

# Myths & Facts



Myth	Fact
<p><b>People with disability can only do unskilled and low-level jobs.</b></p>	<p>People with disability can work at any level or position in an Agency. 34% are managers (see <a href="https://bit.ly/3IHcJGT">Australian Network on Disability: Disability Statistics</a>)  <a href="https://bit.ly/3IHcJGT">https://bit.ly/3IHcJGT</a></p> <p>The Australian Bureau of Statistics reported in 2012 of working-age people with disability who were employed:</p> <ul style="list-style-type: none"> <li>• 19.9% as professionals</li> <li>• 14.1% in administration</li> <li>• 15.2% as technicians and/or in a trade</li> <li>• 11.6% ran their own business</li> </ul>
<p><b>People with disability apply for jobs they just can't do.</b></p>	<p>People with disability have a range of skills, talents, abilities and qualifications (including trade or tertiary). People with disability usually have a clear understanding of their abilities and are unlikely to apply for jobs they cannot do.</p>
<p><b>People with disability can't do the whole job.</b></p>	<ul style="list-style-type: none"> <li>• Not every person with a disability requires job role modification. Like everyone, people with disability will submit a resume and will include their skills when applying for a job.</li> <li>• Some people may need changes to the way work is done or to their work environment.</li> <li>• For example, Parliament house put ramps in place so a Senator who uses a wheelchair could have access.</li> <li>• Workplace adjustments such as flexible work hours, a specific key board or certain type of chair are options that apply to lots of employees, some have a disability.</li> </ul>
<p><b>People with a mental illness never get better.</b></p>	<p>With appropriate treatment and supports, many people can and do recover from mental illness.</p>
<p><b>Only certain 'types' of people experience mental illness.</b></p>	<ul style="list-style-type: none"> <li>• Mental illness is common.</li> <li>• One in five Australians may experience a mental illness at some stage in their life.</li> <li>• Everyone is vulnerable to mental health problems, regardless of age, gender, education, income or culture.</li> </ul>
<p><b>People with disability have higher absenteeism.</b></p>	<p>Disability is not a sickness and there is no evidence to support the claim that people with disability take more sick days.</p>



<b>Myth</b>	<b>Fact</b>
<b>People with disability are less productive.</b>	People with disability are as productive as other employees. Disability does not impact on productivity.
<b>There are higher recruitment, employment and training costs for people with disability.</b>	<ul style="list-style-type: none"> <li>• There are usually no extra costs. Some employees may require inexpensive devices to assist them in their work.</li> <li>• Job Access is a free service that can provide advice and often financial support for workplace adjustments.</li> <li>• Disability Employment Services can also assist you with recruitment and the Job Access process.</li> </ul>
<b>Workers compensation and safety costs are high when you employ people with disability.</b>	<ul style="list-style-type: none"> <li>• Workplace insurance premiums are not based on the characteristics of particular groups of employees (for example number of people with disability employed) but on accidents at work.</li> <li>• There is no evidence that employees with disability are more susceptible to workplace accidents than other employees.</li> </ul>
<b>People with disability require a large amount of support in the workplace.</b>	Most people with disability need little or no support. If an employee does require a support worker, they will organise this.
<b>People with disability don't apply for jobs.</b>	People with disability have twice the unemployment rate of people in the general community. If they aren't applying for jobs with your organisation, look into your recruitment practices.
<b>It's too hard to interview a person with disability, I have to watch everything I say.</b>	<ul style="list-style-type: none"> <li>• It is advised that interview panel members have disability awareness training.</li> <li>• Talking to people with disability can be easy if you follow some simple guidelines: <ul style="list-style-type: none"> <li>• Focus on the person not the disability.</li> <li>• Don't make assumptions about what they can or can't do.</li> <li>• Do ask a person if they have any access needs.</li> </ul> </li> </ul>
<b>Mental health issues will permanently reduce someone's capacity to function in a work environment.</b>	<p>During periods of mental ill health, productivity may be affected, but recovery (and sometimes with supports) generally brings a return to previous functioning levels.</p> <p><a href="https://bit.ly/3bqEyP1">Black Dog Institute: Workplace Mental Health Toolkit</a>  <a href="https://bit.ly/3bqEyP1">https://bit.ly/3bqEyP1</a></p>

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