

# Ability Inclusion Workforce Action Plan 2024–2026



## Aim

Promote action and support cultural change for employees with disability to participate fully in all aspects and pathways of employment.

This action plan builds on the progress SCH has made to uplift our capability and increase representation and inclusion for people with disability.

## Measures of success

- ↑ increase the number of staff who identify as having a disability from 1.9% in 2024 to 4.0% by 2026
- ↑ increase employee survey results by 2.5% for questions relating to positive experiences with workplace equity and inclusion
- ↑ increase diversity and inclusion training completion rates from 0.7% to 2.5% by 2026
- ↑ increase disAbility Employee Network Group membership by 20% by 2026

Build awareness and capability <i>Implement capability initiatives to foster a safe and inclusive workplace culture and embed behavioural change</i>		
Actions	Outcome	Responsible
Support and educate managers to lead fair, inclusive and respectful workplaces.	Increased management knowledge and awareness to help foster and model inclusive workplaces that embed respectful behaviour.	Diversity & Inclusion SCH Managers
Participate, celebrate, acknowledge and promote days of significance and events.	Increased staff and leadership participation to promote understanding of disability diversity and the importance of inclusion.	Diversity & Inclusion disAbility Employee Network All employees
Increased signs of inclusion and commitment to diversity and inclusion through recruitment advertising, workplace signage and on public facing platforms.	Improved workplace confidence to encourage an increase in the number of employees identifying as people with disability.	Diversity & Inclusion Communications
Implement and promote additional diversity and inclusion training to promote inclusive practices.	Increased training completion rates to build knowledge, create inclusive respectful workplaces and remove barriers for people with disability relating to disability and employment.	Diversity & Inclusion Workforce Capability



Sunshine Coast Health respectfully acknowledges the Traditional Custodians, the Kabi Kabi/Gubbi Gubbi and Jinibara people on whose land we provide our services. We also pay our respects to the Aboriginal and Torres Strait Islander Elders, past, present, and future. We recognise the strength and resilience that Aboriginal and Torres Strait Islander people and their ancestors have displayed in laying strong foundations for the generations that follow.

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## Create employment, career pathways and support

*Implement practices and programs that value transferable skills and lived experiences, and invite and accommodate diversity*

Actions	Outcome	Responsible
Current state analysis of recruitment pathways to understand barriers to employment for people with disability.	Pilot the implementation of recommendations from the recruitment analysis to improve recruitment pathways for people with disability.	Diversity & Inclusion Recruitment & Attraction
Provide education on new recruitment principles and directive relating to the recruitment and selection of diverse employees.	Improved awareness of recruitment information relating to the Public Sector Act 2022 and Recruitment and Selection Directive 07/23.	Diversity & Inclusion Recruitment & Attraction Communications
Continue to support, enhance and expand the Ability Placement Program.	Increased opportunities for people with disability to access job placement and gain transferable experience.	Diversity & Inclusion

## Embed inclusive policies, practices and language

*Foster inclusive workplaces where everyone feels valued, can be themselves and able to contribute and progress in the workplace*

Actions	Outcome	Responsible
Conduct a job access audit to be recognised as a ‘disability confident employer’.	Implement audit recommendations to deliver positive employment experiences for people with disability.	Diversity & Inclusion SCH Managers
Improve manager awareness in relation to reasonable adjustment and supporting employees with disability to be their best at work.	Increased confidence to engage, manage and support people with disability in the workplace.	Diversity & Inclusion SCH Managers



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