

Disability Service Plan Progress Report - 2014

DPC DISABILITY SERVICE PLAN 2014-2016

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Priority 1	Support people with disability and communities to be well-informed and confident about what the NDIS means for them			
Strategy 1.1	Provide information, in partnership with the National Disability Insurance Agency, to people with disability, families, carers , service providers, government and community about the NDIS			
Actions	Year 1 Products / activities	Progress/ achievements	Stakeholder engagement	Responsible area
<p>1.1.1 DPC will lead negotiations of the NDIS bilateral agreement and will develop, coordinate and monitor agency activities for the efficient and consistent implementation of the NDIS across the Queensland Government, and keep actions on track.</p>	<p>Ongoing negotiations and leadership for NDIS bilateral agreement</p>	<p>During 2014 DPC has supported the Department of Communities, Child Safety and Disability Services' lead role in the negotiation of an NDIS bilateral agreement with the Commonwealth Government. Negotiations remain ongoing with a final agreement expected to be reached during 2015.</p>		<p>Social/Strategic Policy</p>
<p>1.1.2 DPC will oversee integration of disability support services within mainstream service delivery and provide analysis and oversight on policy, budget, capital and fiscal proposals for disability related initiatives.</p>	<p>Ongoing</p>	<p>DPC will support the Department of Communities, Child Safety and Disability Services in this area on finalising the bilateral agreement. Further progress is expected to be during late 2015 and throughout transition to NDIS.</p>		<p>Social/Strategic Policy</p>

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Priority 6	Enhance mainstream services and facilities to enable genuine choice and participation in areas including education, employment, health, justice services and housing			
Strategy 6.3	Promote employment of people with disability in all industries and sectors			
Actions	Year 1 Products / activities	Progress/ achievements	Stakeholder engagement	Responsible area
<p>6.3.1 Review recruitment and selection practices in relation to senior and board appointments to ensure that barriers to the recruitment of qualified people with disability are removed and reasonable adjustment practices and the use of assistive technologies are implemented.</p>	<p>Review governance frameworks and recruitment and selection activities for senior and board appointments</p>	<p>All significant appointments have been made in accordance with Queensland Government legislation and are consistent with the Code of Conduct for the Queensland Public Service.</p>		<p>Corporate Services and Government Services</p>

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Priority 7	Promote genuine participation in the community
Strategy 7.1	Increase opportunities to take part in and enjoy sports, tourism, cultural and recreational activities

Actions	Year 1 Products / activities	Progress/ achievements	Stakeholder engagement	Responsible area
<p>7.1.1 Ensure appropriate facilities, access and services are provided for people with a disability at organised events (including Community Cabinet, Australia Day celebrations, and significant visits, Exhibition exhibits etc.) This will include seeking wherever possible to use venues and locations for planned activities that can be easily accessed by people with disability.</p>	<p>Delivery of events accessible to people with disability.</p>	<p>Throughout 2014, a range of organised events were held at venues that are readily accessible to people with a disability.</p> <p>Facilities provided at such events include access ramps to stage areas, provision of interpreter services for the hearing impaired at events such as the Australian of the Year Awards 2014 and the provision of tailored facilities for invited guests with an identified disability.</p> <p>All Community Cabinet meetings were only conducted in venues that provided disability access and PWD toilet facilities. Ministerial seating plans were designed to allow ready wheelchair access to the Ministers for Disabilities and Communities.</p>		<p>Government Services</p>

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Priority 7	Promote genuine participation in the community
Strategy 7.2	Improve accessibility of public places and spaces

Actions	Year 1 Products / activities	Progress/ achievements	Stakeholder engagement	Responsible area
<p>7.2.1 The department will monitor and actively be involved in the planning of the new 1 William Street (1WS) Building to ensure appropriate building standards and design is applied so that:</p> <ul style="list-style-type: none"> Physical structures such as doorways, steps, stairs do not act as barriers to employees and visitors with mobility issues Building access and facilities are compliant with legislative and building code requirements and support best practices in these areas The design and fit out of the building is sympathetic to and caters for the specific needs of employees and visitors with disability 	<p>Provide ongoing input into the design and fit-out of 1WS</p>	<p>The design of 1WS has been developed in accordance with the relevant legislation and building codes and is compliant with best practice standards. The building design includes fire rated safe havens on each level to allow people with a disability safe access to lifts in the case of an emergency.</p> <p>The building fit-out has been designed to provide end of trip and kitchen facilities designed for ease of use by employees with a disability.</p>		<p>Corporate Services</p>

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Priority 7	Promote genuine participation in the community			
Strategy 7.3	Provide government and public information in diverse languages and accessible formats, including formats that best meet the needs of Aboriginal and Torres Strait Islander people			
Actions	Year 1 Products / activities	Progress/ achievements	Stakeholder engagement	Responsible area
<p>7.3.1 Ensure that website and on-line applications comply with the Web Content Accessibility Guidelines specified in the Queensland Government Enterprise Architecture Information Standard 26.</p>	<p>Review and update web content and applications</p>	<p>The department's website and on-line applications (with the exception of a small number of legacy systems) is fully compliant with the Queensland Government Enterprise Architecture Information Standard 26. All new web applications and content is developed to conform to the Queensland government web content accessibility standards.</p>		<p>Government Services</p>
<p>7.3.2 Develop and publish content on the department's web and social media sites in a format compatible with and accessible by screen readers and other assistive technologies.</p>	<p>Develop and publish web and social media content in accessible formats</p>	<p>All new web and social media content has been developed in accordance with the prescribed standards and guidelines and is compatible with screen readers and other assistive technologies subject to any limitations of the social media providers operating platform.</p>		<p>Government Services</p>

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7.3.3 DPC publications will be made easily available in a range of alternate formats on request.	Provide publications in alternative formats	Most DPC documents are available in an accessible format and the department provides contact details for requests for alternative formats if required. No requests were received for publications in alternative formats during the period this progress report covers.		Government Services
7.3.4 The department will contribute to the disability online website www.qld.gov/disability as required to include information on inclusion, access, anti-discrimination, relevant legislation, disability services, technology innovations, aids, equipment and assistive technology networking opportunities and community engagement.	As required	The department was not required to contribute to the disability online website during the reporting period.		Co-ordination through Government Services

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Other actions	(e.g. policies and procedures; complaints mechanisms; staff attitudes and awareness rising; access to buildings; information and communication; and recruitment and retention)			
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DPC will review its recruitment guides, policies and reasonable adjustment practices to ensure that they do not discriminate against people with disability and provide equal opportunities to people with disability both during the recruitment process and following engagement.	Review recruitment and selection and reasonable adjustment policies and practices	DPC has commenced a detailed review of all recruitment and selection policies and procedures including the application of reasonable adjustment practices for new and existing employees.		Corporate Services
DPC will seek to leverage off existing employment programs across the sector to increase participation of women, Aboriginal and Torres Strait Islanders and peoples from culturally and linguistically diverse backgrounds that have a disability.	Draft Cultural Capability Action Plan	The department, in conjunction with the Public Service Commission, has commenced work on the development of a joint Cultural Capability Action Plan due for release during 2015. The plan will focus on better recognising the cultural heritage and particular requirements of indigenous Australians and on increasing the participation Aboriginal and Torres Strait Islanders in our workforce.		Social Policy

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DPC will undertake regular inspections and Workplace Health and Safety audits to identify décor or facilities that may be obstructive or inadequate for employees or visitors with disability at the Executive Building, 100 George Street.	Conduct regular Workplace Health and Safety audits during the year – at least 2 per year	A number of enhancements were made to facilitate improved access and facilities for people with a disability during 2014. This included replacement of hinged doors on levels 3 and 14 of the Executive Building with sliding door access to secure areas and associated wheelchair level door release buttons. In conjunction with the Department of Housing and Public Works, toilet and shower facilities for persons with a disability were installed on level 5 of the Executive Annex.		Corporate Services