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Stay up to date with the latest developments in Employment Equity

Edition 2/2016

FEEDBACK FROM THE DEPARTMENT OF LABOUR'S EMPLOYMENT EQUITY ROADSHOW

I recently attended a very interesting workshop conducted by the Department of Labour on Employment Equity and they highlighted on the Codes of Good Practice on Employment of Persons with Disabilities.

I learnt the following from the workshop:

- We need to change our mind shift in how we treat disabled people - that is we need to view them as individuals and not as a collection of people.
- We need to reasonably accommodate and adapt their work environment.
- We also need to monitor the criteria for the recruitment of the disabled persons.
- We may need to ask people if they require additional support (reasonable accommodate).
- We must consult with them to make them feel comfortable in the work environment and we need to adapt our Performance Appraisal forms to allow them to complete their essential functions of their job.
- We must consider including the Code of Good Practices on Employment of Persons with Disabilities into your induction training policies and procedures.
- We must respect their disabled condition and we must not make assumptions about their ability to perform certain tasks.
- There are no definite definitions of disabled people and we are told to be guided by the Technical Assistance Guidelines on the Employment of People with Disabilities.

Many of the delegates who attended the training asked for more examples, so let us unpack some examples for you:

- Albinism is a form of disability
- Bipolar Disorder
- Dyslexia
- Diabetes

The top four disabilities in adults could be back problems, heart problems, respiratory disease and arthritis.

Other **Types of Disabilities:**

- Paraplegia
- Multiple sclerosis (MS)
- Hemiplegia

EAST LONDON
JOHANNESBURG
CAPE TOWN
PORT ELIZABETH
DURBAN

T- 043 721 1030
T- 011 483 3722
T- 043 721 1030
T- 041 364 0472
T- 041 364 0472

F- 043 721 1027
F- 011 483 1650
F- 043 721 1027
F- 041 363 0043
F- 041 363 0043

elmarketing@globalbusiness.co.za
jhbmarketing@globalbusiness.co.za
ctmarketing@globalbusiness.co.za
pemarketing@globalbusiness.co.za
dbnmarketing@globalbusiness.co.za



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- Cerebral palsy
- Absent limb/reduced limb function
- Dystrophy
- Polio Mobility
- Vision Disability
- Hearing Disability
- Cognitive or Learning Disabilities
- Physiological Disorder

It must be noted that, for reasons of public policy, certain conditions are not considered a disability as follows:

- Self-imposed body adornments such as tattoos.
- Tendency to steal or light fires.
- Disorders caused by the illegal use of drugs.
- Normal deviations in height, weight and strengths.

Please note that all assessments must be done by a suitably qualified person.

To sum it up:

Global Business Solutions believe that people with disabilities should know that they have the same responsibilities and rights as their able-bodied co-workers and that they should form part of employment equity forums.

People with disabilities should feel comfortable to disclose their disability status to the employer for employment equity reporting purposes. The employer must create a work environment where the people with a disability feel happy and safe.

Contact us for support or system design in respect of Employment Equity and Diversity Training.

Kind Regards

Trish Ryan
Global Business Solutions
trish@globalbusiness.co.za

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