

# INTERIM DISABILITY ACTION PLAN 2018–2021

Implementing *Accessible Island: Tasmania's Disability  
Framework for Action 2018–2021*

Department of Health

Department of Communities Tasmania

July 2018

Department of Health

Department of Communities Tasmania



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## *Background to the Interim Disability Action Plan 2018-2021*

*At the time of writing, the Department of Health and Human Services had just experienced a significant restructuring process to split into the Department of Health and the Department of Communities Tasmania.*

*While the formal split occurred at 1 July 2018, the restructuring process will continue for many months to come, and many units will continue to provide services to both agencies for the foreseeable future.*

*In consultation with the Department of Premier and Cabinet, it has been determined that rather than wait for the restructuring process to be finalised, this interim Disability Action Plan would be developed to ensure commitments are met under the whole-of-government Accessible Island – Disability Framework for Action 2018-2021 (Accessible Island).*

*As the restructuring process progresses, this DAP will be updated, and it is anticipated that this interim DAP will be replaced in late 2018 by DAPs for the new Departments of Health and Communities Tasmania.*

*Updates will be made in consultation with business units, senior leaders across both new departments, and representatives who oversee the implementation of Accessible Island.*

*Questions about the impact of the restructuring process on the commitments in Accessible Island can be directed to [hrd@health.tas.gov.au](mailto:hrd@health.tas.gov.au).*

# FOREWORD

We want to live in a Tasmania where people with disability are able to live their lives as they choose, and where there are no barriers that restrict their participation in everyday life and the community.

That's why we are proud to support *Accessible Island: Tasmania's Disability Framework for Action (DFA) 2018-2021 (Accessible Island)*, our whole-of-government plan for ensuring government agencies are providing their services in ways that are accessible, inclusive, and are considerate to the needs of all their clients, including people with disability.

Our *Disability Action Plan 2018-2021 (the DAP)* outlines how we will meet our commitments under *Accessible Island*.

For example, under *Outcome Area 1: Inclusive and accessible communities*, we have made commitments to improve the accessibility of our physical assets, as well as our web-based resources and systems.

Our DAP is supported by a Working Group of representatives across our business units, and I look forward to working with them and community representatives as we implement our commitments over the next few years.

Michael Pervan

Secretary

Department of Health

Ginna Webster

Secretary

Department of Communities Tasmania

July 2018

# BACKGROUND

*Accessible Island* is Tasmania's third Disability Framework for Action (DFA) and has four-year coverage from 2018 to 2021. The DFA is a whole-of-government approach to policy and planning, service delivery and evaluation that seeks to remove barriers and enable people with disability to enjoy the same rights and opportunities as other Tasmanians.

To support the DFA, the Department of Communities Tasmania and Department of Health have prepared this *Interim Disability Action Plan (DAP) 2018-2021* to outline how we will meet the commitments listed under *Accessible Island*, as they relate to the former Department of Health and Human Services (abolished 30 June 2018).

Our DAP complements existing work that the Departments already undertake, including our work to improve, promote, protect and maintain the health, safety and wellbeing of Tasmanians.

## DAP OUTLINE

### Our principles

Our DAP is underpinned by the following principles, as articulated in *Accessible Island*:

- ensuring access to and inclusion for government services, infrastructure and communications;
- collaboration and consultation – agencies will share expertise and collaborate in the planning and development of services, infrastructure and communications; and
- improving employment outcomes in the State Service.

## Key outcome areas

Our commitments are outlined in the following outcome areas:

- Inclusive and accessible communities
- Rights protection, justice and legislation
- Economic security
- Personal and community support
- Learning and skills
- Health and wellbeing

These areas are structured to incorporate commitments under *Accessible Island* and the *National Disability Strategy*.

## Consultation

This document has been developed with input from business units.

Please note our commitments in *Accessible Island* were tested with input from other agencies and representatives of the community through an extensive consultation process. [See \*Accessible Island\* for more information about this process.](#)

## Monitoring and reporting

Human Resources Services, with support from the *Disability Action Plan Working Group (DAPWG)*, will monitor and report on the progress of commitments as per the requirements of *Accessible Island*.

The Secretary will provide oversight of reporting, and present to PDAC as required.

## Evaluation

The DAPWG will be responsible for evaluating the DAP's success.

This will include providing commentary to the Secretary on an annual basis (coordinated by HRMS) about progress, celebrating successes, and flagging any challenges to actioning the DAP as planned.

In addition, when the DAP concludes in 2021, progress against the commitments in *Accessible Island* will be reviewed.

# Outcome Area 1: Inclusive and Accessible Communities

Aim: People with disability live in accessible and well-designed communities with the opportunity for full inclusion in social, economic, sporting and cultural life.

## Actions

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/milestones	Comments
1.1	Conduct appraisals to monitor the compliance of our buildings with the <i>Disability Discrimination Act 1992</i> (Cwth) (DDA) and relevant provisions of the Building Code of Australia.	Ensure Tasmanian Government buildings and events are accessible for the public and our employees.	Asset Management Services	Ongoing	This will include continuing to: <ul style="list-style-type: none"> <li>• identifying compliance issues with physical facilities;</li> <li>• if issues are identified, establish a list of priorities actions to resolve issues as quickly as possible and (if relevant) provide community members with appropriate alternatives;</li> <li>• ensuring any leases are compliant with requirements; and</li> <li>• ensuring appropriate signage is provided to support access.</li> </ul>

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/milestones	Comments
1.5	Provide reasonable workplace modifications for employees with disability as identified through individual occupational assessments (see also Action 3.4)	In addition to the whole-of-government outcome as described above – we also want to ensure that all employees are provided with the support and equipment they need to undertake their duties effectively.	All business units.  Advice and support from HRMS	Ongoing	This will include continuing to: <ul style="list-style-type: none"> <li>• use workplace policies and procedures such as our <i>Workplace Adjustment Procedure</i>;</li> <li>• informing site managers of access issues as required; and</li> <li>• seek advice from specialist disability access consultants as required.</li> </ul>
1.6	Promote the <i>Tasmanian Government Accessible Events Guidelines and Checklist</i> to agencies and event organisers in receipt of Government funding.	As above	All business units	Ongoing	Increase awareness of the guidelines and the practical things event organisers can do to ensure their venues and events are inclusive of people with disability or accessibility issues.
1.8	Promote the universal design principles in procurement for public and social housing.	Continue to increase the supply of affordable housing with accessible design features through Tasmania's <i>Affordable Housing Action Plan 2015-2019</i> and the next <i>Affordable Action Plan 2019-2023</i> .	HDCS	Actions 1.8 – 1.11 are to be delivered by June 2019 with further actions by June 2023.	These actions support our commitment under <i>Tasmania's Affordable Housing Action Plan 2015-19</i> (refer to Action 2, 3 & 12)

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/milestones	Comments
1.9	Build 500 new social housing homes with accessible features including 300 disability-specific units of accommodation with disability features that exceed the <i>Minimum Standards for Social Housing</i> .	As above	HDCS	As above	As above
1.10	Upgrade the public housing portfolio to meet the needs of people with disability and an ageing population, with at least 60 properties to be realigned.	As above	HDCS	As above	As above
1.11	Adopt a long-term asset management approach to upgrade and replace properties with smaller homes that have accessible design features to support people with disability to live independently.	As above	HDCS	As above	As above
1.12	Review Specialist Disability Accommodation (SDA) enrolled under the National Disability Insurance Scheme	As above	HDCS	Ongoing	These actions support our commitment under <i>Tasmania's Affordable Housing Action Plan 2019-2023</i>
1.13	Provide more purpose-built homes for people living with disability	As above	HDCS	Ongoing	

<b>Accessible Island Action No.*</b>	<b>Output/brief description</b>	<b>Outcome articulated in Accessible Island</b>	<b>Lead unit</b>	<b>Key dates/ milestones</b>	<b>Comments</b>
1.19	Support people with disability, their families and carers to build and strengthen supportive networks within the community.	Provide opportunities for people with disability to participate in, and engage with, their communities.	HDCS	Ongoing	While this action will be lead through HDCS initiatives, all business units are encouraged to consider ways of supporting this action.
1.20	Ensure government volunteering programs and opportunities are accessible to people with disability and align with national volunteering guidelines. Raise awareness of the capacity and contribution of people with disability as volunteers.	As above.	Ambulance Tasmania	Ongoing	
1.23	Build working relationships with disability organisations and service providers to provide information and advice on disability issues. This will inform service delivery and policy development and provide a feedback mechanism for people with disability.	Foster a collaborative approach across agencies, with stakeholders and with the Tasmanian community to create inclusive and accessible environments for people with disability.	HDCS	Ongoing	While this action will be lead through HDCS initiatives, all business units are encouraged to consider ways of supporting this action.
1.24	Consult with people with disability on the design and implementation of Tasmanian Government policy and legislation.	As above	HDCS	Ongoing	While this action will be lead through HDCS initiatives, all business units are encouraged to consider ways of supporting this action.

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/milestones	Comments
1.25	Develop a whole-of-government procurement framework that includes comprehensive accessibility criteria for ICT procurement.	As above	ICTS	TBA	<p>We will work with DPAC to implement a whole of government strategy.</p> <p>In the meantime, we will:</p> <ul style="list-style-type: none"> <li>ensure all procurements for new ICT systems (or updates to existing systems) consider accessibility issues;</li> <li>identify and rectify accessibility issues with current systems.</li> </ul>
1.29	Work with Tasmanian Government statutory authorities, state owned companies and government business enterprises to achieve the outcomes of <i>Accessible Island</i> .	As above	All business units	Ongoing	We will seek opportunities to partner with other organisations to deliver the commitments in <i>Accessible Island</i> .
1.31	Develop a Tasmanian Government strategy for digital innovation and ICT that will take into account the need to ensure government digital and ICT services are accessible by customers and staff.	Provide information that is accessible for clients and employees.	ICTS	TBA	We will work with DPAC to implement a whole of government strategy.
1.32	Collaborate across government to share lessons learned and ensure a consistent approach in the maintenance, rebuild and design of intranet and internet sites.	As above	ICTS	TBA	We will work with DPAC to implement a consistent whole of government approach.

Accessible Island Action No.*	Output/brief description	Outcome articulated in <i>Accessible Island</i>	Lead unit	Key dates/ milestones	Comments
1.33	Work towards achieving WCAG 2.0 guidelines for all online material.	As above	Communications	Ongoing	
1.35	Improve readability of our information by: <ul style="list-style-type: none"> <li>• continuing to build on organisational capability by offering both Plain English and Easy Read training opportunities and tools for web content and document authors;</li> <li>• reviewing the accessibility of online forms</li> </ul>	As above	Communications	Ongoing	

# Outcome Area 2: Rights Protection, Justice and Legislation

Aim: People with disability have their rights promoted, upheld and protected.

## Actions

Accessible Island Action No.*	Output/brief description	Outcome articulated in <i>Accessible Island</i>	Lead unit	Key dates/milestones	Comments
2.1	Coordinate and monitor the implementation of measures outlined in the <i>Disability Justice Plan for Tasmania 2017-2020</i>	Improve recognition and response to people with disability across Tasmania's justice system through the <i>Disability Justice Plan for Tasmania 2017-2020</i> .	HDCS	As outlined in <i>Disability Justice Plan for Tasmania 2017-2020</i>	
2.2	Report annually to PDAC on the implementation of the Disability Justice Plan for Tasmania 2017-2020.	As above	HDCS	As above	
2.3	Provide effective responses from the criminal justice system to people with disability who have complex needs or increased vulnerabilities	The <i>Disability Justice Plan for Tasmania 2017-2020</i> will build on actions commenced in the second DFA.	HDCS	As above 2017-2020	

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/milestones	Comments
2.4	Improve support for people with an intellectual disability, cognitive impairment or mental illness, or at risk of entering, the criminal justice system, and on leaving it.	As above	HDCS	As above	
2.5	Maintain and strengthen protections and supports for people with disability who experience, or are at risk of experiencing, violence, sexual assault, abuse and neglect.	As above	HDCS	As above	
2.10	Review the <i>Tasmanian Disability Services Act 2011</i> to: <ul style="list-style-type: none"> <li>• assess operational effectiveness;</li> <li>• ensure congruence with relevant legislation; and</li> <li>• reflect contemporary practice.</li> </ul>	Ensure a contemporary legislative framework for the delivery of, and access to, disability services.	HDCS	Feb 2018	

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/milestones	Comments
2.11	Promote and support the Tasmanian Disability Services Regulations 2015 through the Regulations 2015 – Compliance Project to: <ul style="list-style-type: none"> <li>• help service providers understand the regulations, how to comply with them and where to target continuous improvement activities; and</li> <li>• target future sector training and resources to assist providers with readiness for full scheme NDIS.</li> </ul>	As above	HDCS	Dec 2017	

# Outcome Area 3: Economic Security

Aim: People with disability, their families and carers have economic security, enabling them to plan for the future and exercise control over their lives.

## Actions

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/milestones	Comments
3.1	Implement the <u>Tasmanian State Service Diversity and Inclusion Policy and Framework 2017-2020</u> and develop specific plans in each Agency.	Support the <i>Tasmanian State Service Diversity and Inclusion Policy and Framework 2017-2020</i>	HRMS	2020	Released in May 2017, <u><i>our Workplace Diversity Plan 2017-2020</i></u> supports the implementation of this action.
3.2	Facilitate stronger relationships and identify placements in collaboration with Disability Employment Service providers.	As above	HRMS	Ongoing	

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/milestones	Comments
3.3	Build an inclusive and diverse workplace by: <ul style="list-style-type: none"> <li>• developing an online resource to support all applicants to access information about applying for State Service jobs; and</li> <li>• working with agencies and community groups to identify barriers and initiatives/opportunities to support people with disability who are working or wish to work in the State Service.</li> </ul>	As above	HRMS	HRMS will work with SSMO as they implement these actions across the State Service.  The first is due by June 2018.  The second is ongoing.	Alongside the whole-of-government commitment outlined in action 3.1 – 3.9, we have also committed to: <ul style="list-style-type: none"> <li>- conducting a project to improve recruitment and selection practices – to make them more accessible for all Tasmanians;</li> <li>- roll out a ‘Supportive Workplaces’ campaign to increase employee awareness of flexible and supportive conditions (from mid 2018)</li> <li>- refer to further actions in the <i>Workplace Diversity Plan</i></li> </ul>

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/ milestones	Comments
3.4	<p>Work with agencies to:</p> <ul style="list-style-type: none"> <li>• roll out the Workplace Adjustment Policy Template;</li> <li>• access training and other tools to increase awareness of unconscious bias and inclusive leadership;</li> <li>• improve awareness and use of flexible work across the State Service;</li> <li>• include workforce diversity outcomes as a component of the performance management of senior leaders; and</li> <li>• improve the ability of Human Resource systems to collect self-identified workforce diversity data to support workforce planning and reporting.</li> </ul>	As above	HRMS	<p>HRMS will work with SSMO as they implement these actions across the State Service.</p> <p>These all have differing timelines – refer to <a href="#">The Diversity and Inclusion Framework</a></p>	

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/milestones	Comments
3.5	Develop an online e-learning package for all State Service employees to improve their awareness of the ways to support people with disability in the workplace and when conducting government business.	As above	HRMS	DPAC's date December 2017	We understand that there have been delays in DPAC's project to implement this action. HRMS will continue to support their development and implementation of the module as the project progresses.
3.6	Establish an annual stakeholder survey for community and agency stakeholders to provide feedback on progress of the Diversity and Inclusion Framework and propose new initiatives.	As above	HRMS	DPAC's date June 2017	We understand that there have been delays in DPAC's project to implement this action. HRMS will continue to support this initiative as it progresses.
3.7	Seek opportunities to collaborate with local government, business and the not-for-profit sector to share our experience and identify new opportunities.	Promote inclusive employment practices	HRMS	Ongoing	
3.8	Release the <i>Mental Health Best Practice Framework for workplaces in Tasmania</i> .	As above	MHADD	TBA	
3.9	Continue to support the National Disability Services JobsABILITY and BuyAbility initiatives.	As above	HRMS	Ongoing	

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/ milestones	Comments
3.11	Progress 19 Government Actions that will deliver new affordable supply (broad prevention actions), better access into affordable homes (targeted early intervention actions) and rapid assistance out of homelessness (responsive actions).	Continue to progress the <i>Tasmanian Affordable Housing Action Plan 2015-2019 and the next Affordable Housing Action Plan 2019 - 2023</i>	HDCS	June 2019 – June 2023	
3.12	Develop and progress Government Actions	<i>Tasmanian Affordable Housing Action Plan 2019-23</i>	HDCS	Ongoing	

# Outcome Area 4: Personal and Community Support

Aim: People with disability, their families and carers have access to a range of support to assist them to live independently and actively engage in their communities.

## Actions

Accessible Island Action No.*	Output/brief description	Outcome articulated in <i>Accessible Island</i>	Lead unit	Key dates/milestones	Comments
4.1	<p>Support the transition of eligible participants to the NDIS, and ensure:</p> <ul style="list-style-type: none"><li>• bilateral participant intake targets are met; and</li><li>• continued provision of quality and safe services for clients of specialist disability services in accordance with <i>the Quality Assurance and Safeguards Working Arrangements</i> during the transition to a Full Scheme NDIS.</li></ul>	Transition to the National Disability Insurance Scheme.	HDCS	2016-2019	

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Lead unit	Key dates/ milestones	Comments
4.2	<p>Promote continuous improvement and sector workforce development by:</p> <ul style="list-style-type: none"> <li>managing the implementation of four statewide Commonwealth Sector Development Fund (SDF) projects</li> <li>maintaining a consultative approach and partnerships with the sector during reforms</li> <li>implementing the review of Disability and Community Services (DCS) workforce structure to support transition to the NDIS.</li> </ul>	As above	HDCS	<ul style="list-style-type: none"> <li>SDF – June 2018</li> <li>Ongoing (at least June 2019)</li> <li>DCS – June 2019</li> </ul>	

Accessible Island Action No.*	Output/brief description	Outcome articulated in <i>Accessible Island</i>	Lead unit	Key dates/ milestones	Comments
4.3	Undertake an independent review of children's therapy services in Tasmania with a view to ensuring that children and young people with disability and their families have access to universal and specialist therapy services so that opportunities for developing and learning are optimised within the child's environment and the community.	As above	HDCCS	June 2019	
4.7	Pursue opportunities to support and promote mental health of Tasmanians and help reduce stigma under <i>Rethink Mental Health, Better Mental Health and Wellbeing: A Long-Term Plan for Mental Health in Tasmania 2015-2025</i> .	Support and promote mental health	MHADD	Ongoing	

# Outcome Area 6: Health and Wellbeing

Aim: People with disability attain highest possible health and wellbeing outcomes throughout their lives

## Actions

Accessible Island Action No.*	Output/brief description	Outcome articulated in Accessible Island	Who (lead)	Key dates/ milestones	Comments
6.2	<ul style="list-style-type: none"> <li>Support the implementation of the <i>Healthy Tasmania Five Year Strategic Plan (Healthy Tasmania)</i>. Healthy Tasmania has four priority areas: smoking; healthy eating and physical exercise; chronic condition screening and management; and community connections.</li> <li>Support all Tasmanians to live healthier lives through coordinated care for people suffering chronic disease under the <i>Healthy Tasmania</i>.</li> </ul>	Promote community health and wellbeing.	<b>All business units</b>	As per <i>Healthy Tasmania</i> .	
6.3					



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