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# Disability Service PLAN

2017–2020

Department of the Premier and Cabinet  
and Public Service Commission



**Queensland**  
Government



## Department of the Premier and Cabinet and Public Service Commission

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### **Message from the Director-General and the Commission Chief Executive**

*All Abilities Queensland: opportunities for all (Queensland State Disability Plan 2017–2020)* showcases a range of actions that the Queensland Government is taking to enable the full participation of people with disability, which will have far reaching and positive outcomes for the whole Queensland community.

The *Department of the Premier and Cabinet and Public Service Commission Disability Service Plan 2017–2020* builds on and complements the key actions outlined in the state disability plan. It identifies a range of specific actions and initiatives that we will implement over the next three years to support the delivery of the National Disability Insurance Scheme (NDIS) and the key Queensland priorities of lifelong learning, employment, essential services, leadership and contribution, and communities for all.

Our plan recognises our collective responsibility for ensuring services and systems are more inclusive for all Queenslanders, particularly for people with disability. It focuses on our ongoing commitment to creating real and lasting change by promoting inclusion and diversity in all its forms.

Our agencies are striving for a workplace that better reflects the diversity of the communities we serve.

Dave Stewart  
**Director-General**  
Department of the Premier and Cabinet

Robert Setter  
**Commission Chief Executive**  
Public Service Commission



## About us

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As our name suggests, DPC's job is to support and provide advice to the Premier and Cabinet so the government's priorities can be met.

We provide a broad range of services to the Cabinet, government Ministers, agencies and the community. As the lead agency in the Queensland Public Service, we work closely with all other agencies to deliver the government's priorities.

The PSC, as a public service office, is not legislatively required to publish a disability service plan, however, as leaders in the Queensland public sector driving diversity and inclusion, the PSC has a specific role in a number of these commitments. Accordingly, the PSC actions and initiatives are incorporated into this plan.

# About disability service plans

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## Purpose of disability service plans

The *Disability Services Act (Qld) 2006* (the Act) provides a foundation for promoting the rights of Queenslanders with disability, increasing their wellbeing and encouraging their participation in community life. This legislation requires all Queensland Government agencies to develop and implement a disability service plan. Disability service plans ensure each agency meets the Act's human rights and service delivery principles, and the government's policies for people with disability. These plans aim to improve access to services across government for people with disability, including more coordinated responses.

## Context

*All Abilities Queensland: opportunities for all (Queensland State Disability Plan 2017–2020)* sets a vision of 'opportunities for all Queenslanders' across five priority areas: (1) communities for all, (2) lifelong learning, (3) employment, (4) everyday services, and (5) leadership and participation to guide action by the Queensland Government and encourage others to act to bring this plan to life.

Disability service plans and the state disability plan align with, and will deliver on, Queensland's commitments under the *National Disability Strategy 2010–2020* (NDS) and its second implementation plan, *Driving Action 2015–2018*. The NDS represents a unified approach by all governments in Australia and the Australian Local Government Association to work together with business and the community towards the vision of an inclusive Australia.

Disability service plans and the state disability plan also complement the Queensland transition to the NDIS, with full implementation by 2019. These plans include actions the Queensland Government will take to support the transition and to ensure mainstream services are responsive and accessible to all Queenslanders with disability.

Additionally, disability service plans and the state disability plan contribute to meeting the Queensland Government's obligations under the *United Nations Convention on the Rights of Persons with Disabilities* (the Convention). The Convention, ratified by Australia on 17 July 2008, obligates all governments in Australia to work towards promoting, protecting and ensuring the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disability and to promote respect for their inherent dignity.

## DPC and PSC are committed to:

- ensuring Queenslanders with disability have the same opportunity to access our services, facilities and systems as all other Queenslanders
- meeting our workforce target of six per cent for people with disability by 2022
- respecting and advancing the needs of families, carers and advocates of people with disability
- providing safe, accessible services appropriate to the needs of Queenslanders with disability
- progressing a coordinated and consultative whole-of-government approach to the delivery of disability services in Queensland
- working across other state government agencies and with the federal government to successfully deliver the NDIS for Queensland.

## Monitoring and reporting

The department will report annually on the implementation of the Disability Service Plan through a yearly progress report.

Information from the annual progress reports on the disability service plan and the state disability plan will also be shared with federal and other state and territory governments as part of reporting on Queensland's commitment to the NDS.

## For more information

For more information about our Disability Service Plan, contact Human Resource Services on (07) 3003 9432 or [allvoices@premiers.qld.gov.au](mailto:allvoices@premiers.qld.gov.au)

## Other languages and formats

The Queensland Government is committed to providing accessible services to Queenslanders from culturally and linguistically diverse backgrounds. If you need an interpreter, please contact the Translating and Interpreting Service (TIS National) on 131 450.

We will provide alternative formats (including large print) on request. If you would like an alternative format, please contact us on (07) 3003 9432 or email [allvoices@premiers.qld.gov.au](mailto:allvoices@premiers.qld.gov.au)

If you use a telephone, typewriter or a computer with a modem, please call the National Relay Service on 133 667 (TTY/voice calls) or 1300 555 727 (speak and listen).

# Communities for all

## Changing attitudes and breaking down barriers by raising awareness and capability

<b>State Disability Plan whole-of-government action</b> —support national communication strategies and activities to promote the National Disability Strategy 2010–2020.		
<b>Overall measure</b> Queensland participates and contributes to NDS communication strategies and activities. (State Disability Plan measure)		
<b>Responsible area</b> Strategy and Engagement (Communication Services), PSC		
<b>Year 1 (2017–2018)</b> Activities/success measure	<b>Year 2 (2018–2019)</b> Activities/success measure	<b>Year 3 (2019–2020)</b> Activities/success measure
Work with the Department of Communities, Disability Services and Seniors (DCDSS) to ensure promotional materials and campaign strategies are best practice.	Work with the Department of Communities, Disability Services and Seniors (DCDSS) to ensure promotional materials and campaign strategies are best practice.	Work with the Department of Communities, Disability Services and Seniors (DCDSS) to ensure promotional materials and campaign strategies are best practice.
Deliver whole-of-government managed social media campaigns and sub-campaigns as appropriate for the (NDS) via: <ul style="list-style-type: none"> <li>• Queensland Government Facebook</li> <li>• Queensland Government YouTube</li> <li>• Queensland Government Instagram.</li> </ul>	Deliver whole-of-government managed social media campaigns and sub-campaigns as appropriate for the NDS via: <ul style="list-style-type: none"> <li>• Queensland Government Facebook</li> <li>• Queensland Government YouTube</li> <li>• Queensland Government Instagram.</li> </ul>	Deliver whole-of-government managed social media campaigns and sub-campaigns as appropriate for the NDS via: <ul style="list-style-type: none"> <li>• Queensland Government Facebook</li> <li>• Queensland Government YouTube</li> <li>• Queensland Government Instagram.</li> </ul>
Conduct internal NDS-related communication via internal online platforms i.e. for Disability Awareness Week and for other DCDSS developed material.	Conduct internal NDS-related communication via internal online platforms i.e. for Disability Awareness Week and for other DCDSS developed material.	Conduct internal NDS-related communication via internal online platforms i.e. for Disability Awareness Week and for other DCDSS developed material.
Deliver external communications and media campaigns that support diversity and inclusion and people with disability.	Deliver external communications and media campaigns that support diversity and inclusion and people with disability.	Deliver external communications and media campaigns that support diversity and inclusion and people with disability.

<p><b>State Disability Plan whole-of-government action</b>—investigate and develop options to provide disability awareness training to Queensland Government frontline staff and to incorporate disability awareness training into Queensland Government induction programs.</p>	<p><b>Overall measure</b></p> <ul style="list-style-type: none"> <li>• Training is progressively provided to agency staff in accordance with approved annual training program. (DPC and PSC measure)</li> <li>• All new staff receive disability awareness training during induction. (State Disability Plan measure)</li> </ul> <p><b>Responsible area</b> Corporate and Government Services (Human Resource Services), PSC</p>	
<p><b>Year 1 (2017–2018)</b> <b>Activities/success measure</b></p>	<p><b>Year 2 (2018–2019)</b> <b>Activities/success measure</b></p>	<p><b>Year 3 (2019–2020)</b> <b>Activities/success measure</b></p>
<p>Provide training and development programs to build a culture that supports inclusive workplace practices including:</p> <ul style="list-style-type: none"> <li>• respectful workplace behaviours</li> <li>• unconscious bias</li> <li>• reasonable adjustment</li> <li>• recruitment and selection</li> <li>• mental health.</li> </ul>	<p>Provide training and development programs to build a culture that supports inclusive workplace practices including:</p> <ul style="list-style-type: none"> <li>• respectful workplace behaviours</li> <li>• unconscious bias</li> <li>• reasonable adjustment</li> <li>• recruitment and selection</li> <li>• mental health.</li> </ul>	<p>Provide training and development programs to build a culture that supports inclusive workplace practices including:</p> <ul style="list-style-type: none"> <li>• respectful workplace behaviours</li> <li>• unconscious bias</li> <li>• reasonable adjustment</li> <li>• recruitment and selection</li> <li>• mental health.</li> </ul>
	<p>Investigate options to incorporate disability awareness training into DPC and PSC induction programs (following rollout of DCDSS pilot program).</p>	
	<p>Investigate options to develop whole-of-sector induction resources.</p>	



## Accessible places and spaces

**State Disability Plan whole-of-government action**—access for people with disability is improved by considering the needs of people with disability when buildings and venues used by the Queensland Government are refurbished or leases renewed, and where possible in choosing venues for Queensland Government run events and meetings.

### Overall measure

Practical guidance and documentation provided to all staff and stakeholders on choosing accessible venues for agency-organised events or meetings. (State Disability Plan measure)

### Responsible area

Cabinet Services, Corporate and Government Services, Office of the Queensland Parliamentary Counsel, Policy Division, Strategy and Engagement, PSC

### Year 1 (2017–18)

#### Activities/success measure

Ensure DPC and PSC buildings and events are accessible wherever possible.

Select venues for agency organised events on the basis of accessibility and suitable facilities for people with disability and their carers.

Respond to any identified needs for event participants and guests.

Provide specialised support services (e.g. AUSLAN signers, companion card and similar support programs) as required.

Respond to identified physical asset modifications on a case-by-case basis.

### Year 2 (2018–19)

#### Activities/success measure

Ensure DPC and PSC buildings and events are accessible wherever possible.

Select venues for agency organised events on the basis of accessibility and suitable facilities for people with disability and their carers.

Respond to any identified needs for event participants and guests.

Provide specialised support services (e.g. AUSLAN signers, companion card and similar support programs) as required.

Respond to identified physical asset modifications on a case-by-case basis.

### Year 3 (2019–20)

#### Activities/success measure

Ensure DPC and PSC buildings and events are accessible wherever possible.

Select venues for agency organised events on the basis of accessibility and suitable facilities for people with disability and their carers.

Respond to any identified needs for event participants and guests.

Provide specialised support services (e.g. AUSLAN signers, companion card and similar support programs) as required.

Respond to identified physical asset modifications on a case-by-case basis.

## Accessible information

**State Disability Plan whole-of-government action**—work towards ensuring Queensland Government information is accessible and provided in multiple formats.

### Overall measure

- All new key Queensland Government information is provided in accessible formats. (State Disability Plan measure)
- Existing content progressively reviewed and updated. (DPC and PSC measure)

### Responsible area

Strategy and Engagement (Communication Services), PSC

#### Year 1 (2017–18)

##### Activities/success measure

Ensure all new agency information is available and published in accessible formats and is able to be converted using common assistive technologies.

Regularly review existing materials and update content to ensure accessibility in multiple formats.

#### Year 2 (2018–19)

##### Activities/success measure

Ensure all new agency information is available and published in accessible formats and is able to be converted using common assistive technologies.

Regularly review existing materials and update content to ensure accessibility in multiple formats.

#### Year 3 (2019–20)

##### Activities/success measure

Ensure all new agency information is available and published in accessible formats and is able to be converted using common assistive technologies.

Regularly review existing materials and update content to ensure accessibility in multiple formats.

**State Disability Plan whole-of-government action**—government policies require Queensland Government websites to meet contemporary Australian Web Content Accessibility Guidelines. Work continues to be undertaken to provide transcripts and/or captions are available for newly created time-based media (i.e. pre-recorded video/audio).

### Overall measure

- All new key website content is accessible and complies with guidelines. (State Disability Plan measure)
- Increase in the number of government websites that meet guidelines. (State Disability Plan measure)

### Responsible area

Office of the Queensland Parliamentary Counsel, Strategy and Engagement (Communication Services), PSC

#### Year 1 (2017–18)

##### Activities/success measure

Review key documentation and website content to ensure compliance with Queensland Government Enterprise Architecture Standard 26 and accessibility standards.

Ensure that all videos compiled and published by the agency on social media are accompanied by text transcripts and closed captions, where practical.

Support government initiatives with new and redeveloped websites in accordance with best practice, websites policy (IS26) compliance and accessibility standards.

#### Year 2 (2018–19)

##### Activities/success measure

Review key documentation and website content to ensure compliance with Queensland Government Enterprise Architecture Standard 26 and accessibility standards.

Ensure that all videos compiled and published by the agency on social media are accompanied by text transcripts and closed captions, where practical.

Support government initiatives with new and redeveloped websites in accordance with best practice, websites policy (IS26) compliance and accessibility standards.

#### Year 3 (2019–20)

##### Activities/success measure

Review key documentation and website content to ensure compliance with Queensland Government Enterprise Architecture Standard 26 and accessibility standards.

Ensure that all videos compiled and published by the agency on social media are accompanied by text transcripts and closed captions, where practical.

Support government initiatives with new and redeveloped websites in accordance with best practice, websites policy (IS26) compliance and accessibility standards.



## Respecting and promoting the rights of people with disability and recognising diversity

<p><b>State Disability Plan whole-of-government action</b>—work towards ensuring Queensland Government legislation, policies and programs are consistent with national commitments under international conventions, consider the needs or interests of people with disability and carers, and promote and uphold the human rights of people with disability.</p>	<p><b>Overall measure</b> Queensland Government legislation, policies and programs demonstrate they have considered the needs of people with disability and carers. (State Disability Plan measure)</p> <p><b>Responsible area</b> Office of the Queensland Parliamentary Counsel, Policy Division, Strategy and Engagement</p>
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Year 1 (2017–18) Activities/success measure	Year 2 (2018–19) Activities/success measure	Year 3 (2019–20) Activities/success measure
Ensure all Queensland Government policy and legislation considers the needs and interests of people with disability and upholds the human rights of people with disability.	Ensure all Queensland Government policy and legislation considers the needs and interests of people with disability and upholds the human rights of people with disability.	Ensure all Queensland Government policy and legislation considers the needs and interests of people with disability and upholds the human rights of people with disability.
Influence federal policy, legislation and programs to consider the needs and interests of people with disability.	Influence federal policy, legislation and programs to consider the needs and interests of people with disability.	Influence federal policy, legislation and programs to consider the needs and interests of people with disability.

<p><b>State Disability Plan whole-of-government action</b>—government services and funded non-government services provide access to language, translating and communication services.</p>	<p><b>Overall measure</b> Language, translating and communication services are available to Queenslanders with disability when accessing Queensland Government provided and funded services. (State Disability Plan measure)</p> <p><b>Responsible area</b> Cabinet Services, Corporate and Government Services, Office of the Queensland Parliamentary Counsel, Policy Division, Strategy and Engagement, PSC</p>
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Year 1 (2017–18) Activities/success measure	Year 2 (2018–19) Activities/success measure	Year 3 (2019–20) Activities/success measure
Provide language, translating and communication services to people with disability and to their carers at DPC and PSC facilities, sponsored events and during recruitment and selection activities.	Provide language, translating and communication services to people with disability and to their carers at DPC and PSC facilities, sponsored events and during recruitment and selection activities.	Provide language, translating and communication services to people with disability and to their carers at DPC and PSC facilities, sponsored events and during recruitment and selection activities.

# Employment

## Leading the way—increasing opportunities in the Queensland public sector

**State Disability Plan whole-of-government action**—implement strategies to reach the Queensland Government target that, by 2022, eight per cent of the Queensland public sector workforce will be people with disability, across attraction, recruitment, retention and career progression and development, for example flexible work practices and inclusion of people with disability in the government employer brand.

### Overall measure

The proportion of people with disability employed in the Queensland public sector workforce increases towards eight per cent by 2022. (State Disability Plan measure)

### Responsible area

PSC, Corporate and Government Services (Human Resource Services, Organisational Culture), Strategy and Engagement (Communication Services)

### Year 1 (2017–2018)

#### Activities/success measure

The PSC will lead a sector-wide project sponsored by the Inclusion Champions of Change agencies to increase the workplace representation of people with disability.

DPC will work collaboratively with the PSC and other Queensland Government agencies to identify strategies to increase employment opportunities for people with disability.

Continue to embed flexibility, inclusiveness and diversity in all human resource processes with a focus on recruitment, selection and capability development.

Enter into a formal agreement with JobAccess to receive a range of specialised support and referral services tailored to meet the recruitment of people with disability.

Disseminate all vacancies through the JobAccess vacancy distribution service.

Support the attraction and retention process of people with disability through appropriate training and awareness programs.

Establish mechanisms with our shared service provider to track people with disability candidates.

### Year 2 (2018–2019)

#### Activities/success measure

DPC will work collaboratively with the PSC and other Queensland Government agencies to identify strategies to increase employment opportunities for people with disability.

Continue to embed flexibility, inclusiveness and diversity in all human resource processes with a focus on recruitment, selection and capability development.

Disseminate all vacancies through the JobAccess vacancy distribution service.

Refresh and deliver relevant and targeted training and awareness programs.

Establish mechanisms to track the number of candidates shortlisted for vacancies who identify as people with disability.

### Year 3 (2019–2020)

#### Activities/success measure

DPC will work collaboratively with the PSC and other Queensland Government agencies to identify strategies to increase employment opportunities for people with disability.

Continue to embed flexibility, inclusiveness and diversity in all human resource processes with a focus on recruitment, selection and capability development.

Disseminate all vacancies through the JobAccess vacancy distribution service.

Refresh and deliver relevant and targeted training and awareness programs.

Establish mechanisms to track the number of candidates appointed to vacancies who identify as people with disability.

Year 1 (2017–2018) Activities/success measure	Year 2 (2018–2019) Activities/success measure	Year 3 (2019–2020) Activities/success measure
<p>Review all recruitment processes including whole-of-government Policy Futures Graduate program to:</p> <ul style="list-style-type: none"> <li>• identify any barriers which could prevent the employment of people with disability</li> <li>• assess external third party provider (screening) performance to ensure identification and notification of people with disability candidate requirements</li> <li>• assess advertising locations and strategies to maximise sourcing of people with disability candidates</li> <li>• modify role descriptions to incorporate statements supporting diversity and inclusion and support services available to candidates upon request.</li> </ul>	<p>Ensure all recruitment processes including the whole-of-government Policy Futures Graduate Program are modified to:</p> <ul style="list-style-type: none"> <li>• minimise barriers for people with disability</li> <li>• establish and implement targeted recruitment activities for people with disability</li> <li>• ensure candidates with a disability and their specific needs are identified at point of application</li> <li>• ensure appropriate reasonable adjustment processes are implemented throughout all stages of the selection process</li> <li>• target advertising to attract people with disability through specialist providers, universities and websites</li> <li>• modify role descriptions to incorporate statements supporting diversity and inclusion and support services available to candidates upon request.</li> </ul>	<p>Ensure all recruitment processes including the whole-of-government Policy Futures Graduate Program are modified to:</p> <ul style="list-style-type: none"> <li>• minimise barriers for people with disability</li> <li>• establish and implement targeted recruitment activities for people with disability</li> <li>• ensure candidates with a disability and their specific needs are identified at point of application</li> <li>• ensure appropriate reasonable adjustment processes are implemented throughout all stages of the selection process</li> <li>• target advertising to attract people with disability through specialist providers, universities and websites</li> <li>• modify role descriptions to incorporate statements supporting diversity and inclusion and support services available to candidates upon request.</li> </ul>
<p>Establish diversity champions and allies across the agency.</p>	<p>Review the effectiveness and success of the diversity champions and allies.</p>	<p>Review the effectiveness and success of the diversity champions and allies.</p>
<p>Develop an agency video to promote our commitment to building an inclusive and diverse workplace for external and internal use.</p>		
<p>Promote campaigns and share personal stories that raise awareness or people with disability through internal communication channels including Yammer, From Dave’s Desk and Newsflash.</p>	<p>Promote campaigns and share personal stories that raise awareness or people with disability through internal communication channels including Yammer, From Dave’s Desk and Newsflash.</p>	<p>Promote campaigns and share personal stories that raise awareness or people with disability through internal communication channels including Yammer, From Dave’s Desk and Newsflash.</p>
<p>Leverage Diversity Data Week and other awareness activities to encourage employees to check and update their diversity information.</p>	<p>Leverage Diversity Data Week and other awareness activities to encourage employees to check and update their diversity information.</p>	<p>Leverage Diversity Data Week and other awareness activities to encourage employees to check and update their diversity information.</p>

## Increasing employment opportunities for Queenslanders with disability

**State Disability Plan whole-of-government action**—promote information, resources and examples of the benefits to businesses of employing people with disability, the assistance available, and how to make the recruitment and employment process more accessible to improve opportunities for people with a disability to participate in employment.

**Overall measure**

Information, resources and best practice case studies uploaded to/linked to website. (State Disability Plan measure)

**Responsible area**

Corporate and Government Services (Human Resource Services, Organisational Culture), Strategy and Engagement (Communication Services)

**Year 1 (2017–2018)**

**Activities/success measure**

Actively support DCDSS, PSC and other agency lead initiatives/campaigns to support the employment of people with disability.

Share stories that promote a culture that recognises and values differences in the workplace.

**Year 2 (2018–2019)**

**Activities/success measure**

Actively support DCDSS, PSC and other agency lead initiatives/campaigns to support the employment of people with disability.

Share stories that promote a culture that recognises and values differences in the workplace.

**Year 3 (2019–2020)**

**Activities/success measure**

Actively support DCDSS, PSC and other agency lead initiatives/campaigns to support the employment of people with disability.

Share stories that promote a culture that recognises and values differences in the workplace.

# Everyday services

## Disability and community supports

<p><b>State Disability Plan whole-of-government action</b>—work with the National Disability Insurance Agency to provide a smooth transition to the National Disability Insurance Scheme.</p>		<p><b>Overall measure</b> All existing eligible clients transition and access services through the NDIS by 30 June 2019. (State Disability Plan measure)</p>	
		<p><b>Responsible area</b> Policy Division, Strategy and Engagement (Intergovernmental Relations, Strategic Policy)</p>	
Year 1 (2017–18) Activities/success measure	Year 2 (2018–19) Activities/success measure	Year 3 (2019–20) Activities/success measure	
Continue to work with other jurisdictions and Queensland Government agencies to shape NDIS policy during the transition and implementation of the full scheme.	Continue to work with other jurisdictions and Queensland Government agencies to shape NDIS policy during the transition and implementation of the full scheme.	Continue to work with other jurisdictions and Queensland Government agencies to shape NDIS policy during the transition and implementation of the full scheme.	
Continue to work with other jurisdictions and Queensland Government agencies to shape policy and outcomes for all people with disability as committed in the NDS.	Continue to work with other jurisdictions and Queensland Government agencies to shape policy and outcomes for all people with disability as committed in the NDS.	Continue to work with other jurisdictions and Queensland Government agencies to shape policy and outcomes for all people with disability as committed in the NDS.	

# Leadership and participation

## Inclusion in consultation, civic participation and decision-making and supporting leadership development

<p><b>State Disability Plan whole-of-government action</b>—consultation and engagement processes are offered in a range of ways, including the use of technology, which maximise the participation opportunities for people with disability, their families and carers.</p>	<p><b>Overall measure</b></p> <ul style="list-style-type: none"> <li>• Increased participation of people with disability in consultation. (State Disability Plan measure)</li> <li>• Options for engagement promoted. (State Disability Plan measure)</li> </ul> <p><b>Responsible area</b> Cabinet Services, Corporate and Government Services (Facilities Management, Information Services), Office of the Director-General, Office of the Queensland Parliamentary Counsel, Policy Division, Strategy and Engagement, PSC</p>	
<p><b>Year 1 (2017–2018)</b> <b>Activities/success measure</b></p> <p>Consult with agency staff with disability, other relevant persons and peak bodies, where relevant, to improve access and participation in the workforce and at agency facilities and venues for people with disability.</p> <p>Investigate the use and suitability of accessibility features on personal devices/systems used by people with a disability to deliver reasonable adjustment through specific software or technology modification.</p>	<p><b>Year 2 (2018–2019)</b> <b>Activities/success measure</b></p> <p>Consult with agency staff with disability, other relevant persons and peak bodies, where relevant, to improve access and participation in the workforce and at agency facilities and venues for people with disability.</p> <p>Utilise any relevant accessibility features on personal devices/systems used by people with a disability to deliver necessary assistive technologies to staff where possible.</p>	<p><b>Year 3 (2019–2020)</b> <b>Activities/success measure</b></p> <p>Consult with agency staff with disability, other relevant persons and peak bodies, where relevant, to improve access and participation in the workforce and at agency facilities and venues for people with disability.</p> <p>Utilise any relevant accessibility features on personal devices/systems used by people with a disability to deliver necessary assistive technologies to staff where possible.</p>
<p><b>State Disability Plan whole-of-government action</b>—Queensland Government agencies consult with people with disability when either developing a disability service plan or implementing disability service plan actions.</p>	<p><b>Overall measure</b> Consultation with people is included in the <i>Disability Service Plans 2017–2020</i>, and/or the implementation of actions. (State Disability Plan measure).</p> <p><b>Responsible area</b> Corporate and Government Services (Human Resource Services, Organisational Culture)</p>	
<p><b>Year 1 (2017–2018)</b> <b>Activities/success measure</b></p> <p>Consult with agency staff with disability and other relevant persons during the development and implementation of specific disability service plan actions.</p>	<p><b>Year 2 (2018–2019)</b> <b>Activities/success measure</b></p> <p>Consult with agency staff with disability and other relevant persons during the development and implementation of specific disability service plan actions.</p>	<p><b>Year 3 (2019–2020)</b> <b>Activities/success measure</b></p> <p>Consult with agency staff with disability and other relevant persons during the development and implementation of specific disability service plan actions.</p>



<p><b>State Disability Plan whole-of-government action—</b>existing leadership programs are accessible and inclusive of Queenslanders with disability.</p>	<p><b>Overall measure</b></p> <ul style="list-style-type: none"> <li>• Application and assessment processes for Queensland Government leadership programs are accessible. (State Disability Plan measure)</li> <li>• Participant demographics for Queensland Government leadership programs are representative of the community. (State Disability Plan measure)</li> </ul> <p><b>Responsible area</b> Corporate and Government Services (Human Resource Services, Organisational Culture), PSC</p>	
<p><b>Year 1 (2017–2018)</b> <b>Activities/success measure</b></p>	<p><b>Year 2 (2018–2019)</b> <b>Activities/success measure</b></p>	<p><b>Year 3 (2019–2020)</b> <b>Activities/success measure</b></p>
<p>Tailor the content, structure and delivery of agency leadership programs to ensure they meet the specific needs of people with disability.</p>	<p>Tailor the content, structure and delivery of agency leadership programs to ensure they meet the specific needs of people with disability.</p>	<p>Tailor the content, structure and delivery of agency leadership programs to ensure they meet the specific needs of people with disability.</p>
<p><b>State Disability Plan whole-of-government action—</b>promote inclusion of people with disability on state government boards, steering committees and advisory bodies to foster ‘change from within’.</p>	<p><b>Overall measure</b></p> <ul style="list-style-type: none"> <li>• Application and appointment processes for Queensland Government boards, steering committees and advisory bodies are accessible to Queenslanders with disability. (State Disability Plan measure)</li> <li>• Increased number of people with disability registered on the Queensland Register of Nominees to Government Bodies. (DPC Measure)</li> </ul> <p><b>Responsible area</b> Corporate and Government Services (Appointments and Constitutional Services)</p>	
<p><b>Year 1 (2017–2018)</b> <b>Activities/success measure</b></p>	<p><b>Year 2 (2018–2019)</b> <b>Activities/success measure</b></p>	<p><b>Year 3 (2019–2020)</b> <b>Activities/success measure</b></p>
<p>Collaborate with DCDSS to promote opportunities for people with disability to be appointed to Queensland Government bodies.</p> <p>Undertake a DPC-lead advertising campaign to encourage people with disability to register on the Queensland Register of Nominees to Government Bodies.</p>	<p>Work with DCDSS to identify and nominate people with disability for agencies, including the Premier’s portfolio government bodies, to consider for future board appointments.</p>	<p>Review success of promoting nominees who are people with disability to agencies for board appointments.</p>

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