



It's easy. Just ask.



Want employees
who help your
business grow?



Want employees
who reflect your
customers?



Want a diverse
team for your
workplace?



Want employees
who help build
your brand?

Your business can benefit from being Disability Confident and it's easier than you think.

Find out the why, what and how of
employing disabled people at
msd.govt.nz/DisabilityConfidentNZ

Share your success stories with other employers
#DisabilityConfidentNZ

Disability confident
employers hire the right
person for the job.
You can too.

DISABILITY

CONFIDENT

It's easy. Just ask.

The attitude of employers and people managers is a critical influence on whether or not disabled people are considered for and hired to roles.

Find out the why, what and how of employing disabled people at msd.govt.nz/DisabilityConfidentNZ

You'll find a wide range of practical and useful information here to support you when hiring disabled people. This includes information on financial and other available assistance and guidance to help you confidently manage recruitment, induction, development, performance and retention of disabled staff.

Cost free support available to Disability Confident employers

Workbridge – is a not-for-profit organisation that can assist you with finding disabled employees, providing you with advice and support on recruitment and follow-up support after hiring. They also administer Support Funds which provide financial assistance to support disabled people and their employers to meet the costs of disability in employment, self-employment and training.

→ workbridgeincorporated.virtuozzo.co.nz

Supported employment agencies – are organisations that can assist you with finding disabled employees suitably skilled for your vacancy, providing you with advice and support on recruitment and follow-up support after hiring. The list of Supported Employment Agencies in your region can be seen at:

→ nzdsn.org.nz/providers

Employer Advice Line – lets you ask any questions, and get information and advice about how best to manage or support new or existing staff with disabilities or health conditions.

→ **0800 805 405 Monday-Friday, 8.30-5.00**

Work and Income – has a range of services and initiatives to support the employment of disabled people. They'll work with you to find out what you need when you employ someone with a disability. Their aim is to match people to jobs that suit their particular skills.

Their recruitment service is free, and they'll work closely with you to understand what your business needs.

They may also be able to provide:

- training or wage subsidies
- funding for modifications or equipment if it's needed
- support to you and your new staff member to help ensure it's a successful placement for everyone.

EmployAbility – is a collaborative approach run by Work and Income to assist disabled people that want to work, to gain or move towards sustainable employment.

If you want to get in touch with Work and Income about their services and assistance you can either:

- talk to a work broker at your local Work and Income service centre
- call Work and Income's Employer line on **0800 778 008**.

ACC – can help with modifications and provide advice about how to assist employees, who have acquired a disability through injury, return to work.

→ acc.co.nz

Additional resources for employers

Lead Toolkit – This comprehensive guide provides practical information and support available when employing disabled staff and can be downloaded at:

→ msd.govt.nz/Lead

Employment NZ – provides a range of resources for employers including a section on employment for disabled people.

→ employment.govt.nz

Employer networks – such as Be.accessible help you connect with other employers who share the vision of improving the use of the talents offered by disabled people.

→ beaccessible.org.nz/be-employed