

Disability Service Plan 2017-2020

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Message from the Director General

The Department of Agriculture and Fisheries Disability Service Plan 2017-2020 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 2017-2020 All Abilities Queensland: opportunities for all*, developed by the Department of Communities, Child Safety and Disability Services (DCCSDS).

Our plan ensures people with a disability have access to the same department 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, bringing 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.

I am pleased to support the Department of Agriculture and Fisheries Disability Service Plan 2017-2020.

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 Service 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

All Abilities Queensland: opportunities for all, (State Disability Plan 2017-2020) sets a vision of 'Opportunities for all Queenslanders' and five priority areas to guide action by Queensland Government and encourage others to act to bring the plan to life, being:

- 1) communities for all
- 2) lifelong learning
- 3) employment
- 4) everyday services
- 5) leadership and participation

DSPs 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. It outlines six priority areas for action:

- 1) inclusive and accessible communities
- 2) rights protection, justice and legislation
- 3) economic security
- 4) personal and community support
- 5) learning and skills
- 6) health and wellbeing

Driving Action 2015-2018 builds on the areas in the first NDS implementation plan and outlines four areas of increased national effort being:

- 1) NDIS transition to full scheme.
- 2) Improving employment outcomes for people with disability.
- 3) Improving outcomes for Aboriginal and Torres Strait Islander people with disability.
- 4) Communication activities to promote the intent of the strategy throughout the community.

DSPs and the state disability plan also complement Queensland's transition to the National Disability Insurance Scheme (NDIS), with full implementation in 2019 as outlined in the *Bilateral Agreement between the Commonwealth and Queensland: Transition to an NDIS*. DSPs include actions the Queensland Government will take to support transition and to ensure mainstream services are responsive and accessible to Queenslanders with disability.

Additionally, 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.

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 the National Disability Strategy 2010-2020.

Communities for all

Changing attitudes and breaking down barriers by raising awareness and capability				
Year 1 – 2017-18 Activities/success measure	Year 2 – 2018-19 Activities/success measure	Year 3 – 2019-20 Activities/success measure	Overall measure	Responsible area
Action – Support national communication strategies and activities to promote the National Disability Strategy 2010-2020.				
Work with the DCCSDS to promote the National Disability Strategy.	Ongoing	Ongoing	Queensland participates and contributes to national communication strategies and activities.	All agencies (DCCSDS lead)
Action – Queensland Government ministers act as champions with business, industry and organisational partners within their portfolio to raise awareness of disability and build partnerships and opportunities.				
Work with the DCCSDS to provide portfolio specific information.	Ongoing	Ongoing	Information provided to ministers to support development of partnerships.	All agencies (DCCSDS lead)
Action – Encourage local governments, non-government organisations and businesses to develop disability access and inclusion plans and use processes to engage with people with disability in the design and delivery of services.				
Work with the DCCSDS to identify information to support people with disability in the design and delivery of services.	Ongoing	Ongoing	Information to support local governments, non-government organisations and businesses to develop plans provided on dedicated website	All agencies (DCCSDS lead)
Action – 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.				
Work with the DCCSDS to incorporate successfully piloted disability awareness training into the department's induction program.	Ongoing	Ongoing	Disability awareness program developed and piloted with DCCSDS staff and in DCCSDS induction programs. Explore options to roll out disability awareness training to staff of other Queensland Government departments and induction programs.	All agencies (DCCSDS lead)

Accessible places and spaces				
Year 1 – 2017-18 Activities/success measure	Year 2 – 2018-19 Activities/success measure	Year 3 – 2019-20 Activities/success measure	Overall measure	Responsible area
Action – Improve access for people with disabilities 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.				
Supported by DCCSDS, information is provided to enable DAF staff to choose accessible venues for events and meetings	Information published on the intranet.	Ongoing updates as required.	Guidance provided to staff about how to choose an accessible venue for an event or meeting	All agencies (DCCSDS lead)
Accessible information				
Year 1 – 2017-18 Activities/success measure	Year 2 – 2018-19 Activities/success measure	Year 3 – 2019-20 Activities/success measure	Overall measure	Responsible area
Action – Work towards ensuring all Queensland Government information is accessible and provided in multiple formats.				
Review DAF material available on the intranet, internet and hard copy for accessibility.	Review	Review	Provide all new key Queensland Government materials in accessible formats and progressively review and update existing content.	All agencies (DCCSDS lead)
Action – Government policies require Queensland Government websites to meet contemporary Australian Web Content Accessibility Guidelines. Work continues to be undertaken to make transcripts and/or captions available for newly created time-based media (i.e. pre-recorded video/audio)				
Review DAF content available on the intranet and internet for compliance with guidelines.	Review	Review	All new key website content is accessible and complies with guidelines. Increase in the number of government websites that meet guidelines	All agencies (DSITI lead)

Welcoming and inclusive communities				
Year 1 – 2017-18 Activities/success measure	Year 2 – 2018-19 Activities/success measure	Year 3 – 2019-20 Activities/success measure	Overall measure	Responsible area
Action – Promote uptake of the Companion Card Program by businesses, including Queensland Government venues and events.				
Work with DCCSDS to identify business offering Companion Card Scheme and share information as required.	Ongoing	Ongoing	Number of businesses, offering the Companion Card Scheme.	All agencies (DCCSDS lead)
Respecting and promoting the rights of people with disability and recognising diversity				
Year 1 – 2017-18 Activities/success measure	Year 2 – 2018-19 Activities/success measure	Year 3 – 2019-20 Activities/success measure	Overall measure	Responsible area
Action – Work towards ensuring all 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.				
Policies and programs developed by DAF have included feedback from stakeholders on requirements/needs of people with disability and carers.	Ongoing feedback sought when required.	Ongoing feedback sought when required	New Queensland Government legislation, policies and programs demonstrate they have considered the needs of people with disability and carers in development and implementation.	All agencies (DCCSDS lead)
Action – Government services and funded non-government services provide access to language, translating and communication services.				
Engagement of interpreter services (where appropriate) is undertaken. Information is easily accessible to customers and staff on how to engage interpreters.	Ongoing	Ongoing	Language, translating and communication services are available to Queenslanders with disability when accessing Queensland Government provided and funded services.	All agencies (DCCSDS lead)

Safe, healthy and respectful relationships				
Year 1 – 2017-18 Activities/success measure	Year 2 – 2018-19 Activities/success measure	Year 3 – 2019-20 Activities/success measure	Overall measure	Responsible area
Action – Implement early awareness strategies in approach to mental health in the workplace, including an education campaign for early detection of mental health issues and stress in the workplace.				
Information available as a part of DAF's Health and Safety Management System.	Awareness sessions and news items provided.	Ongoing	DAF staff are aware of strategies for early detection of issues relating to mental health and stress in the workplace.	All business areas (HR lead)

Employment

Leading the way – increasing opportunities in the Queensland public sector				
Year 1 – 2017-18 Activities/success measure	Year 2 – 2018-19 Activities/success measure	Year 3 – 2019-20 Activities/success measure	Overall measure	Responsible area
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.				
Partner with employment agencies and universities to increase attraction of people with disabilities to graduate positions available in DAF. Review our reasonable adjustment policy to ensure accessibility for people with disabilities to employment opportunities in DAF.	Ongoing, supported by EEO data response rates.	Ongoing, supported by EEO data response rates.	The proportion of people with disability employed in the Queensland Public Sector workforce increases towards eight per cent by 2022.	All agencies (PSC lead)

Increasing employment opportunities for Queenslanders with disability				
Year 1 – 2017-18 Activities/success measure	Year 2 – 2018-19 Activities/success measure	Year 3 – 2019-20 Activities/success measure	Overall measure	Responsible area
Action – Promote information, resources and examples of the benefits to businesses of employing people with disability, the assistance available, how to make recruitment and employment process more accessible to improve opportunities for people with a disability to participate in employment.				
Work with DCCSDS to identify information and good practice case studies that promote benefits of employing people with disability and published to identified DCCSDS dedicated website.	Ongoing	Ongoing	Information and good practice case studies published to the dedicated website.	All agencies (DCCSDS lead)

Everyday services

Disability and community supports				
Year 1 – 2017-18 Activities/success measure	Year 2 – 2018-19 Activities/success measure	Year 3 – 2019-20 Activities/success measure	Overall measure	Responsible area
Action – Work with the National Disability Insurance Agency to provide a smooth transition to the National Disability Insurance Scheme.				
Work with DCCSDS to ensure smooth transition to the National Disability Insurance Scheme.	Ongoing	Ongoing	All existing eligible clients transition and access services through the NDIS by 30 June 2019.	All agencies (DCCSDS lead)

Leadership and participation

Inclusion in consultation, civic participation and decision making and supporting leadership development				
Year 1 – 2017-18 Activities/success measure	Year 2 – 2018-19 Activities/success measure	Year 3 – 2019-20 Activities/success measure	Overall measure	Responsible area
Action – 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.				
Investigate different mediums for consultation and engagement to ensure participation for people with disabilities.	Implementation of options is appropriate.	Ongoing	Increased participation of people with disability in consultation and options for engagement promoted.	All agencies (DCCSDS lead)
Action – Queensland Government agencies to consult with people with disability when developing a disability service plan or implementing disability service plan actions.				
Consult and participate at community of practice meetings (DCCSDS organised) and whole of government agency workshops and forums.	Ongoing participation by DAF representative.	Ongoing participation by DAF representative.	Queensland Governments Disability Service Plans 2017-2020 include details of consultation with people with disability or details of consultation with people with disability in the implementation of actions is reflected in reporting.	All agencies (DCCSDS lead)
Action – Promote inclusion of people with disability on state government boards, steering committees and advisory bodies to foster ‘change from within’.				
Work with DCCSDS to ensure all DAF boards, steering committees and advisory bodies are accessible to people with disability.	Ongoing	Ongoing	Application and appointment processes for Queensland Government boards, steering committees and advisory bodies are accessible to Queenslanders with disability.	All agencies (DCCSDS lead)
Action – Existing leadership programs are accessible and inclusive of Queenslanders with disability.				
Work with DCCSDS to ensure leadership programs are accessible and inclusive of Queenslanders with disability.	Ongoing	Ongoing	Application and assessment processes for Queensland Government leadership programs are accessible and participant demographics for Queensland Government leadership programs are representative of the community.	All agencies (DCCSDS lead)