

Funding for Workers with Disabilities or Special Needs

A number of funding arrangements are available for specialist equipment required by workers with disabilities or special needs.

The University has policy and procedures together with resources about disability and employment: <http://www.csu.edu.au/division/hr/equity-diversity-and-support/disability-employment>

An employee may be eligible to apply for a reasonable adjustment of their workplace to assist fulfil the inherent requirements of the role. This is contingent on the adjustment not causing unjustifiable hardship to the organisation which includes “the cost of making the required adjustment in the context of the organisation’s financial circumstances”. The cost of any adjustment would normally be covered by your School.

Job Access

[Job Access](#) may be contacted to conduct a free workplace assessment for those with disabilities that fit their criteria. They can also provide funding toward any adjustments needed (e.g. new chair/desk). Generally this is for a temporary or permanent disability that affects an individual’s everyday work activities and has lasted or is likely to last 2 years.

CSU Workplace Adjustment Fund

CSU has a Workplace Adjustment Fund to assist in covering the costs of more expensive items associated with workplace changes required for those with temporary or permanent disabilities. A work unit can submit a claim to the Finance review Committee (FRC) for review, for the costs above \$1000.00. The costs are spread between the individual’s unit budget and the central funds, depending on the cost of the item. Costs of building modifications (e.g. ramps) remain the responsibility of Facilities Management.

Further Information:

Manager, Work Health and Safety – 02 6338 4029 or ext. 84029

Manager, Workplace Equity and Diversity - 02 6338 4555 or ext. 84555