

Message from the Director-General

The Department of Agriculture and Fisheries Disability Services Plan 2022-2025 delivers on the Queensland Government’s vision “to help build an inclusive Queensland where all Queenslanders, including the one in five Queenslanders who have a disability, can thrive and reach their full potential as equal citizens. A Queensland where people with disability are respected for their abilities and have equal access to opportunities, to contribute and participate in all that Queensland has to offer.” Our plan contributes to the strategies and actions of the State Disability Plan 2023-2027, developed by the Department of Seniors, Disability Services and Aboriginal and Torres Strait Islander Partnerships. (DSDSATSIP).

Our plan ensures people with a disability have access to the same departmental services, information and facilities that are available to the broader community and details the actions we will be undertaking to improve this access. The plan also acknowledges the right of people with a disability to participate as equitably as others, and as employees they bring to the department a set of unique skills, experiences, perspectives and knowledge. The department will report annually on the actions outlined and contribute to the whole-of-government report.

We will ensure this plan is prioritised and performance against it is closely monitored. Our values are clear – there is much to be gained by embracing diversity and supporting anyone with a disability.



About the department

The Department of Agriculture and Fisheries (DAF) supports efficient, innovative and profitable agriculture, fisheries and forestry industries and is committed to:

- Ensuring people with a disability have the same equality of opportunity in accessing customer services as other members of the community, and will be encouraged and supported to exercise those rights.
- Having sufficient regard to the needs of families, carers and advocates of people with a disability.
- Providing services in a safe, accessible environment appropriate to the needs of people with a disability.
- Working with other government agencies to ensure our services link effectively.

About Disability Services Plans (DSP)

Purpose

The *Disability Services Act 2006* (Qld) (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 DSP. The purpose of DSPs is to ensure each agency has regard to the Act's human rights and service delivery principles, and the government's policies for people with disability. DSPs aim to improve access to services across government for people with disability, including more coordinated responses.

Context

Internationally, the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) provides the framework to promote and protect the human rights of people with disability. Australia has adopted the UNCRPD and is implementing it through Australia's Disability Strategy 2021-31 (ADS).

The ADS has been co-designed with people with disability to provide a strategic framework and outline of the outcomes we need to achieve to advance the human rights of people with disability. It calls on all Australians to ensure people with disability can participate as equal members of society.

Monitoring and reporting

The department will report annually on the implementation of the DSP and contribute to a yearly progress report on the implementation of the State Disability Plan.

Information from the annual progress reports on DSPs and the State Disability Plan will also be shared with the federal and other state and territory governments as part of reporting on Queensland's commitment to Australia's Disability Strategy 2021-31.

DAF is committed to the respect, protection and promotion of human rights in our decision-making and actions.

The Queensland State Disability Plan 2022-2027 aligns with the outcome areas developed for the ADS, which include:



Agency DSPs 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.

Our actions

<i>Our People</i>				
Action	Detail	Measurement	Timing	ADS Outcome Areas
<i>Embed a dedicated disability awareness training module for all staff.</i>	Developing employee understanding of disability through providing information sessions/resources on disability.	Number of staff accessing training module.	Ongoing – report yearly progress.	Safety, Rights and Justice. <u>Policy Priority 4:</u> The rights of people with disability are promoted, upheld and protected.
<i>Provide mental health awareness sessions/ information focussed at managers and supervisors.</i>	Provide education and resources to increase the understanding of mental health issues.	Number of managers/ supervisors participating in training and number of resources developed/ provided.	Ongoing – report yearly progress	Community Attitudes <u>Policy Priority 2:</u> Key professional workforces are able to confidently and positively respond to people with disability.
<i>Promote the inclusion benefits of flexible work arrangements and the purpose and benefits of reasonable adjustments.</i>	Share stories showcasing how we support employees through social channels. Increase participation in, and encouragement of access to flexible work options. Investigate and implement focussed programs for employees with a disability and educate managers about the benefits of an agile workforce.	Number of stories shared and activities undertaken to educate and promote the benefits. The proportion of staff employed in DAF that identify as a person with a disability increases.	Ongoing – report yearly progress	Community Attitudes <u>Policy Priority 1:</u> Employers value the contribution people with disability make to the workforce, and recognise the benefits of employing people with disability.
<i>Provide a disability network and appoint a champion for the network.</i>	Support provided to current employees and leadership accountability for initiatives/strategies implemented.	Champion endorsement of initiatives.	Ongoing – report yearly progress	Community Attitudes <u>Policy Priority 3:</u> Increase representation of

Our People

Action	Detail	Measurement	Timing	ADS Outcome Areas
				people with disability in leadership roles.
<i>Adopt a customised employment model for certain roles (where positions are developed to match the unique skills of the successful applicants).</i>	Diversity recruitment projects managed in conjunction with the business area, HR Corporate (ODEE) and All Abilities sub-group of DAF's Diversity and Inclusion Working Group.	Number of customised employment roles advertised	Ongoing – report yearly progress	Employment and Financial Security <u>Policy Priority 1:</u> Increase employment of people with disability.
<i>Undertake review of intranet content to ensure it is accessible to all staff.</i>	Web team review DAF intranet for accessibility of content for all staff.	Feedback received and updates	Ongoing – report yearly progress	Personal and Community Support <u>Policy Priority 4:</u> People with disability are supported to access assistive technology.
<i>Review existing policies, processes and program relating to Domestic and Family violence with a focus on groups at higher risk such as people living with disability.</i>	HR Corporate review current policies, processes and programs relating to DFV.	Updates to policies, processes and programs required	Ongoing – report yearly progress	Safety, Rights and Justice <u>Policy Priority 3:</u> Policies, processes and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children.

Our Service users

Action	Detail	Measurement	Timing	ADS Outcome Areas
<i>Adequately resource interpretation services across all front-line services.</i>	Language, translating and communication services are available to Queenslanders with disability when accessing DAF's service centre.	Number of times translation services are requested.	Ongoing – report yearly progress	Personal and Community Support Policy Priority 1: People with disability are able to access supports that meet their needs.
<i>Deliver an on-boarding program that includes in the resource pack for managers links to available resources and support when hiring people with disability.</i>	Updated on-boarding resources provided on the intranet to support managers/supervisors when recruiting people with disability.	Resources developed that include support for managers hiring people with disability.	Ongoing – report yearly progress	Personal and Community Support Policy Priority 4: People with disability are supported to access assistive technology.

Our Places

Action	Detail	Measurement	Timing	ADS Outcome Areas
<i>Explore option for environmental audits (including building audits and processes – broader than access for wheelchair users e.g. identifying high sensory environments that may need to be adjusted for people with autism.</i>	Ensure DAF managed buildings and events are accessible wherever possible. Select venues for DAF organised events based on accessibility and suitable facilities for people with disability and their carers. Respond to any identified needs for events participants and guests. Provide specialised support services (e.g. AUSLAN signers) as required. Respond to identified physical asset modifications on a case by case basis.	Practical guidance and documentation provided to all staff and stakeholders on choosing accessible venues for departmentally organised events or meetings.	As required.	Inclusive Homes and Communities <u>Policy Priority 4</u> : The built and natural environment is accessible.

Our Community

Action	Detail	Measurement	Timing	ADS Outcome Areas
<i>Explore options to include/consult government bodies in disability service plan development, implementation and reporting.</i>	Continue to work with DSDSATSIP to promote DSP and review/refine online resources through feedback from other government agency community of practice contacts. Consultation through DAF's Diversity and Inclusion Working Group, including the All Abilities sub-group and staff with lived experience.	Number of consultations held.	As required.	Community Attitudes <u>Policy Priority 1</u> : Employers value the contribution people with disability make to the workforce.