



**Government  
of South Australia**

TRS19D1210

Hon Stephen Mullighan MP  
Member for Lee  
Unit 1, 62 Semaphore Road  
SEMAPHORE SA 5019

**Treasurer**  
Level 8  
State Administration Centre  
200 Victoria Square  
Adelaide SA 5000  
GPO Box 2264  
Adelaide SA 5001  
DX 56203 Victoria Square  
Tel 08 8226 1866  
treasurer.dtf@sa.gov.au

[lee@parliament.sa.gov.au](mailto:lee@parliament.sa.gov.au)

*Stephen*  
Dear Mr Mullighan

**APPLICATION UNDER THE FREEDOM OF INFORMATION ACT 1991**

I refer to your application made under the *Freedom of Information Act 1991* (FOI Act), dated 10 May 2019.

Your application seeks access to:

*"All minutes, briefings and correspondence titled 'SA Public Sector Disability Employment Strategy' as described on the Objective document management system, between 12 July 2018 and 10 May 2019."*

The legislative prescribed timeframe to determine this application has expired and is now deemed to have refused you access to all documents relevant to your application. I refer to my letter dated 26 May 2019 where I sought additional time to make my determination.

The purpose of this letter is to advise you of my determination. An extensive search was conducted within this office. A total of 1 document was identified as answering the terms of your application.

I grant you access in part to 1 document; a copy of which is enclosed.

**Documents released in part**

Document 1 is a briefing sent from the Office of the Commissioner for Public Sector Employment in relation to the SA Public Sector Disability Employment Strategy.

I have determined to release the briefing in part, removing the Commissioner's mobile number, which if released, would be an unreasonable disclosure of personal affairs. I have determined to exempt this information pursuant to clause 6(1).

## Exemptions

### Clause 6 – Documents affecting personal affairs

*A document is an exempt document if it contains matter the disclosure of which would involve the unreasonable disclosure of information concerning the personal affairs of any person*

Please note, in compliance with Premier and Cabinet Circular PC045 - *Disclosure Logs for Non-Personal Information Released through Freedom of Information* (PC045), the Department of Treasury and Finance is now required to publish a log of all non-personal information released under the *Freedom of Information Act 1991*.

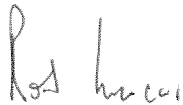
In accordance with this Circular, any non-personal information determined for release as part of this application, may be published on the DTF website. A copy of PC045 can be found at the following address: <https://dpc.sa.gov.au/resources-and-publications/premier-and-cabinet-circulars>. Please visit the website for further information.

As I am determining this application as Principal Officer, Section 29(6) of the Act does not provide for an internal review. If you are dissatisfied with my determination you are entitled to exercise your rights of external review with the Ombudsman.

Alternatively, you can apply to the South Australian Civil and Administrative Tribunal. If you wish to seek a review, Section 39(3) of the Act states you must do so within 30 calendar days of receiving the determination.

If you require any further information, please contact Vicky Cathro on 8226 9769.

Yours sincerely



**Hon Rob Lucas MLC**  
*Principal Officer*

28 August 2019

MINUTE

MINUTES forming ENCLOSURE to

14/11/18  
718/078  
1207822524



Government of South Australia  
Office of the Commissioner  
for Public Sector Employment

File: DPC17/1747

Reg: DPC18D02280

TO: TREASURER

SUBJECT: SA Public Sector Disability Employment Strategy

Background

- As part of a public sector Disability Employment strategy, the OCPSE is entering a 12 month Partnership Agreement with WorkFocus Australia to provide services and support to improve employment opportunities for people with a disability. The service is Commonwealth funded (at no cost), and will be managed by the OCPSE.
- Section 65 of the *Public Sector Act 2009* provides for specific employment groups to be considered for public sector vacancies, including candidates registered with Disability Employment Services (DES) providers.
- The *Disability Inclusion Act 2018* requires State Authorities to have Disability and Inclusion plans with a key focus on improving employment outcomes.
- Currently 1.4% of SA Public Sector employees have a disability. Just over 14% of working age Australians have a disability (Australian Bureau of Statistics, 2015).
- Key elements of the WorkFocus Partnership include;
  - developing strategies to drive disability employment across the public sector
  - directing DES providers to use the I WORK FOR SA website for their clients, and
  - access by public sector agencies to promote vacancies on the SA network of DES providers, reaching more than 160,000 potential candidates.
- The OCPSE will be participating in the International Day of People with Disability event coordinated by Lifetime Support Authority on November 30, and will be promoting the public sector's Disability Employment Strategy.
- A Minute will be communicated to the Minister for Human Services providing an update on the Disability Employment Strategy.
- Should you have any queries, please contact me on [redacted] or [erma.ranieri@sa.gov.au](mailto:erma.ranieri@sa.gov.au).

RECOMMENDATIONS

- That you note the Partnership Agreement between Office of the Commissioner for Public Sector Employment and WorkFocus Australia as part of a Public Sector Employment Disability Employment Strategy.

APPROVED/NOT APPROVED/NOTED

<p><i>Erma Ranieri</i></p> <p>Erma Ranieri COMMISSIONER FOR PUBLIC SECTOR EMPLOYMENT 13 / 11 / 2018</p>	<p><i>N Rob Lucas</i></p> <p>Hon. Rob Lucas MLC TREASURER 18 / 11 / 2018</p>
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Attachments:

- Job Access Partnership Agreement between: OCPSE and WorkFocus Australia

# Job Access

Driving disability employment

## Partnership Agreement

between:

**Office of the Commissioner for Public Sector Employment  
and WorkFocus Australia**

WorkFocus Australia delivers the JobAccess service on behalf of the Australian Government.

The JobAccess Employer Engagement team works to increase employment opportunities for people with disability by supporting employers to realise their disability employment goals and objectives and gain the competitive business advantage of accessing all potential talent.

### Our service offering

To support you make positive change, over the course of 12 months, JobAccess offers at no cost to your organisation:

- A tailored mix of advice, tools and training to build a sustainable disability employment strategy
- Personalised account management by an experienced professional adviser
- Support in promoting the benefits of employing candidates with disability across your business
- Assistance in developing strategies for the attraction, recruitment and retention of people with disability based on 'good' and 'next' practice and innovations
- Support in developing links with Disability Employment Services (a major source of talent nationally)
- Opportunities to network with and learn from other employers
- Advice on a range of other Australian Government assistance to further increase disability employment and facilitate access and funding to relevant programmes
- Active promotion of your progress and achievements to other employers and the broader community (subject to your approval)
- Invitations to events we may offer, including seminars and other training opportunities
- The opportunity to join the JobAccess employer alumni programme (subject to your engagement with our service over the course of the year)

Email: [jobs.ndrc@workfocus.com](mailto:jobs.ndrc@workfocus.com) Phone: 1800 464 800 TTY: 1800 464 800 Fax: 08 9388 7799  
Post: PO Box 1764, Osborne Park DC, WA 6016

## Your commitment

In exchange for our expertise, guidance and the opportunity to promote your achievements over time, we ask that by signing this non-binding agreement you:

- Invest in our relationship to achieve mutually agreed partnership goals and actions
- Work towards increasing the number of people with disability employed by your organisation as a result of this partnership
- Make job vacancies available to candidates with disability through our service and provide feedback on any vacancy outcomes and positive workplace practices that result
- Allow the Department of Social Services to publish your organisation's name on the JobAccess website, indicating your organisation has entered into this agreement
- Contribute to any evaluation or consultation activities conducted by or on behalf of the Department in relation to our services
- Seek to maintain policies and practices which promote the employment of people with disability after the conclusion of this agreement

## Driving disability employment

You will be guided over the term of this agreement by an experienced JobAccess Adviser who will develop a partnership plan based on your business needs.

In addition to regular reviews of your plan, critical to the success of our partnership will be your participation in the following supporting activities:

Timing	Supporting activity
Month 1	<ul style="list-style-type: none"><li>• Self-assessment (discussion or self-directed)</li><li>• On-boarding survey (online)</li></ul>
Month 2	<ul style="list-style-type: none"><li>• Partnership plan developed and signed off (discussion)</li></ul>
Month 6	<ul style="list-style-type: none"><li>• Mid-point review of plan (discussion)</li><li>• Review of vacancy opportunities and / or outcomes (discussion)</li><li>• Partnership satisfaction &amp; impact survey (online)</li></ul>
Month 9	<ul style="list-style-type: none"><li>• Quarter 3 review and identification of key actions for remaining quarter (discussion)</li></ul>
Month 12	<ul style="list-style-type: none"><li>• Key outcomes and wrapping up (discussion)</li><li>• Review of vacancy opportunities and / or outcomes (discussion)</li><li>• Partnership satisfaction &amp; impact survey (online)</li></ul>
Ongoing from partnership completion	<ul style="list-style-type: none"><li>• JobAccess Alumni Programme (invitation subject to your participation over the course of this agreement)</li></ul>
Month 18	<ul style="list-style-type: none"><li>• Review of sustainability and identification of good practice for broader promotion</li><li>• Review of vacancy opportunities and / or outcomes (discussion)</li></ul>

### Partnership contacts

To help us best support your business we require two key contacts for this Agreement.

Name	Title
Primary employer contact:	
Secondary employer contact:	
Primary JobAccess contact: Mina Aziz	Professional Adviser
Secondary JobAccess contact: Karla Fernee	Team Leader

### Prioritising engagement

There is strong demand for this exclusive service offering, limited to 35 employers each year.

We understand that priorities can change and whilst organisations may enter into this agreement with the best intentions, progress can sometimes be slower than desired.

With this in mind, WorkFocus Australia / JobAccess reserves the right to end the partnership, and associated support, promotion and communication activities on the basis that either party is no longer able to fulfil the commitments outlined in this agreement. The opportunity to withdraw from this partnership is also extended to your organisation.

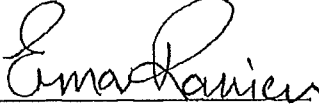
Prior to any action taken on the above, we will make contact to discuss ways to address any concerns around your partnership objectives (which may include suspending the partnership for a mutually agreed period of time).

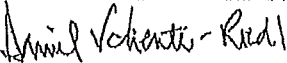
### Duration of this agreement

This Agreement, once signed, will be effective for a maximum of 12 months.

We look forward to working with you to achieve practical and effective outcomes for your business.

Date this agreement effective from:

	<u>ERMA RANIERI</u>	<u>COMMISSIONER FOR PUBLIC SECTOR EMPLOYMENT</u>	<u>17/11/18</u>
Signature (Employer)	Name	Position	Date

	<u>Daniel Vallente-Riedl</u>	<u>General Manager</u>
Signature (JobAccess)	Name	Position