

## State sector

### Legislation

The State Sector Act “covers human resource management and general management practice, including requiring State services employers to be 'good employers', to promote equal employment opportunities and efficiency in the organisations that make up the service, and to ensure that employees are imbued with the spirit of service to the community. The CRPD also requires State parties to “employ persons with disabilities in the public sector.”<sup>66</sup>

The wider state sector such as Crown entities and local government are also required to be good employers, have equal opportunities programmes and recognise the employment requirements of disabled people.

### Data

The State Services Commission (SSC) no longer collects disability data in the annual Human Resource Capability Survey (HRCS). In the 2005 report the SSC stated, “The collection of disability data in the Public Service is currently under review and disability statistics collected by the survey have not been published since 2002 because of concerns about data quality.”

The HRCS reports on the employment of other equal employment opportunities (EEO) target groups, such as Māori, other ethnic and minority groups and women, and includes representation at senior management levels. Information about the employment of disabled people in the public service comes from the 2006 Household Disability Survey (Statistics New Zealand) and the 2005 Career Progression and Development Survey. *Enabling Ability*,<sup>67</sup> a 2008 report from the SSC on disabled people in the public service reported:

“The Statistics NZ 2006 Disability Survey indicates that 10.4% of the Public Service proxy group workforce has a disability, compared with 11.2% of the total employed labour force.”

### Mainstream Programme

The Mainstream Programme provides a package of subsidies, training, and other support to help people with significant disabilities gain work experience in the State sector. The programme offers a 100% salary subsidy for the first year of employment, and 50% of the salary for the second year as well as funding to meet participants' adaptive technology or specialised assistance costs, training for participants and their supervisors and follow up support.

Currently 221 participants are in the programme, which places over a hundred a year. Mainstream workers are employed in schools and in the public service. The programme leads to permanent work for 41% of participants on average, although not all of the jobs are full-time. Mainstream participants placed in a school are more likely to get permanent work, but that work is more likely to be part-time. Public sector jobs tend to be better paid and for more hours, either fulltime or 30 hours or more a week.

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<sup>66</sup> CRPD Article 27 (1) g

<sup>67</sup> [http://www.ssc.govt.nz/upload/downloadable\\_files/Enabling-Ability.pdf](http://www.ssc.govt.nz/upload/downloadable_files/Enabling-Ability.pdf)