

SKG Services has adopted the following Disability Policy for implementation in its employment areas of Cleaning and Security delivered to both public and private clients.

The policy outlines the circumstances and conditions which employees can be accepted for work with SKG Services and is linked to the criteria covered in the Disability Services Act NSW (1993) and other states similar legislation.

A DISABILITY CAN BE DEFINED AS.

An intellectual, psychiatric, cognitive, neurological, sensory or physical impairment, or a combination of such impairments; is permanent or likely to be permanent and can result in.

- a) substantially reduced capacity of the person for communication, social interaction, learning or mobility; and
- b) the need for continuing support services.

SKG Services is willing to employ staff who has identified disabilities (as listed above) and in doing so recognises that such employees may need additional training, supervision and longer time frames to reach peak levels of competency.

The company recognises the right of employees with disabilities to request transfers to alternative service and will release such staff and any entitlements and remunerations held for these staff.

The following conditions apply:

SKG Services makes determinations about offering employment to persons deemed eligible for employment based on their relative needs.

If SKG Services has spare employment capacity it accepts the eligible person for duty. If a person is found to be ineligible for employment by SKG Services then the person is recommended to an alternative employer, where such a service exists.

If a person is found to be eligible for employment, but SKG Services does not have a position the person will be placed on a waiting list and regularly informed on the status of the list.

If SKG Services is considering terminating employment we firstly, arrange a meeting with the employee, family and any advocate(s) they nominate to discuss the reasons why the company is planning to take such action. The outcomes of these meetings are always confirmed in writing.

PERFORMANCE STANDARDS – WHS INPUT

The central issue for performance is that all SKG Services employees can perform their cleaning or security tasks to the satisfaction of our clients and that our contracts are not placed in jeopardy. SKG Services also reserves the right to withdraw employment services in situations where its duty of care responsibilities to either its clients or other staff or the general public may be compromised in terms of safety performance.