



Australian Government
Department of Immigration and Multicultural Affairs

**Ceremony to mark the receipt of
the 2006 ACT Chief Minister's Inclusion Award
Inclusion in Medium-Large Business Award**

Mr Andrew Metcalfe
Secretary of the Department of Immigration and Multicultural Affairs
12 January 2007

Introduction

I am delighted to accept this award on behalf of my department.

We have adopted the motto of **people** our business, in this department, and this award reflects our intention to be as active in assisting our own people as the people we serve.

One of the strategic themes we have committed to is to have well-trained and supported staff.

While we often think of this in terms of the training aspect, this award demonstrates a welcome understanding and enthusiasm by the Application Testing Section and their colleagues to focus on how staff can be supported as well as trained.

We have received this award as a direct result of the innovative approach taken by our colleagues in the Application Testing Section to accommodate Andrew Dittmar's needs, and I commend this approach to every leader in this department.

Andrew Dittmar and Raven Kaldare

For those who don't know Andrew, he is a Junior Test Analyst who is highly regarded by his colleagues and supervisors for his enthusiasm, attention to detail and willingness to embrace a dynamic work environment with changing demands.

I know that Andrew's colleagues also respect his determination and ability to undertake his job while facing physical challenges.

Some modifications and accommodations were required to support Andrew's physical needs, but it is his own attitude and the respect and support of his colleagues which has made this job placement a success for Andrew and the Application Testing Section.

I especially commend Raven Kaldare for assisting with Andrews's personal care requirements, while also ably performing the full-time role of a system test analyst.

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Within the department, we now have better practical experience and understanding of how to employ people to provide personal care assistance to another employee, while still undertaking mainstream work duties.

The initiative shown by the Applications Testing Section in hiring Andrew is an excellent example of how we can achieve positive work, social and other outcomes, by being open to new or unfamiliar ways of working.

In meeting Andrew's unique needs we have had to raise and address a series of questions and issues that in turn have opened the doors for the possibility for even further employment of people with disabilities.

I hope that the receipt of this award and the approach we have taken will inspire other employers in the government and the community to embrace similar initiatives and ways of working.

Conclusion

It's increasingly recognised that employment offers a boost in self-confidence, independence and social contact to any employee, irrespective of their background.

On our part, I am delighted that we have such able workers in Andrew and Raven, who are role models for how we can build effective and inclusive teams in our workplace.

I thank the sponsors of the award and the Chief Minister's department and other agencies who have contributed to this outcome, including Community Connections who kindly nominated DIMA for this award.

I also thank Andrew's colleagues who have supported him in making this job placement a success.

And I wish Andrew and Raven every success in their future careers.

Thank you.