



People with Disability and Section 66R: Measures to Achieve Equality

Finance is committed to diversifying its workforce and becoming the best place to work for all employees.

We understand the benefits of a diverse and inclusive workplace. It benefits our performance, our employees, and the people of Western Australia. In line with the [Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020 - 2025](#), we are implementing actions to improve how inclusive and diverse we are at Finance.

The information outlined below explains why this opportunity has been advertised to include people with disability.

About equal opportunity in public employment

The [Western Australian Equal Opportunity Act 1984](#) (the Act) recognises that equal opportunity is not necessarily achieved by treating everyone the same.

The Act exists to promote equality of opportunity and to eliminate discrimination for individuals, wherever possible. It also allows discrimination, which would otherwise be unlawful, in a positive way to help achieve equality.

What is Section 66R of the Act?

Section 66R of the Act is **a measure intended to achieve equality related to disability**.

This means people with disability are provided access to facilities, services, or opportunities to meet their unique needs in relation to employment. So, we can make accommodations and adjustments throughout the assessment process as needed.

It also allows us to consider all candidates found suitable and appoint a candidate with disability before the others.

Why is Finance using Section 66R?

We understand the importance of inclusivity and adapting to meet the needs of people living with disability. And we believe our services to the community and to other WA Government agencies, can improve by including the voices of people with lived experience. Increasing representation of people with disability in our workforce can enhance our ability to deliver services that support people with disability in WA.

How will you know I am a person with disability?

Firstly, we encourage you to identify yourself as a person with disability as part of the recruitment process. We appreciate this may not be your preference, but we are genuinely committed to implementing inclusive recruitment practices, so it helps to know who you are.

We only need to be aware of the details of your disability as they relate to your needs throughout the recruitment process. We can then implement adjustments or accommodations as needed.

Is this lawful?

Yes. This is an act of legislation, and it allows organisations to implement measures to improve equality. This makes it lawful to discriminate in favour of a group of people to provide them with the same opportunities as other people, in the areas of life covered by the Act.

For more information, please visit the [Equal Opportunity Commission](#) website.