



*the*  
**COLLABORATIVE**  
Partnership  
*to improve work participation*

Presented by  
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**Australian Government Department of Jobs & Small Business**

June 2018

A decorative graphic at the bottom of the page consisting of several overlapping, wavy lines in shades of blue and purple.

# Collaborative Partnership launch

## 7 March 2018



## The partnership

- The evidence is clear that participation in good work is good for health and wellbeing.
- Many people with temporary or permanent physical or mental health conditions struggle to find work, recover at work or return to work.
- Bringing together organisations from the public, private and not-for-profit sectors.

## Work participation is critical



Australian performance in employment of people with disability and return to work following ill health or injury has stagnated.



What starts off as temporary ill health can turn into long term disability and worklessness.

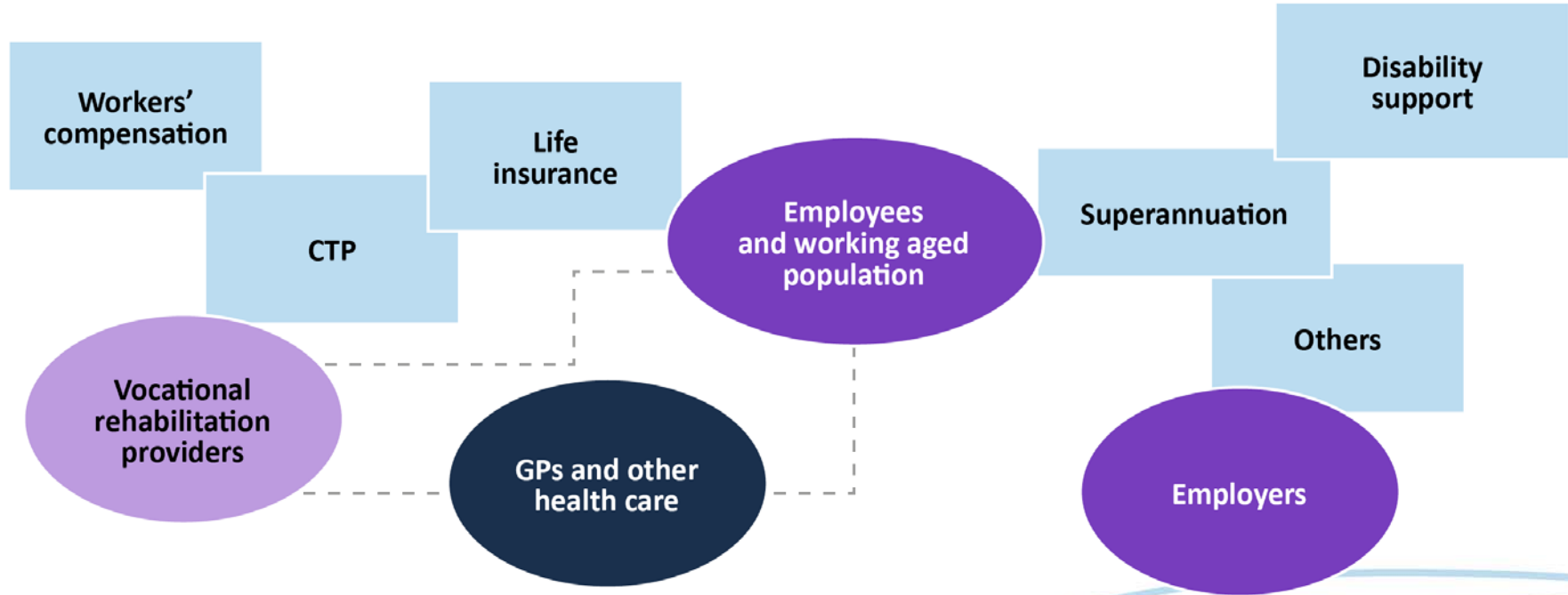


The longer that someone is off work, the more likely they are never to return.




Societal costs include poor health, financial insecurity, social isolation, higher premiums, higher absenteeism, lost productivity and higher health and welfare costs.


# Cross-sector collaboration is needed



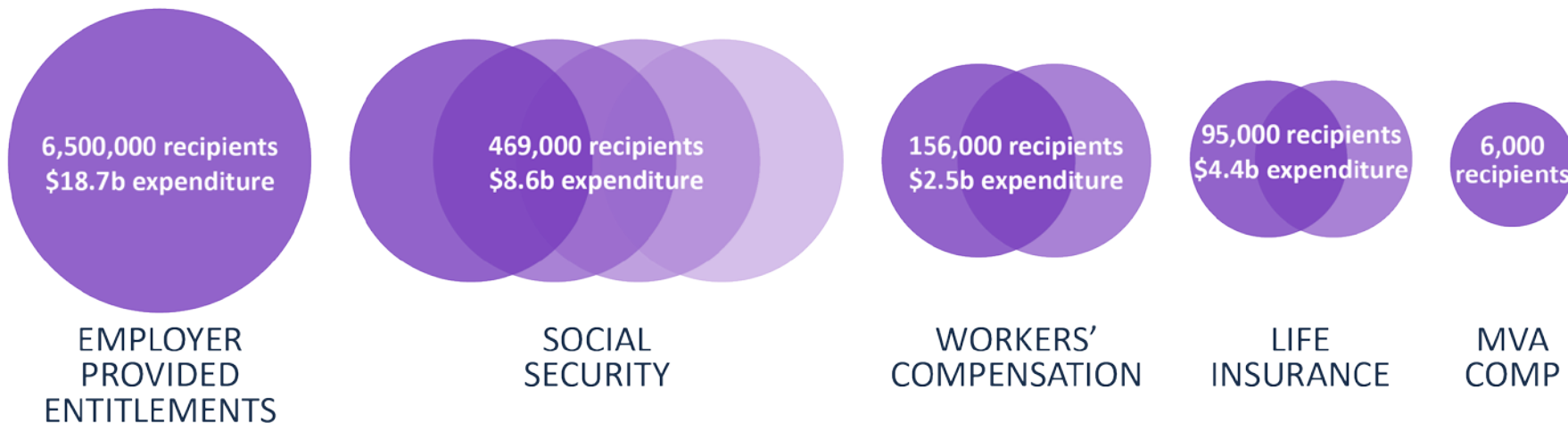
# Four priority areas

1. **Cross sector system** – examining data and services across compensation and benefit systems, identifying the flow of people through systems, finding opportunities to improve services
  2. **Employer mobilisation** – examining attitudes and barriers and improving employers' capacity to provide work opportunities for people with health conditions
  3. **Employee awareness** – improving employees' understanding, promoting their role in using work as a part of their recovery
  4. **GP support** – developing nationally consistent approaches that will help GPs use work as a part of recovery
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# Cross-sector research

- Identify the systems and relevant services
  - Use data to determine the number of people in and moving between systems
  - Explore the supports and services available through each system
  - Consider the interaction of services across the different systems
  - Identify critical points where people move between systems and what is the cause
  - Identify opportunities to improve work and health outcomes
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## Income support systems



\*Estimates by Monash University



# Opportunities for improvement

There are opportunities to improve work and health outcomes through greater cross sector collaboration.



Information  
and data  
sharing



Aligning  
service  
models



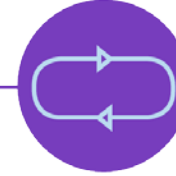
Earlier  
intervention



Employer  
engagement



Product  
and benefit  
design



Better  
system  
transition




Macro level  
policy  
reform

# Employer Mobilisation Project

Lead: Department of Jobs and Small Business

## Purpose

- To identify barriers to employment of people with a temporary or permanent health conditions impacting their ability to work.
  - It will seek to understand expectations, motivations capabilities and practices of employers in relation to recruitment, retention and support of people with health conditions or disabilities
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# Employer Mobilisation Project

Lead: Department of Jobs and Small Business

## Phase 1

- Evidence Review
- Quantitative Survey
  - 1500+ surveys completed from the private sector, with a good spread across business size and different industries
  - Target 1000 surveys from the public sector
- Qualitative workshops
  - Design of qualitative research



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## Phase 2: Development of interventions

- To select and test interventions to improve the capacity of employers to offer appropriate work and include longer-term vocational and career development of people with a temporary or permanent physical or mental health condition.



# Employer Mobilisation Project

## Early Findings

- Noticeable differences in the attitudes between public and private organisations to employment and retention
  - Many small to medium business do not have formal policies about hiring individuals with illness or disability (they do however often have formal return to work policies).
  - Responsibility for workforce participation for people with temporary and permanent physical and mental health conditions was reported as being Government and Big business
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## Next steps and timeframes

Rapid evidence assessment & Review	May 2018
Field Work - quantitative and qualitative research	June 2018
Summary Report	June 2018
Trial interventions identification	Aug 2018
Scope detailed design	Sept 2018
Trial interventions	Feb 2019
Evaluation	June 2019
Findings and final report	June 2019



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[www.comcare.gov.au/collaborativepartnership](http://www.comcare.gov.au/collaborativepartnership)

