

the COLLABORATIVE Partnership

to improve work participation

June 2020

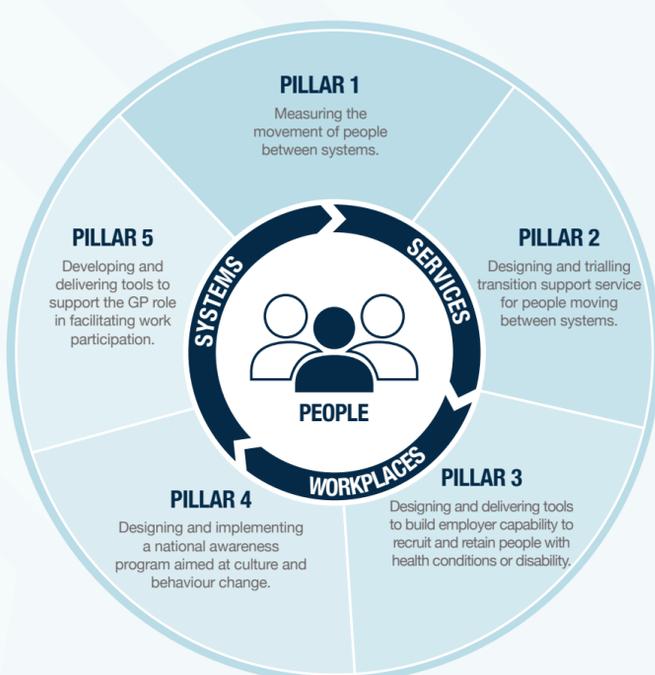
Navigating the new normal

It has been a challenging start to 2020 as we begin to emerge from COVID-19 restrictions and embark on a new normal for Australian communities, families, employers and workers. This has been an unprecedented time for the Australian workforce. Some Australians have lost their jobs, others are working reduced hours, and those that can or need to, are working from home.

Programs that support and promote work participation are more important than ever, particularly for Australians that are injured, ill or living with a health condition or disability.

The good news is we have learned that the Australian workforce can adapt to change.

New technologies, accommodations for working from home and more flexible hours have been a key part of COVID-19. We can apply this same thinking to improving work participation for people that are injured, ill or living with a health condition or disability.



Our strategy 2020-2022

During this challenging time, the Collaborative Partnership has refreshed its strategy to better support Australia's transition to a new normal across five pillars:

1. Measuring the movement of people between systems
2. Designing and trialling transition support service for people moving between systems
3. Designing and delivering tools to build employer capability to recruit and retain people with health conditions or disability
4. Designing and implementing a national awareness program aimed at culture and behaviour change.
5. Developing and delivering tools to support the GP role in facilitating work participation.

Working together with our project leads and partners, we hope to contribute to Australia's return to a COVID-safe working environment that supports diversity, inclusion and contributes to the recovery of sectors and industries.

Employer Research: final phase wraps up

Our Employer Mobilisation Project has completed its final phase working with two national employers to build their capability to take on and support people with a permanent or temporary health condition or disability.

The aim was to design and test workplace interventions to improve their capacity to offer work and ongoing support to these employees following survey results in the project's first phase that found:

50 per cent of employers are not confident in their businesses' ability to support people with a physical or psychological disability or health condition.

Key foundations for success include:

- Executive support and workplace culture
- Education and training
- Acknowledging critical role of managers (seen as the lynchpins)
- Test and learn mindset, understanding change is incremental and ongoing.

Led by the Department of Education, Skills and Employment, the project is a key strategic initiative of the Collaborative Partnership to build employer capability and capacity. The report on Phase Two will be released soon.

[Read More >](#)



"We must ensure businesses apply the learnings from this period to improve inclusion of people with disabilities worldwide"

Caroline Casey
Founder and Director
The Valuable 500

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60%

Percentage of employers that acknowledge a health condition or disability can happen to anyone and inclusive workplaces are key to supporting everyone that is impacted.
Employer Mobilisation Project

COVID-19 factsheet series

Comcare has developed a series of 'Looking after your mental health' factsheets and infographics to assist workers and employers.

[Read More >](#)

ANZSOM Conference presentation

Hear Professor Niki Ellis present at the Australian and New Zealand Society of Occupational Medicine (ANZSOM) conference about the Collaborative Partnership.

[Watch Now >](#)



The Collaborative Partnership is a national alliance working together to improve work participation. We have made some important progress, but there is still work to do to break down barriers in our systems and culture to bring about changes that benefit all Australians.

www.comcare.gov.au/collaborativepartnership

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