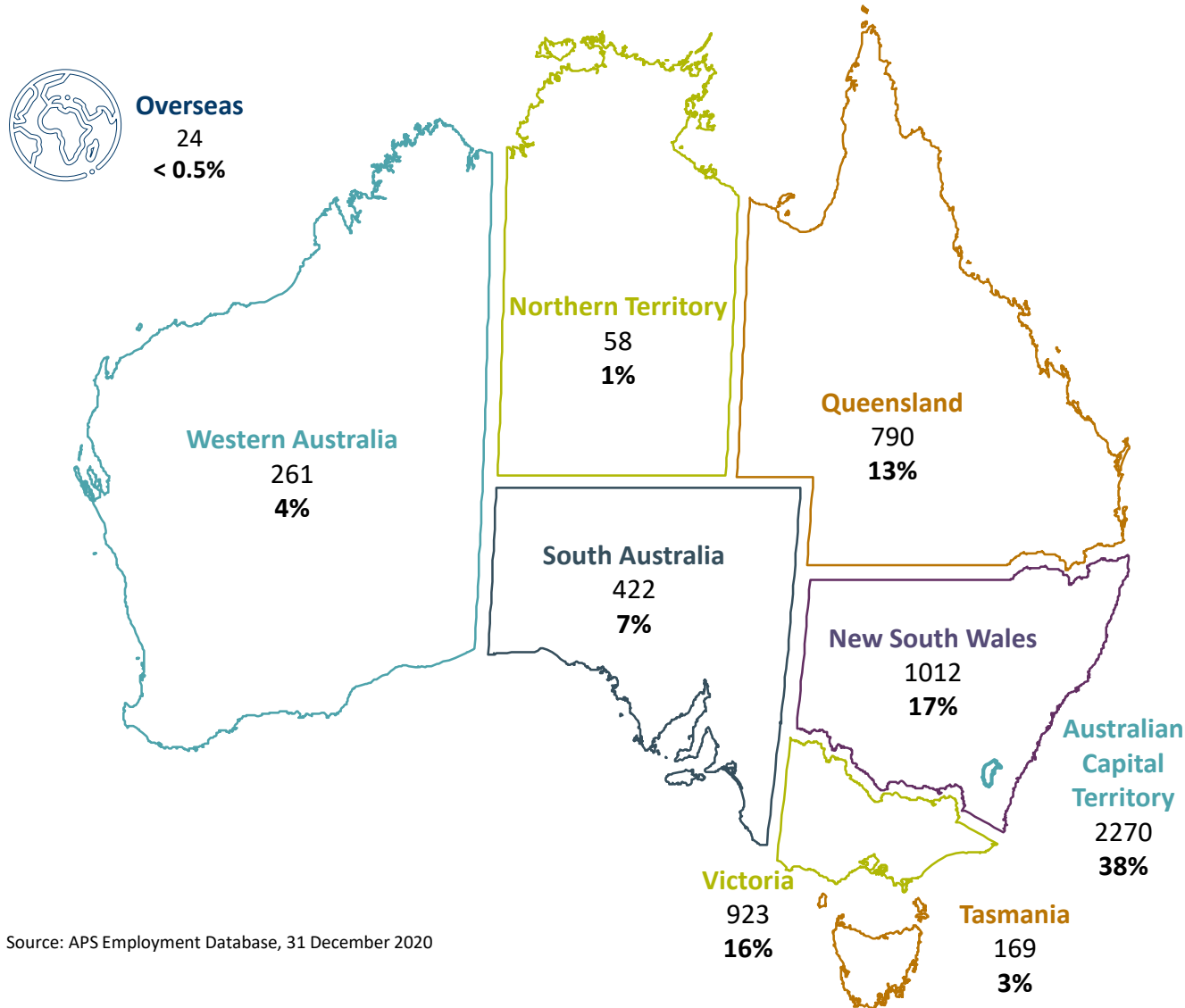
Proportion of employees with and without disability by actual APS classification



A greater proportion of employees with disability are employed at the APS 4 and APS 5 levels, whilst proportionately fewer are employed at the EL1 and EL2 levels.

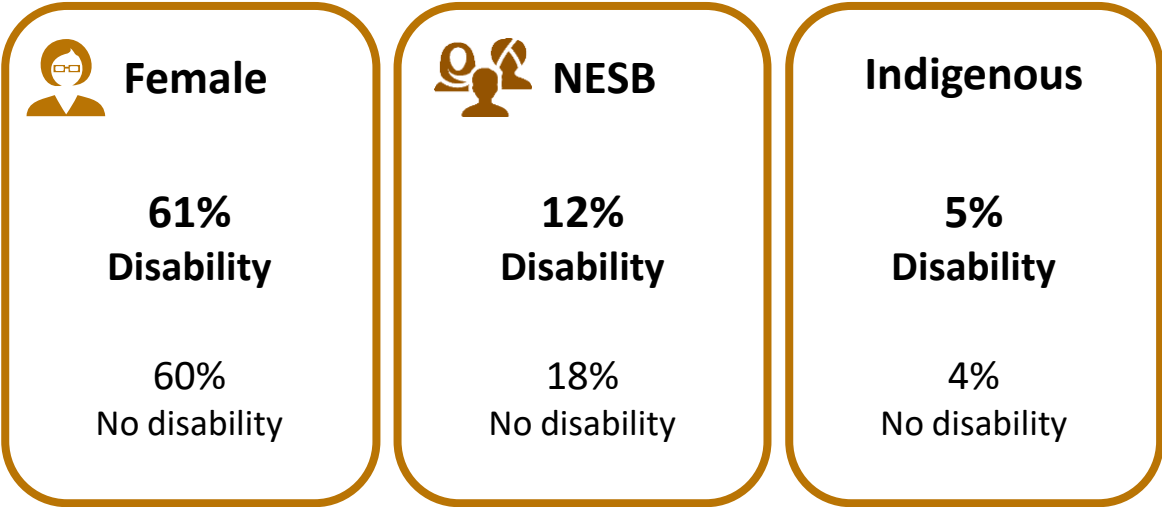
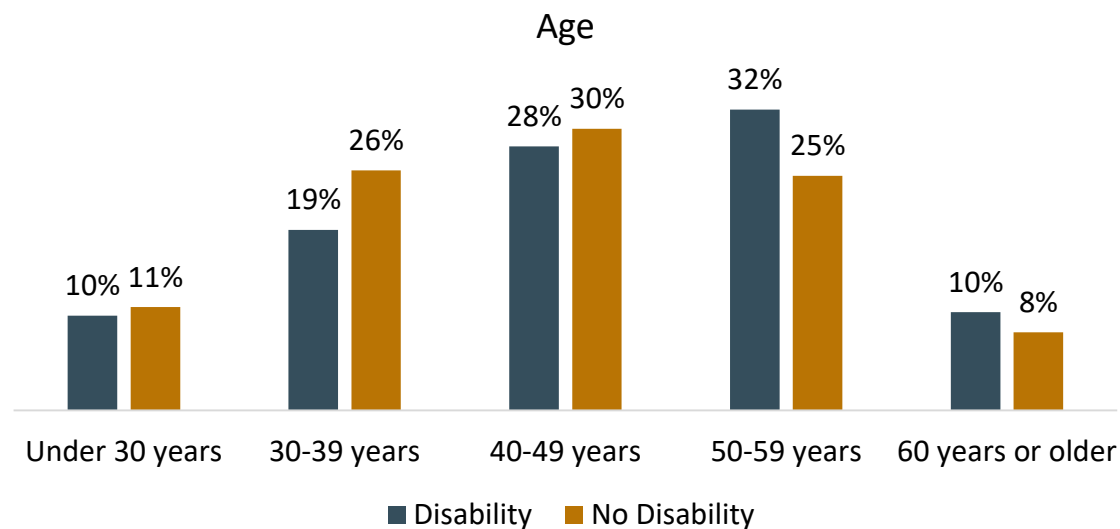


Employees with disability work in various locations across Australia and overseas



A larger proportion of employees with disability are located in regional areas (18%) than employees without disability (10%).

The employment profile of employees with disability is similar to those without disability



Median length of service in the APS

13.65 years Disability
12.46 years No disability



Employed on ongoing basis

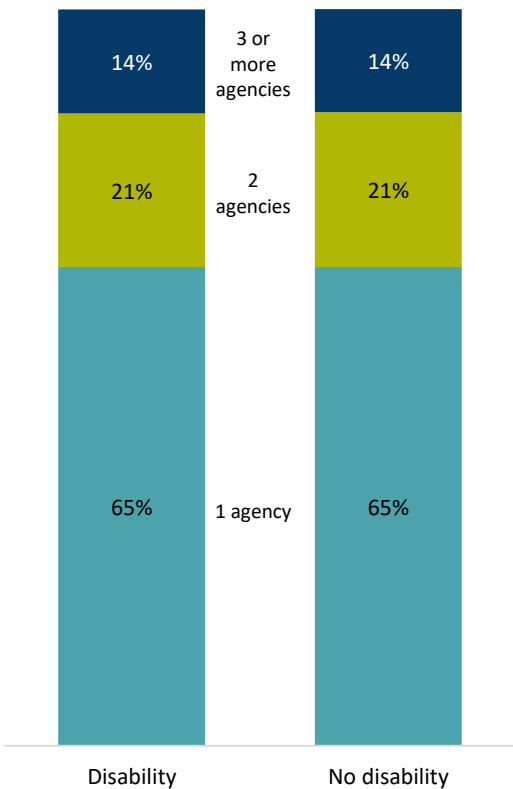
92% Disability
92% No disability



Employed full time

78% Disability
83% No disability

Number of agencies worked in



Employees with and without disability differed in their perceptions of how their health and wellbeing was supported by their agencies

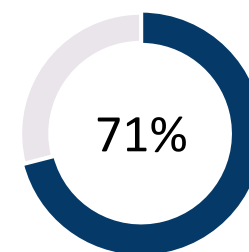
Employee Engagement Index scores reflect whether respondents feel emotionally connected and committed to their organisation.

The Employee Engagement Index score for the APS overall is 73%.

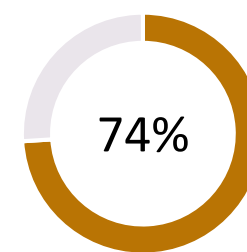
Wellbeing Index scores reflect whether respondents feel their health and wellbeing is supported.

The Wellbeing Index score for the APS overall is 70%.

Employee Engagement Index score

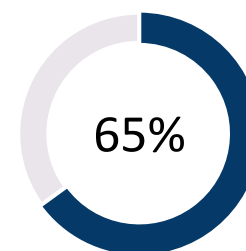


Employees with disability

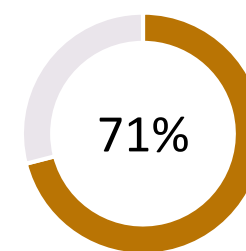


Employees with no disability

Wellbeing Index score



Employees with disability

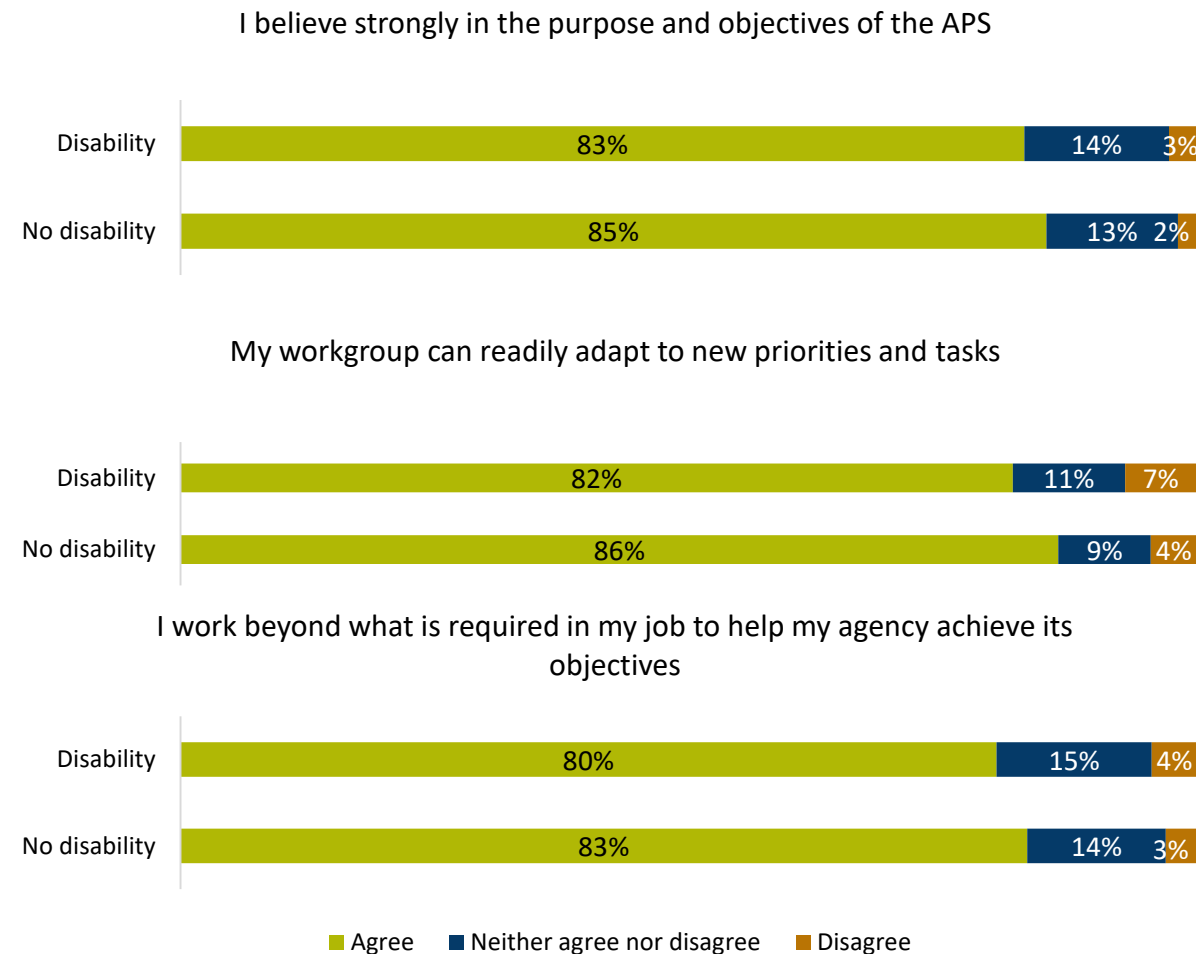


Employees with no disability

Employees with disability believe strongly in the APS and are a vital part of an adaptive workforce striving to achieve its objectives

Similar to their colleagues with no disability, APS employees with disability show strong belief (83%) in the purpose and objectives of the APS.

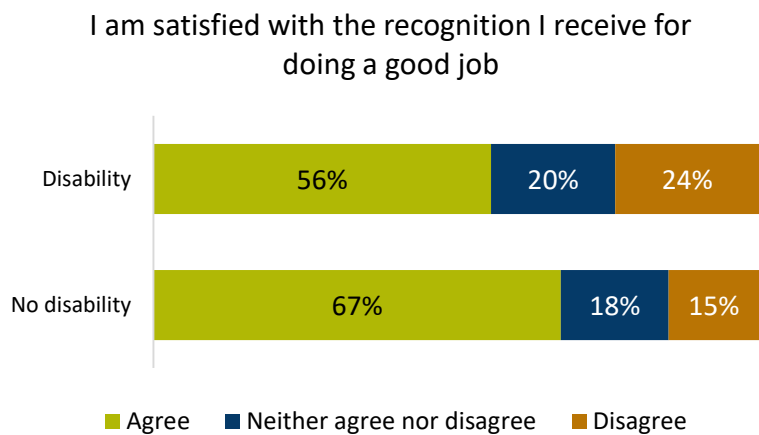
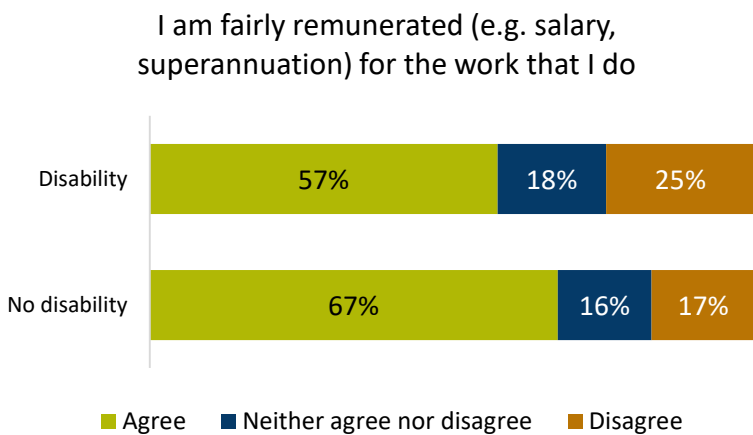
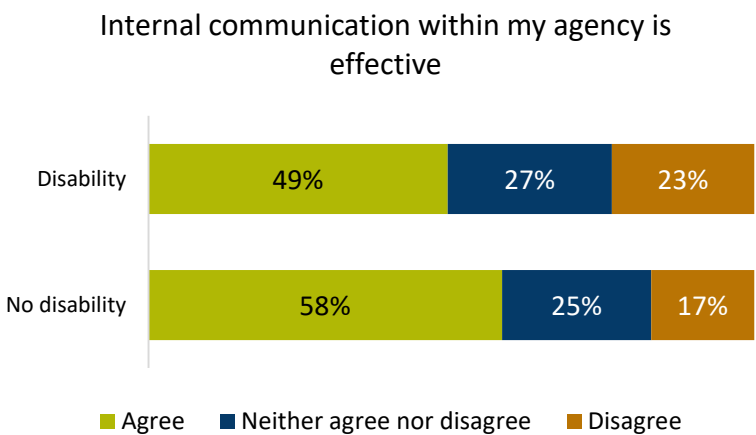
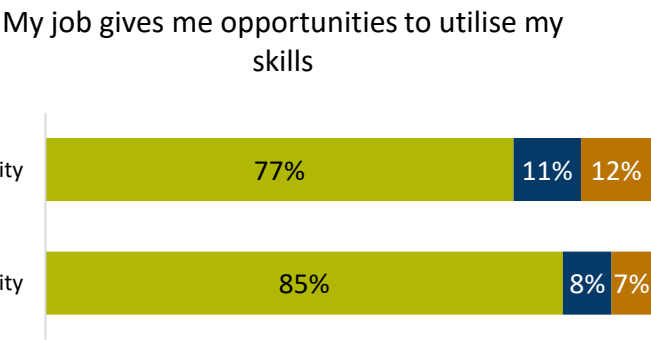
They demonstrate this purpose through their flexibility to prioritise and adapt with colleagues to complete workgroup tasks, and their willingness to work beyond what is required by their job to help achieve their agency’s objectives.



Source: 2020 APS Employee Census

Employees with disability expressed lower satisfaction with aspects of work such as recognition and remuneration

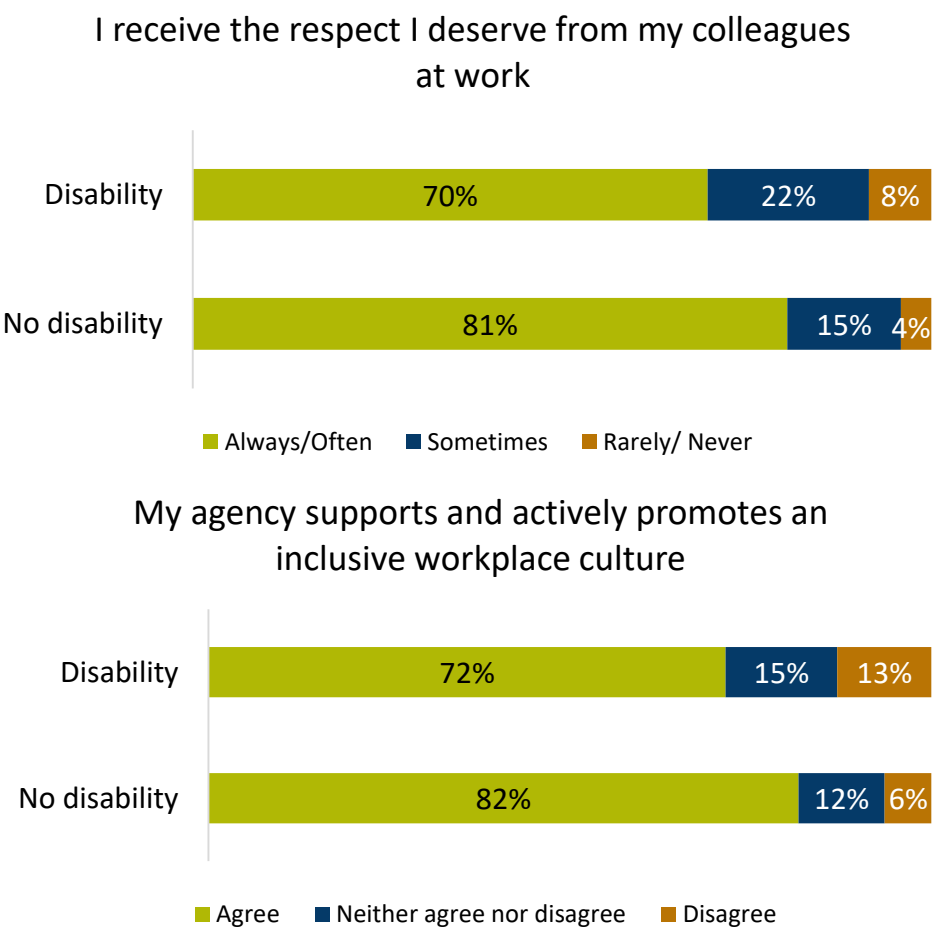
Employees who identified as having an ongoing disability had lower levels of agreement across many questions in the 2020 APS Employee Census. Questions with the largest difference groups related to aspects of work such as recognition, remuneration, communication, and type of work.



Employees with disability responded less positively to questions about respect and inclusion

When compared to those with no disability, a smaller proportion of employees with disability felt that they always or often received the respect they deserved from colleagues at work.

A smaller proportion of those with disability also agreed their agency supported and promoted an inclusive workplace culture.

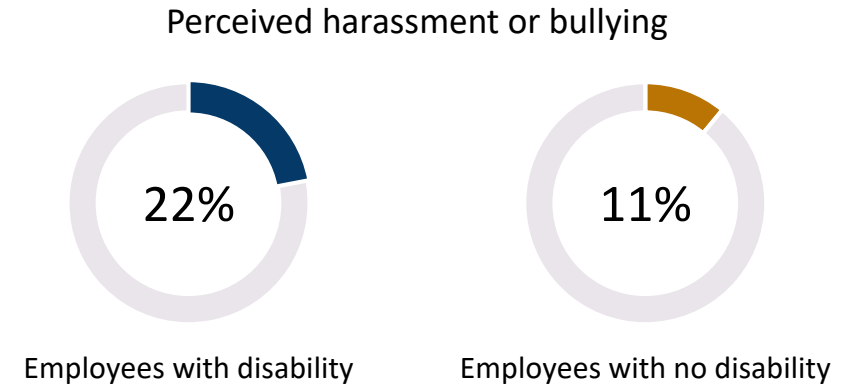
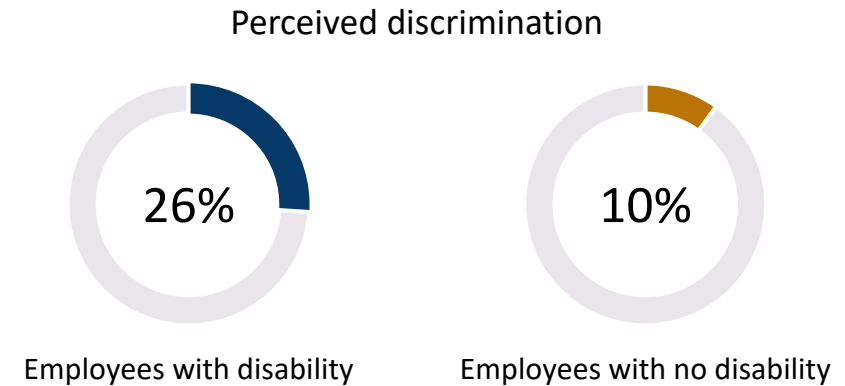


Source: 2020 APS Employee Census

When compared to others, larger proportions of employees with disability had perceived discrimination and harassment or bullying

One in four employees with disability perceived discrimination on the basis of their background or a personal characteristic in the course of their employment over the previous 12 months.

One in five employees with a disability perceived that they had been subjected to harassment or bullying in their current workplace during the previous 12 months.



The *Australian Public Service Disability Employment Strategy 2020–25* will build an inclusive and diverse APS workforce

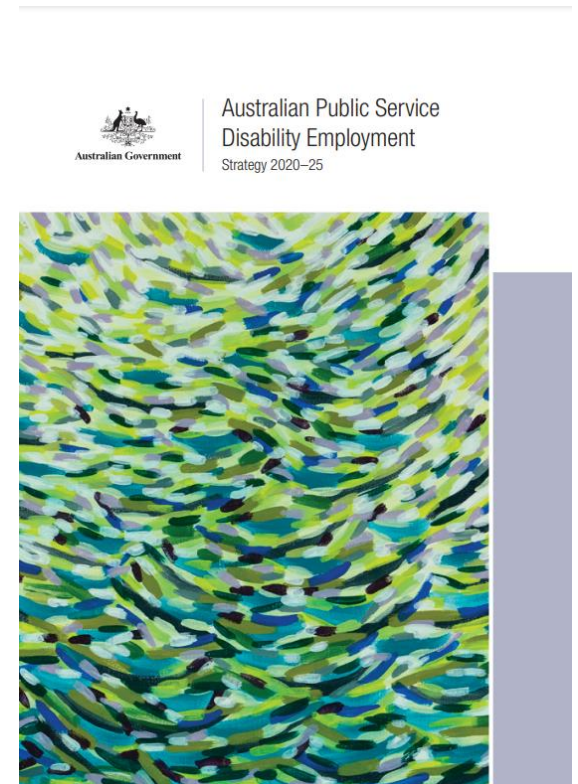
The *Australian Public Service Disability Employment Strategy 2020–25* is an important part of the Australian Government's ongoing commitment to improving the employment outcomes for people with disability. It provides a foundation for building an inclusive and diverse Australian Public Service.

The Strategy has two focus areas:

- Attract, recruit and retain more people with disability
- Accessible and inclusive workplace cultures and environments

Improving the representation of people with disability at all levels in the APS is a critical first step to ensuring the APS workforce reflects the communities they serve.

The development of inclusive and innovative workplace environments that remove barriers to performance will support career development and ensure the retention of people with disability in the APS.



For further information please contact:

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