

Australian Network on Disability

FOR EMPLOYERS MAKING A DIFFERENCE



Annual Report 2011

www.and.org.au
ABN 92 456 457 335

Organisation profile

About us

Employers Making a Difference Inc, trading as the Australian Network on Disability, was established in 2000.

It is a not-for-profit organisation incorporated in NSW under the Associations Incorporation Act (1984).

The Australian Network on Disability has been resourced by its members since January 2004.

At the date of this report the organisation has 116 members.

It is Australia's only member-funded organisation promoting and supporting businesses that encourage people with disability as employees, customers and suppliers.

Purpose

Our purpose is to advance the equitable inclusion of people with disability in all aspects of business.

Vision

Our vision is to be recognised as the peak employer body helping to create a disability confident Australia.

Mission

Our mission is to provide expert advice and services on disability to employers, Government representatives and industry bodies.

Committee of Management

Mr John Bennett OAM, Chairman

David Davies, Secretary

Mr Tony Egan, Treasurer

General Board Members

Mr Richard Barnett

Mr Max Boudan

Ms Belinda Curtis

Mr Kevin Figueiredo

Ms Adrienne Kern

Mr Frank McManus

Ms Samatha Palmer

Annual General Meeting

The Annual General Meeting of Employers Making a Difference Inc. will be held on Wednesday 30 November 2011, in the offices of Westpac, 275 Kent St Sydney.

Formal Notice of AGM has been forwarded to all members.

This Annual Report is also available in text only format.

Electronic copies of the report, as well as the financial statements, are available by request to info@and.org.au.

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AND Members November 2011

Platinum Members

- » The Australian National University
- » Benbro Electronics Pty Ltd
- » The Children's Hospital at Westmead
- » Compass Group
- » IBM Australia Ltd
- » McDonald's Australia Ltd
- » Sparke Helmore Lawyers
- » The Westpac Group

Gold Members

- » ACT Chief Ministers Office
- » ADHC - Dept Family & Community Services
- » ANZ
- » AusAID
- » Australian Federal Police
- » Australian Taxation Office
- » Commonwealth Bank
- » CSC/Paxus
- » Dept of Agriculture, Fisheries & Forestry (DAFF)
- » Dept of Defence
- » Dept Finance and Deregulation
- » Dept of Education, Employment & Workplace Relations
- » Dept of Families, Housing, Community Services and Indigenous Affairs
- » Dept Foreign Affairs and Trade
- » Dept of Health and Ageing
- » Dept of Immigration & Citizenship
- » Dept Justice and Attorney General (NSW)
- » Dept of the Prime Minister & Cabinet
- » Dept Climate Change and Energy Efficiency
- » Freehills
- » Medicare - Human Services
- » KPMG
- » Lend Lease
- » ManpowerGroup
- » Roads & Traffic Authority (NSW)
- » Stockland
- » Telstra Corporation
- » Transport Accident Commission (VIC)
- » Woolworths Ltd

Silver Members

- » AGL
- » American Express International
- » Australian Federal Court
- » Cisco Systems Australia Pty Ltd
- » Coca-Cola Amatil
- » Comcare
- » Dept Broadband, Communications & the Digital Economy
- » Dept Human Services VIC
- » Dept Regional Australia
- » Dept Sustainability, Environment,
- » Dept of Water, Population and Communities
- » Dept Education and Communities
- » Disability Services Commission (WA)
- » Henry Davis York
- » Housing NSW
- » Legal Aid NSW
- » Macquarie Group Limited
- » National Maritime Museum
- » Railcorp
- » South East Water Ltd
- » Sydney Opera House
- » UBS AG
- » University of Sydney
- » Vision Australia

Bronze Members

- » 2discover
- » ABC
- » Accenture
- » ACT Planning & Land Authority
- » Allens Arthur Robinson
- » Australian Human Rights Commission
- » Australian Public Service Commission
- » AustralianSuper
- » Cancer Council Queensland
- » Carnival Australia
- » City West Water
- » Compensation Authorities Staff Division
- » Deakin University
- » Dept of Infrastructure & Transport
- » Dept Business & Innovation (VIC)
- » Dept of Premier & Cabinet (NSW)
- » Dept of Veterans' Affairs
- » Diversity Council Australia
- » Fair Work Ombudsman
- » Holroyd City Council
- » ITCRA
- » ITSA
- » Life Without Barriers
- » Max Employment
- » MEGT Australian Apprenticeships
- » Mission Australia
- » NAB
- » National Library of Australia
- » National Museum of Australia
- » National Relay Service
- » NSW Ombudsman
- » Penrith City Council
- » Positive Life NSW
- » Prolegis Lawyers
- » PwC
- » PWD Australia
- » Questacon
- » Randstad
- » Reserve Bank of Australia
- » RMIT
- » Royal Australian Mint
- » SP AusNet
- » State Transit Authority
- » Text 100
- » The Centre for Volunteering
- » The ORS Group
- » Trecomax -TressCox Lawyers
- » University of New South Wales (UNSW)
- » University of Technology, Sydney (UTS)
- » University of Western Sydney (UWS)
- » WISE Employment
- » Wodonga TAFE
- » WorkFocus Group
- » Work Solutions Gippsland



Chairman's Report

It gives me great pleasure to report on another successful year for the Australian Network on Disability. 2011 has seen the continued growth of the organisation's membership base with seven new gold and silver memberships and fourteen new bronze memberships bringing the total membership to 116.

Our second annual conference was held in May 2011 to great success. The conference built on the ideas and themes from the first conference in 2010 and was both informative and inspiring. Feedback from attendees was overwhelmingly positive and I look forward to continuing to engage our members through the conference in the coming years.

Yet another significant achievement by AND was the commission of research by ACCESS Economics into the economic benefits of increasing employment for people with disability. The research found that improving employment and participation rates for people with disability would have huge positive effects on Australia's productivity and GDP. A full report of the findings will be launched by AND later this year and is a powerful reminder of the benefits of engaging people with disability in the workforce, particularly to address the challenges of the ageing population.

AND strives to be the 'go to' organisation on issues on disability and business. It was therefore very rewarding to be contacted by the Department of Education, Employment and Workplace Relations to let us know that AND had been influential in some budget outcomes.

I would like to congratulate Suzanne Colbert on ten successful years as CEO. Her passion and drive ensures that AND continues to thrive, and achieve its aim to support employers to make a difference. Thanks must also go to the staff at AND who support Suzanne and continue to prove themselves to be dedicated and enthusiastic representatives of the organisation.

I would also like to thank my fellow board members, particularly Tony Egan as Treasurer, for their support and hard work over the past twelve months.

I look forward to working with the board and staff of AND to continue to build a disability confident Australia.



P. John Bennett
Chairman

Chief Executive's Report

The past year has seen real momentum in progressing the inclusion of people with disability in Australia. The Productivity Commission's report into the National Disability Insurance Scheme (NDIS) has received bi-partisan support as well as enormous community support. When implemented it will create a safety net of dignified care and support for around 400,000 Australians with disability.

The NDIS requires approximately \$6.5 billion in additional funds. Whilst budget allocation has not been made, economic modelling indicated in the AND research on the economic benefits of increasing employment for people with disability undertaken by Deloitte Access Economics shows that increasing the employment participation of people with disability by ten percentage points would more than fund NDIS.

If over the next 10 years Australia assists an additional 200,000 people with disability into employment we will see an economic boost of \$40 billion. If we also reduce unemployment that would extend to \$43 billion.

Increasing employment of people with disability is no longer an option, it is an economic imperative. And it can only be achieved by businesses, people with disability and government working together. It's time to capitalise on the skills and abilities of the many people with disability who want to work.

None of this can happen without employers, and our members are leading the way.

It is pleasing to report that our membership has grown, has become increasingly engaged, more innovative and is sharing learning and successes.

The Department of Families, Housing, Communities and Indigenous Affairs (FaHCSIA) successful pilot of a Business Administration II for people with intellectual disability was replicated by the ACT government which provided opportunities to 9 trainees.

Progress is now underway for the next traineeship program across 4 government departments with state offices also

participating. Fourteen people with disability will gain vital opportunities to earn and learn. The FaHCSIA pilot program was recently recognised with an Inclusion Award.

Employers are making a difference. Sparke Helmore hosted a member roundtable with the Honourable Kate Ellis, Minister for Workforce Participation. Following the May Federal Budget, we were advised that this meeting strongly influenced the outcomes in relation to the employment of people with disability.

A project instigated by Woolworths and McDonald's and supported by Manpower and the RTA has resulted in the development of an Employers Guide to Partnering with Disability Employment Services. We were delighted to partner with Disability Employment Australia to publish this guide. Stronger partnerships between employers and Disability Employment Service providers will ultimately result in better quality and more sustainable employment for people with disability. This project was funded by the Department of Education, Employment and Workplace Relations Innovation Project.

The successes of AND in developing and growing our employer network has extended beyond our shores. The International Labour Organisation (ILO) an Agency of the United Nations has released a working paper Disability in the Workplace: Employers' Organizations and Business Networks, which features the Australian Network on Disability.

AND has become a member of the global Business and Disability Network which is an initiative of the ILO and attended the inaugural Asia Pacific meeting in Bangalore earlier this year. The purpose of the Business and Disability Network is to make it easier for global organisations to locate key information related to people with disability across jurisdictions.

I was also a guest 'resource person' for the ILO for a Business and Disability Network study tour of Sri Lanka in July. The study tour included representatives of employer organisations in China, Bangladesh, India and Vietnam and was



hosted by the Employers Federation of Ceylon. The tour was an outstanding success and it was truly inspiring to see and hear from Sri Lankan employers and see a diverse range of people with disability working across business sectors.

We know that Australian employers are open to recruiting suitable people with disability. We know from the 2010 'Shut Out' report that many people with disability are frustrated with being excluded from Australia's financial wealth and want to work. We also know that connecting employers and people with disability has the potential to provide enormous economic, social and personal wellbeing.

The business case for becoming disability competent and confident is compelling: it is an economic imperative. Members of AND have every reason to be proud of the progress they are making.

What I have learned, in over twenty years working toward this agenda, is that progress comes from individuals. An individual's belief in possibility, their actions to champion change and their generosity to share their learning. This is what creates change.

Our Chairman, John Bennett OAM and our board members are such individuals. As are the team at AND. I would like to express my heartfelt gratitude and my deep appreciation to the skilled and talented people that make up our board and our team.

Suzanne Colbert
CEO

Focus

Our first priority is to support our members by delivering innovative publications, consulting services, training and programs.

We will work with members to find out what gets in the way of recruiting skilled and talented people with disability and systematically work to eliminate those barriers.

- » Twenty members have already committed to piloting the Disability Benchmark Standard developed by the Employers Forum on Disability (UK).
- » As part of our 2012 Raising the Bar conference we will invite representatives from our members Disability Employee Networks to come together for the first time for collaboration and information sharing.
- » Develop on-going opportunities for collaboration between Employee Networks
- » In collaboration with members we will develop an e-learning module to support Manager's Guide to Disability in the Workplace

We will continue to position disability as a business and an economic issue. By focusing on people with disability and employers as key stakeholders and developing support systems that are effective for both, we are assured of successful outcomes.

2011 in Review

- » Increased membership by 10%
- » Held a highly successful Raising the Bar conference and Gala Dinner
- » Grew the Stepping into ... program
- » Launched an updated Managers Guide to Disability in the Workplace
- » Launched Employers Guide to Partnering with Disability Employment Services
- » Partnered with Westpac, UBS and the Business Council of Australia to develop 'The economic benefits of increasing employment for people with disability'
- » Introduced webinars as a member service



Operations

Health and Safety

In January each year we review our own work environment for health and safety risks and following have implemented strategies to minimise risks.

Staffing

We have welcomed several new staff members to our team in 2011.

Kathy Morris recently joined us as a Relationship Manager specialising in delivering our training sessions. Kathy comes to AND with many years experience in education and training, and solid knowledge around diversity issues.

Lyndsey Henderson also joined us in October 2011. Lyndsey comes from the healthcare sector, and brings a comprehensive understanding of the impact of disability on employment.

We also welcomed Caroline Kwong to our team, a graduate who will be assisting with marketing and communications, Stepping into... project management and general research.

Rachel Butler has commenced twelve months maternity leave and Lizzie Senior has taken on the Marketing Communications Manager role in her absence. Lizzie has worked in Marketing and Communications for a range of not for profit organisations.

Cara Levinson and Mark Lazaroo both left AND in 2011, we acknowledge their valuable work at AND and wish them every success in the future.

New Website

During 2011 AND has worked with a website consultant to develop a new website which will be launched in late 2011.

The new site meets AA compliance with WCAG 2.0 accessibility guidelines and has a much cleaner and more contemporary look and feel. The improved design and navigation will result in a much improved user experience.

Newsletters

Our monthly electronic newsletter continues to receive positive feedback. The newsletter is used to inform members of new government initiatives and programs, to promote the successes of our members, to drive interest in AND products and services and to drive traffic to the AND website.

Each newsletter is also distributed through Twitter and LinkedIn, capturing an even wider audience. The most popular stories in the newsletter are the personal stories by employees with disability, and information related to mental health initiatives.



Social Networking

The AND presence on Twitter continues to grow, with daily updates and 730 followers at the time of reporting. Twitter provides an excellent outlet to drive further traffic to the AND website, and inform followers of breaking news in relation to disability. The AND tweets are also linked to the AND LinkedIn profile. LinkedIn has great potential for networking and prospecting new members.

AND also has a Facebook page with 454 friends. We have also recently launched a company page foster an online community on facebook.

Public Relations

Rebecca Brooks, one of our Relationship Managers was interviewed in ABC's JJJ radio about the Stepping into ... internship program. This was broadcast nationally in February 2011.

In March 2011 an article on Mental Health in the Workplace was published in the Canberra Institute of Technology Business and Industry Newsletter.

Suzanne Colbert was interviewed on SBS Radio and also for Human Capital Magazine in relation to improving employment participation rates of people with disability.

Involvement

CEO Suzanne Colbert has been appointed to the National People with Disability and Carers' Council which is an advisory council to Minister Jenny Macklin and Parliamentary Secretary for Disabilities Jan McLucas.

Suzanne has also been invited to be a 'community leader' for International Day of People with Disability in 2011. International Day of People with Disability in a day designated by the United Nations to celebrate and recognise the contributions and abilities of people with disability. It is celebrated every year on 3 December.



Stepping into

The Stepping into... program continued to grow and expand throughout 2011.

Stepping into... offers internship opportunities to university students with disability, who may otherwise find it difficult to secure work experience. The program also provides the participating organisations with greater awareness of best practice ways to manage disability in the workplace, and helps them to understand some of the workplace barriers experienced by people with disability.

Disciplines of study included in this year's program included Law, Finance, Marketing, Accounting, Business, Human Resources, Engineering, Public Policy and Information Technology.

Throughout 2011, 22 member organisations offered university students with disability the opportunity to complete at least four weeks work experience within their businesses. Some placements were longer (up to twelve weeks) to accommodate students' disabilities.

Participating members included Ageing, Disability and Home Care (ADHC), Australian Taxation Office, Department Education and Communities NSW, Dept Human Services VIC, Department of Education, Employment and Workplace Relations, Department Families, Housing, Community Services and Indigenous Affairs, Freehills, Henry Davis York, KPMG, RTA, Stockland, PwC, Sparke Helmore, Westpac and Lend Lease.

Over 135 applications from students were received throughout the year, with over 55 successful placements.

Student internships were confirmed in Sydney, Melbourne, Brisbane and Canberra.

Evaluation of the Stepping into... program shows that it benefits both the students with disability and the participating organisations.

Benefits to students include increased confidence in their skills and abilities, building a network of contacts, practical "hands on" work experience to include in their resumes, and a greater understanding of what adjustments they may require to help them to work to their full potential.

Participating organisations benefit through the development of greater disability confidence, dispelling negative myths and stereotypes about disability, gaining greater insight into the effectiveness of their reasonable adjustment policies and procedures, and ensuring their work areas and practices are accessible to people with a range of disabilities.

Throughout 2011 AND representatives attended events promoting the program, with this making a positive impact on the number of student applications received.

Stepping into... remains one of AND's most popular member programs, and is an excellent way for member organisations to commence their journey towards disability confidence.

Willing and Able Mentoring

The Willing and Able Mentoring (WAM) program was established in 2002 by Dr Kevin Murfitt and Deakin University. The program is designed to connect university students with disability to mentors in relevant fields.

AND has a Memorandum of Understanding with Deakin University to source relevant mentors to participate.

AND members are the first port of call when looking for mentors, and a wider search of relevant businesses is performed when no relevant members can be found.

This year around twenty students were matched with mentors in Melbourne and Sydney. With a generous sponsorship of \$10,000 IBM offered mentors for eleven students with degree strands relevant to their business. IBM's sponsorship of the WAM program has increased the confidence and work readiness of many grateful mentees.

Member organisations involved as mentors include:

- » IBM
- » Sparke Helmore
- » ANZ
- » ABC
- » Commonwealth Bank of Australia
- » Legal Aid NSW

Publications

The AND suite of publications now includes:

- » Disability Intranet Resources
- » Opportunity – the business case
- » Managers' guide: disability in the workplace
- » Welcoming Customers with Disability
- » Employers Guide to Partnering with Disability Employment Services (new)

Managers' Guide: Disability in the Workplace 2nd Edition

The revised 2nd edition of the Manager's Guide: Disability in the Workplace was launched on the 11 May 2011 at our conference. It has been extremely popular with members and non-members alike. An HTML version is also available for customisation to for internal company intranets. The HTML version of the guide has also enjoyed a high level of interest.

Employers Guide to Partnering with Disability Employment Services

The Employers Guide to Partnering Disability Employment Services was produced through a Department of Education, Employment and Workplace Relations Innovation Fund. The Innovation Fund project was a joint project with Disability Employment Australia which aimed to develop a guide and DVD on how to form effective partnerships between Disability Employment Services and employers. The DVD features four case studies to complement the information in the guide, showcasing successful partnerships at McDonald's, the NSW Attorney Generals Department, Claudia's Cafe and SD Smash Repairs.

The guide and DVD were launched on 4 November at the DESA Conference in Adelaide and will be available on our new website.

"Just letting you know that everything at CBA is going brilliantly. No issues or problems to report whatsoever. I'm really enjoying it! My mentor and I are getting along great and I believe I'm getting a lot out of our meetings.

I had my graduation the other week, and am well and truly into the job seeking process. My mentor and I have recently been talking about networking in regard to this, and I'm looking at finding a pro-bono, intern-style work experience placement to build up my CV and get some more hands on experience in my chosen field".

Jennifer, WAM Mentee, CBA

"This was my second time doing the mentoring program. It was as rewarding as the first time yet totally different in its structure and approach. Again, the mock graduate placement interview with HR proved a big hit. My student's ambition and hard work in jumping through the hurdles of college exams, clerkship interviews and graduate applications was impressive. I remember that time as a law student and it is daunting to say the least. If anything, I just acted as a sounding board for Joe during this period. My student has now secured a graduate position at Middletons and is well on the way to a successful career in law".

Gordon, Mentor, Sparke Helmore

Networks

Special Interest Groups

AND's Disability Special Interest Groups allow new members to learn from more experienced members and be inspired by their success stories, and understand their challenges.

AND Disability Special Interest Groups have been established in Sydney, Canberra and Melbourne, with 3-4 meetings held each year.

Participating members in Canberra sessions include: Department of Families, Housing, Community Services and Indigenous Affairs, Department of Foreign Affairs and Trade, Australian National University, Department of Agriculture, Fisheries and Forestry, Department of Immigration and Citizenship, Department of Health and Ageing, Department of Sustainability, Environment, Water, Population and Communities, Department of Premier and Cabinet, Department of Finance, Department of Defence, Department of Infrastructure, Department of Human Services, National Museum of Australia, Royal Mint, Australian Federal Police, Department of Education, Employment and Workplace Relations, Comcare, Department of Regional Australia, ACT Government, Environment and Sustainable Development Directorate ACT.

Participating members in Sydney include: RTA, Attorney General's Dept NSW, Department of Ageing, Disability and Homecare NSW, Railcorp, Positive Life, Westpac, Commonwealth Bank, Department of Education and Training, University of Technology Sydney, People with Disability Australia, Macquarie Bank, Carnival, TressCox Lawyers, Australian Human Rights Commission, National Maritime Museum, Sydney Opera House, Lend Lease and the Fair Work Ombudsman.

Participating members in Melbourne include: AusAid, NAB, City West Water, South East Water, Wise Employment, VET Affairs, Vision Australia, Dept Human Services VIC, Dept Human Services CRS, ANZ and Victoria Police.

NEEOPA

NEEOPA is the NSW Equal Employment Opportunity Practitioners' Association.

The purpose of NEEOPA is to assist public and private sector organisations implement quality equal employment opportunity programs through sharing best practice. NEEOPA members network, share experiences and ideas, gain support and achieve a deeper insight into the principles of EEO, Affirmative Action, Workforce Diversity and Work-Life Balance. Many AND members are members of Neeopa and as such gives us a further opportunity to network with our Members in a broader and ongoing context.

Neeopa holds eight meetings each year and AND representatives have attended most meetings.

Champions and Leaders Groups

These events, by invitation only to senior representatives of selected member organisations, encourage 'top level' support for inclusion of people with disability within member organisations, and encourage senior level networking amongst our members.

AND held four Champions and Leaders Group meetings during 2011.



"As a corporate member of the Australian Network on Disability, it is important for us to participate in the Disability Special Interest Group to ensure that our department is abreast of and meets the challenges to assist us to provide equality in the workplace for people with a disability and provide them the support that allows them to play a meaningful role in the workplace. It also enables us to share with other agencies the latest technology and expertise that is available through other supporting networks to ensure that all people with a disability are given the same opportunities across all workforces. Without the encouragement and support of the Australian Network on Disability we, like a lot of other agencies, would not be able to meet the criteria required to provide special people with the special needs to play an important role in the workforce".

Cherryl Fuller, Department of Agriculture Fisheries and Forestry

Events



Raising the Bar 2011

Raising the Bar 2011, AND's 2nd Annual National Conference, was held from 10-11 May 2011, and built on the momentum of Raising the Bar 2010. The conference focussed on inspiring and innovative organisations making a difference to the inclusion of people with disability.

The conference sponsors included the City of Sydney, Ai Media, CRS Australia and Quantum Technology.

Speakers included:

- » Bill Moss, Director Boston Management
- » Graeme Innes, Disability Discrimination Commissioner

The conference was attended by over 100 people and once again received overwhelmingly positive feedback.

Webinar

On 2 June AND held its first webinar, which was very well received. The webinar was for members only and eighteen members participated.

The webinar was presented by Suzanne and provided an overview of what was heard at Raising the Bar 2011. Feedback was extremely positive and AND plans to run more webinars particularly to benefit those members in regional areas who are unable to attend our meetings and seminars.

Employer Roundtable

During March AND facilitated a roundtable meeting, providing an opportunity for the Minister for Employment Participation, The Hon Kate Ellis, to meet with some of our members. This meeting was generously hosted by Platinum members Sparke Helmore Lawyers, in their Sydney offices.

Minister Ellis was invited to the meeting to hear about the recruitment and retention of skilled and talented people with disability from an employer's perspective. Several AND members were represented at the meeting, including Woolworths, Westpac, the Australian Taxation Office, Legal Aid Commission, Vision Australia, Paxus, University of Sydney and the Department of Justice and Attorney-General.

Minister Ellis' attendance was the culmination of AND's work over several years to engage government in policy and law reform to enhance employment participation for people with disability, and to help them to see the central role of employers in achieving this outcome.

Conference Feedback

"Great range of topics and presenters that covered relevant issues".

"Great to have relevant workshops on issues facing organisations that are 'hot topics' at the moment. Well done".

"Bill Moss opened my eyes to the difficulties facing people with disability, not just in gaining employment, and highlighted the role middle management has to play".

"It was great to hear about the experiences of people with disability in such a real way. I thought that the design of the day helped to demonstrate how disability is only one part of the HR strategy and reminded me of the need to make greater links to that strategy".

"I am buzzing with ideas after the conference, I'm really glad that I went. I also think that it was really well managed to be collegiate. I felt like I truly benefited from the experience and knowledge of other attendees".

"I enjoyed every aspect of the conference and wouldn't suggest any changes for future events".

Training and Consultancy

Supporting employees, especially middle managers and human resource staff, to build their competence at including people with disability in the workplace is a key component to creating disability confident organisations. The key trainings sessions provided for members are:

- » Disability Confidence for HR Professionals
- » Managing and Supporting Employees with Disability
- » Mental Health and Workplace Wellbeing

These sessions are tailored to the specific organisation and provide an opportunity to unpack stereotypes, gain practical information about the inherent requirements of roles, asking appropriate interview questions, and making adjustments to accommodate individual needs. Participants report increased skills and knowledge that build their confidence.

Engaging and Supporting Employer Partnerships is a five hour session designed to assist employment support services to confidently engage with employers.

These sessions are provided to disability employment services as well as NSW funded Transition to Work services. The main purpose of running these sessions is to build capability within employment services to more efficiently and effectively engage with employers and achieve employment outcomes for people with disability.

Over the past 18 months we have noticed a trend towards short and focussed information sessions. These allow people to attend a short session on a topic of specific interest to them. Some members run these by video conference, or record them for viewing by other staff at a later time. Generally sessions are run for an hour and sometimes held over lunch times.

Topics presented include:

- » Ageing and disability
- » Invisible disability
- » Reasonable Adjustments
- » Disclosure of disability
- » Mental health at work
- » Disability as part of your diversity plan
- » Data collection



Future directions for training

Research undertaken by Group Training on Victoria in 2010 showed that managers want to access information on a 'just in time' and 'need to know' basis.

This information, in combination with the geographical challenges of Australia, AND will develop an e-learning tool to assist managers and co-workers to get the information they need to successfully include, support, manage and develop employees with disability. This e-learning tool will make it easier for organisations to build their disability competence and confidence.

Consultancy

AND has assisted members to review their Disability Action Plans, facilitated meetings of disability employee networks, undertaken national consultations with key stakeholders and many other tailored consultancy services.

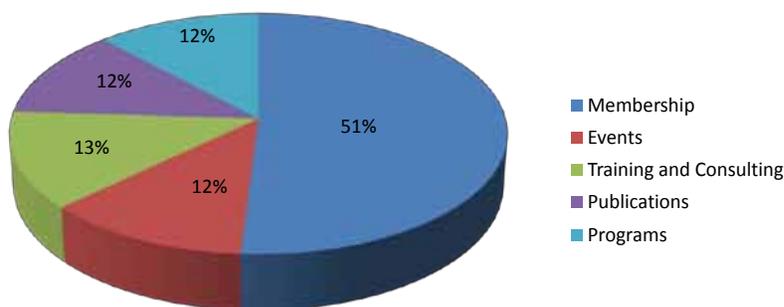
Financial Performance

The 2010-11 financial year resulted in a small surplus of approximately \$15K from total income of \$950,818. Income increased by around 8% primarily as a result of membership growth. A key achievement was to increase our cash assets by \$96K which is important to our cash flow outcomes.

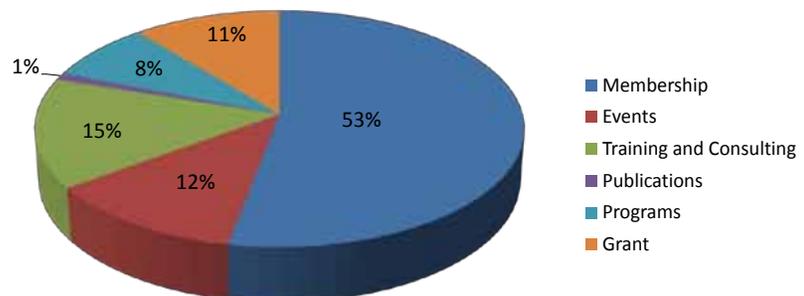
A major challenge for the 2010-11 financial year was increase our revenue so that we could retain a Relationship Manager position that had been funded by the NSW Department of Disability Ageing and Home Care. Our increased membership income as well as a reduction of operating costs allowed us to achieve that goal.

In 2009 AND moved to a full accrual accounting system and as a result we treat membership months paid in advance as 'deferred revenue'. In the 2010-11 year there was an increase in deferred revenue from \$274K to \$383K. As a result of this significant amount of deferred revenue we have a retained deficit of \$34,875 which is a \$15K reduction from the retained deficit of \$50K in the previous year.

Income Distribution 2010-11



Income Distribution 2009-10



Expenses

During the 2010-11 year operating expenses were 12% lower than the previous year. However salary expenses increased by a substantial 18%. These increases in salary are attributed to increasing resources to meet the requirements of our growing membership. During the year two part-time positions were increased to full time.

There are no substantial changes expected in the coming financial year and we continue to work toward achieving a positive balance sheet that fully accommodates our deferred revenue commitments associated with provision of member services.

Corporate Governance

Committee of Management

The committee of management is responsible for the governance and the strategic direction of the Association.

The Constitution allows for three office bearers; Chair, Secretary and Treasurer, and up to ten members of the Committee of Management.

Each member of the Committee of Management holds office until the conclusion of the Annual General Meeting following the member's election.

Should a vacancy occur during this period, the committee may appoint a member of the Association to fill that vacancy. The member(s) appointed hold office until the next Annual General Meeting following their appointment.

The Committee of Management members do not receive any remuneration from the Association.

The Committee of Management meets approximately every two months. There were six meetings held in 2010.

Details of office bearers and members are as follows.

John Bennett, Chairman

John is one of the founders of Employers Making a Difference, Inc. He is a Principal and Director of Engineering of Benbro Electronics Pty Ltd.

John has extensive expertise in the employment of people with disability both within his business and as a member of the advisory committee of Job Centre Australia and former board member of Shore Personnel. He is also involved at the committee level across a range of community organisations and charitable foundations.

David Davies, Secretary

David Davies is a partner in Sparke Helmore's Workplace Relations and Safety team. He has more than 18 years experience acting for private sector and government clients in workplace relations matters, including unfair dismissals, industrial disputes, discrimination law and workplace agreements.

A former chairman of the Australian Employers Network on Disability, David has a keen interest in discrimination issues. A significant area of David's practice is bullying, harassment and discrimination. David appears regularly in court on these issues. He is an expert advocate and regularly appears as counsel before the Australian and NSW Industrial Relations Commissions.

Clients have praised David for his timely delivery of high quality work and the consistency of his advice on exposure to risk and liability. David also presents at industry seminars and provides training to private and public sector clients and has previously lectured in employment relations at UTS and UWS.

Tony Egan, Treasurer

Tony Egan is Treasurer of IBM in Australia/New Zealand. He is also Chairman of the Board of Trustee Directors for the IBM Australia Superannuation Fund and IBM New Zealand pension plan. Prior to this appointment in 2008, Tony was Financial Controller of the Business Process Outsourcing Business Unit for IBM A/NZ.

Tony joined IBM as a high school leaver in 1976 and took up a finance traineeship while completing a part-time Bachelor of Commerce degree at the University of New South Wales.

In the past 10 years he has held a number of senior roles in Finance and Sales Operations across the Asia Pacific region. Tony is a CPA, GAICD and also holds a Graduate Diploma in Education from the University of New England.



Committee of Management

Frank McManus

Frank recently held the position of Senior Vice President and Director of People Resources for McDonald's Australia and HR Lead for Africa and Pacific, and was responsible for developing and guiding the company's strategies on human resources, industrial relations, talent management and executive development.

Frank had 35 years experience with McDonald's both in Europe and Australia. He started his career working in its restaurants in Germany. Frank retired in 2010 and now supports his wife Keryn who became a franchisee of two McDonald's restaurants in Sydney.



Adrienne Kern

Adrienne has over 20 years' public relations and marketing communications experience across a number of industries and is Text 100's Managing Consultant for Australia. Her corporate experience has included developing 'big ideas' that have resulted in award-winning campaigns and strategies for clients such as IBM, The Commonwealth Bank, Telstra Mobile, Optus, Mitsubishi Electric, Microsoft Corporation, Yahoo!7, Siemens, Cisco and others.

Her award-winning corporate campaigns include: the 2009 PRIA State Awards for Excellence for "business to business marketing" for Kronos; the 2006 PRIA National Gold Target Award for best "business to business" campaign for IBM; and the 2005 PR Week Asia Award for best "corporate campaign" for AAPT. She also led the locally and regionally award-winning launch of the Windows XP campaign for Microsoft Australia. CSR campaigns such as Telstra's Mobile Etiquette and Phone Safe Drive Safe campaigns won local PRIA and international IPRA awards.

Adrienne has a combined BA (Hons) degree in English Literature and Theatre, and a Grad. Dip in Communications. She is also a Board member of the PRIA Registered Consultants Group.



Kevin Figueirdo

Kevin is the General Manager Health, Safety and Wellbeing and is on the Executive Leadership Team at Woolworths Limited. Woolworths Limited is one of Australia's largest employers, employing over 190,000 people, serving over 26 million customers per week through its retail network of over 3000 Stores.

Prior to Woolworths, Kevin worked for Westpac as the Group Head of Health, Safety and Wellbeing and in various Safety, Health and Environmental roles at Goodman Fielder.

He has a Bachelor of Arts in Chemistry and Master of Science in Safety Management from West Virginia University in the US and is a member of the American Society of Safety Engineers and the Safety Institute of Australia.

Kevin has over 15 years experience in safety management in Airport Safety, Food Manufacturing, Logistics, Retail Operations and Banking.



Max Boudan

Max is the National Key Priority Groups Manager at MEGT Australian Apprenticeships Centre. He has over 10 years experience in the recruitment industry and has extensive experience in assisting people with a disability in gaining meaningful employment outcomes.

In addition, Max has eight years experience within the Vocational Education and Training (VET) Sector. Max's current role involves raising the profile of Australian Apprenticeships within the general community with a particular focus on increasing participation of people with a disability within Australian Apprenticeships.



Committee of Management

Belinda Curtis

Belinda has worked in human resources for over 15 years in a range of HR and Organisational Development roles with responsibility for leading diversity, OH&S and engagement strategy.

Belinda is currently People and Performance Director at Tip Top and has held senior HR roles at Qantas, Commonwealth Bank, AMP and Colonial State Bank. Whilst at AMP she led the development of that organisation's Work & Family and Diversity strategies.

Belinda has held leadership roles in EEO and Diversity professional networks and began her career as an Occupational Therapist with the Commonwealth Rehabilitation Service.



Samantha Palmer

Samantha Palmer oversees People, Capability and Communication for the Australian Government's Department of Health and Ageing. She is also honoured to be the Department's Disability Champion, advocating for and supporting staff with disability since 2009 and contributing to disability confidence across the Australian Public Service.

The Department has more than 4000 staff with almost 5% identifying as having disability. Samantha instigated and led the development of the Department's innovative People Strategy 2010-2015: Performance through People and is a member of the Department's People Committee, Audit Committee, Change Program Board, and Bullying and Harassment Working Group.

During her time as Disability Champion Samantha has been a driving force in the establishment of the Network for Staff with Disability, the implementation and improvement of the Disability Action Plan, the delivery of enhanced facilities for staff and increased education, awareness and support for staff with disability.

Samantha has a Master of Public Administration from the University of Queensland (1995) and a Bachelor of Business (Communication) from QUT (1990). She edited the Public Interest quarterly journal for the Institute of Public Administration Australia Queensland 2003-2006.



Richard Barnett

Richard is General Manager for Paxus, one of Australia's largest national recruitment organisations for the IT sector. Paxus is a division of the IT services company, CSC, which employs over 100,000 people globally.

Paxus makes over 5,000 staff placements in Australia each year, for many of the country's leading corporate and government organisations. Paxus has been a member of the Australian Network on Disability for 9 years and actively promotes the organisation's aims internally and across Paxus' wide client base. Richard has been with Paxus since 1988 in a variety of senior management roles, and currently manages a \$150m annual recruitment budget. He is also the Australian representative on CSC's Global Diversity Council.



Australian Network on Disability

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