



**Barkuma works alongside people with disability to find rewarding jobs, learn new skills, explore their talents and be included in the community.**

**Barkuma Employment** is a Disability Employment Service (DES) provider. We specialise in placing people who have a developmental disability in mainstream employment.

We currently support over 300 people in employment in South Australia working in both the private and public sectors.

Barkuma Employment is funded by the Federal Government, so there is no out of pocket expense for your business to utilise our service.



**Barkuma**



barkuma.com.au

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2016 SA CATEGORY WINNER

# Build an Inclusive Workforce

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**Barkuma**



## Why do it?

Employing a person with disability makes good business sense. Overall, employees with disability rate highly on reliability factors including:

- Higher staff retention rates
- Increased customer loyalty
- Lower absenteeism
- Low incidence of workplace injury
- Promote staff morale

## The Barkuma Difference

We support organisations with every step of their new employee's journey. Our free on-site support model includes:

- Finding the right person for your organisation
- Assistance with induction and orientation
- Dedicated Key Worker
- On-site support
- Understanding your organisation

## The Process

We provide tailored assistance to businesses who are looking to employ a person with disability. The most common process we follow includes:



## Wages and Subsidies

Wages for staff are based on the relevant Federal Award. There is a wage subsidy available and attractive incentives for Apprenticeships and Traineeships. Some people are eligible for the Supported Wage System (SWS) which is a productivity-based wage system.



Police Credit Union live by their motto of 'Better Banking' and provide support to like-minded community organisations. With this in mind, when a Police Credit Union employee approached the People and Culture team asking whether they could provide work experience opportunities for people with disability, they jumped at the chance. As Annie Rafferty, People and Culture Manager says "through this request, we saw the opportunity to expand our diversity and inclusion strategy and proposed to implement a monthly work experience program with the view to creating a meaningful position for an individual with an intellectual disability." As the months went on, Annie and the team could see the value Barkuma job seekers added to their business and have employed Jackson 2 days a week. Annie says "we had a genuine requirement for administration support and in partnership with Barkuma, we were able to find the right fit for our role." Jackson's duties include filing, data entry and general administrative tasks.