

Senate Finance and Public Administration Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
SUPPLEMENTARY BUDGET ESTIMATES 2016-17

Prime Minister and Cabinet Portfolio

Department/Agency: Australian Public Service Commission

Outcome/Program: 1.1

Topic: Employees with a disability

Senator: Bilyk

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Question:

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Answer:

- 4329 full time and 1181 part time employees with disability.

Table 1: Number and percentage of employees with disability in the Australian Public Service 2012-2016

Year (at 30 June)	2012	2013	2014	2015	2016
Percentage of APS employees with disability	3.2	3.1	3.3	3.4	3.5
Number of employees with disability	5273	5195	5280	5192	5510

Data about employees within the public service is not easily comparable with other countries. This is due to different definitions of the public sector, different definitions of disability and different ways of collecting the data. Confidential surveys and census report a higher percentage of people with disability compared to data collected from human resource (HR) systems.

Noting these limitations, table 2 provides comparative data from Canada, the United Kingdom and the Northern Ireland.

Table 2: Percentage of employees with disability in the public sector

Country	Estimated percentage of employees with disability in the public sector	Year
Canada	5.6	2014/15
United Kingdom	8.9	2015
Northern Ireland	5.3	2013
Australia (HR systems data)	3.5	2016
Australia (APS employees' census)	8	2016

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- APS recruitment processes are consistent with the UN Convention on the Rights of Persons with Disabilities.
- The Commission is currently reviewing the RecruitAbility scheme. Any changes to the scheme will be dependent on the outcome of this review.
- No. The Commission does not collect information on the range of disabilities identified.
- The Commission provides assistance to accommodate employees with disability.
- The aid may be transferred to another agency, may be stored or acquired by the employee.