Employment of deaf, severely visually impaired or blind people

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We Work on Three Topics

Integration of new employees into working life

Contact between police and civilian population

Employees with disabilities
The working group supports the organization, the team and persons with disabilities:

- before starting to work
  - inform the team about type of disability
  - provide required equipment at the workplace
- everyone can contact us during the training for the job
- we provide mentoring for the first three years

Evaluation after six months, after one year and after three years.

We give a summary of all recommendations so that we can all learn from experience.
Contact between Police and Civilian Population (people with disabilities)

- behaviour towards people with disabilities
- get to know each other
- provide correct assistance
- provide barrier-free information
Employees with Disabilities
650 persons by virtue of the authority’s decision

- show appreciation and respect
- assist after a long-term sick leave
- change management (within the organization)
- they are experienced in the job, and should stay as long as possible in our organization
- representatives support these employees
Overview 2015 to 2018

12/10/2018  Employment of deaf, severely visually impaired or blind people
Natalia Kuttner, 35
- working at the front office desk in the administration (Lower Austrian Federal Police Command) since 2015 – personal contact to people (citizens)
- communication: non-verbal, lip-reading, sign language
- colleagues got basic training in sign language
- found her „dream job“
- collaboration is excellent

In der Polizei verwaltung gibt es für blinde und gehörlose Menschen neue Berufschancen.
Besondere Kollegen im Dienst

Simon Steininger, 24

- Investigation Department, since 1.8. Criminal2015
- Severely visually impaired since birth
- Interpol correspondence
- Deals with detecting counterfeit money
- Leads a counterfeit money database
- Hobbies: volunteer firefighter, Climbing, cross country skiing
- Great commitment
Thank you for your attention!

What are your experiences?
Let’s discuss them…

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