

A network diagram with white nodes and lines on a dark red background, positioned at the top of the page.

Opportunity for change
A new way of working

EMPLOYERS' DISABILITY NETWORK

**This network is designed
to help you achieve your
priorities of:**

- skilled workers
- smarter recruitment
- lower staff turnover
- great customer service
- maximised productivity
- positive social impact.

*Innovation and lasting change
are possible when employers and
disabled people work together.*



John Green, CEO of H & J Smith Department Stores
with Rhiannon Suter of Ministry of Social Development

THE TIME IS RIGHT FOR A NEW APPROACH ON DISABILITY.

High numbers of disabled people are out of work at a time of very low unemployment; despite awareness raising activities and campaigns. Disabled people want to work. They have the skills, knowledge and experience to contribute to your business success. By creating enabling workplaces, employers will attract a wider group of employees and ensure more people can work productively.

Employers of disabled people say:

- they are skilled, motivated and loyal
- they have better, or similar, levels of attendance and productivity
- they have a lower than average accident rate and
- most do not need special equipment or furniture and for those who do, most costs are reasonable and some financial support is available.

Businesses which consider their disabled customers:

- make it easier for everyone to shop with them and
- use their products.



**TO SUPPORT DISABLED
PEOPLE AND INCREASE
WORKPLACE PRODUCTIVITY
THERE IS A NEED FOR:**

- senior management leadership
- greater co-operation, support and advice for employers
- a way for employers and stakeholders to work together to make it easier to employ disabled people and promote inclusion
- a move beyond awareness, into action.

BOTH EMPLOYERS AND DISABLED PEOPLE WILL BENEFIT BY CREATING INCLUSIVE AND ENABLING WORKPLACES.



EMPLOYERS' DISABILITY NETWORK

EMPLOYERS WORKING TOGETHER TO PROMOTE SOCIAL AND ECONOMIC INCLUSION FOR DISABLED PEOPLE.

- employer-owned and led
- mutual benefit for employers and disabled people
- partnership and a voice for employers
- networking – engagement and shared learning with disabled people
- an expert resource and hub guiding members to business-relevant support
- beyond awareness raising – practical solutions reasonable for business and disabled people
- beyond recruitment – research and support to enable improved management processes, customer service and client relationships
- innovation – facilitating projects with talented disabled people, experts and entrepreneurs.

The *Employers' Disability Network* is based on a successful model.

Employers in the UK and Australia have found they have been able to achieve more for disabled people, both inside their own organisations and across society, through working together.

“The UK Employers’ Forum on Disability plays a vital role in business, by making it easier to employ and provide service to people with a disability. At Sainsbury’s, we take every opportunity to strengthen our business, by making working and shopping easier every day for our disabled customers and colleagues.”

HAMISH ELVIDGE, Change director,
SAINSBURY’S SUPERMARKETS LTD

The Employers’ Forum on Disability in the UK was established in 1992 and has over 400 members. www.employers-forum.co.uk

The Australian Employers’ Network on Disability was set up in 2000 and has over 70 members. www.employersnetworkondisability.com.au

THE BENEFITS OF THE EMPLOYERS' DISABILITY NETWORK

THE EMPLOYERS' DISABILITY NETWORK WILL SET THE STANDARD FOR INCLUSION OF DISABLED PEOPLE IN BUSINESS. MEMBERS OF THE NETWORK WILL BENEFIT FROM:

LEVERAGE – The opportunity to join with others to promote policy, services for employers and a culture of inclusion which benefits both business and disabled people.

EXPERTISE – Access to expert knowledge and practical resources.

NETWORKING – Connections with leading businesses, disabled opinion formers and Government policy makers.

INNOVATION – Project and partnership opportunities which can make a real difference to business success and disabled people's lives.

PROFILE – Public recognition for the company's commitment to disabled people.

"I believe everyone deserves a chance. We try to employ people on their merits. If a person is able to do the job that's required, then it doesn't matter if they have a disability or not."

PETER GILLESPIE, Founding Director
EZIBUY

THE ROLE OF FOUNDING MEMBERS

FOUNDING MEMBERS HAVE A UNIQUE OPPORTUNITY TO SHOW LEADERSHIP AND VISION.

They will:

- establish the guiding principles and the legal and funding model of the organisation
- determine the appropriate level of seed investment required to establish the organisation and enable it to operate for the first six months
- decide what services the network will offer its members.

Founding members will have the opportunity to be represented on the board of the organisation and contribute in kind, for example by providing expert legal and management advice or through providing office space, support for travel, communications or other services.

“Because I’ve got something to do I feel a whole different person. It’s given me a lot more confidence.”

GARETH WHITHAM, Employee,
THE WAREHOUSE

A meeting for potential members to discuss the proposed Employers’ Disability Network is being planned. If you are interested in becoming a founding member, please contact us.

The project is supported by
a steering group made up of:

Accident Compensation Corporation
Business New Zealand
Department of Labour
Disabled Persons Assembly
Equal Employment Opportunity Trust
Ministry of Social Development

New Zealand Chambers of Commerce
New Zealand Council of Trade Unions
Office for Disability Issues
State Services Commission and
Workbridge



MINISTRY OF SOCIAL DEVELOPMENT

Te Manatū Whakahiato Ora

New Zealand Government