



RecruitAbility

Making the Business Case

**Promote diversity:
Remove employment
barriers to persons
with disabilities.**

Disabilities mean high maintenance costs.

Employees with disabilities routinely post productivity and retention rates above the average employee.

Accommodations cost too much.

Less than one-quarter of employees with disabilities need accommodations; about 70% of these cost less than \$500. Most are tax deductible and funding is available.

Those with disabilities are less productive.

Ninety per cent of disabled employees rate average or higher on performance.

Persons with disabilities are not well-educated.

Nearly half of disabled persons in Nova Scotia have a post-secondary education.

Disabled employees have more accidents.

Ninety-eight per cent rate average or better in work safety compared to co-workers without disabilities.

www.cpnnovascotia.ca



The 2010 Lieutenant Governor's Persons with Disabilities Employer Partnership Awards were presented by Her Honour Mayann Francis, centre, to (l-r) Bob Smith, Greenwood MacDonald's; Lori Denton, Digby area Walmart; Marsha Nettle, Halifax-based grocer Pete's Frootique; Jonathan Eavis, Digby area Walmart; Mike Tousevard, OK Tire, St. Peter's; Karen Smith, Greenwood MacDonald's

"For those who aren't familiar with Pete's Frootique, we are a specialty retail grocery and wholesale company operating primarily in HRM. With 280 employees, our success relies on the people that we employ.

We seek to employ people who have a positive attitude, who work well as a team, and who take pride in creating and delivering quality services and quality products. From our experience, people with disabilities that we employ . . . they fit this profile! They are passionate about their work. They want to work. They're reliable and they are committed to doing a good job for Pete's.

Hiring persons with disabilities is not so much about doing the nice thing or doing the right thing, it's good for our business. These people that we employ are being employed for their abilities, not because they have a disability. They contribute 100% equally with our team, every day. And they're contributing to our business success. In terms of accommodations, we haven't found accommodating persons with disabilities to be a barrier for us. When you think about your employees, all individuals have needs in the work place."

- Marsha Nettle, Human Resources Manager, Pete's Frootique; the Halifax grocer was the provincial winner of the Lt.-Governor's Award

You don't need perfect speech to create the perfect bouquet . . .

If you're looking for good employees, look at people for what they *can* do! Look at a person's capability instead of his or her disability.

