

2010–2020

National Disability Strategy

Second Implementation Plan

Driving Action 2015–2018



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Foreword

The *National Disability Strategy 2010–2020* (the strategy) represents a shared national approach to improving the lives of Australians with disability, their families and carers. Endorsed by the Council of Australian Governments in February 2011, the strategy is based on the belief that all Australians—including the 20 per cent with disability—should have fair and equal access to the full range of mainstream programs and services available; whether it is employment, healthcare, education, transport, housing or public facilities and infrastructure.

The vision of the strategy is for ‘*an inclusive Australian society that enables people with disability to fulfil their potential as equal citizens*’. With this vision firmly in mind, the strategy’s six outcome areas were developed in consultation with people with disability and reflect the principles of the United Nations *Convention on the Rights of Persons with Disabilities*, to which Australia is a signatory. They are:

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.

All governments remain committed to driving change across each of these outcome areas as the strategy is implemented over the coming years. The first implementation plan, *Laying the Groundwork 2011–2014*, established the foundations to bring about reform in the planning and delivery of both mainstream and disability-specific programs and services. This first stage of implementation has seen significant progress towards the creation of more inclusive support systems. These support systems will provide greater opportunity for participation, as well as an essential underpinning for the gradual rollout of the National Disability Insurance Scheme (NDIS). All governments acknowledge there is much more to be done to achieve the strategy’s vision.

The strategy’s second implementation plan, *Driving Action 2015–2018*, builds on actions that are contributing to improved outcomes for people with disability and includes a commitment to new actions where more effort is needed across each of the strategy’s outcome areas. The plan draws on the strategy’s first biennial progress report which provides a high-level view of where mainstream reforms have had a positive impact on the lives of people with disability, together with areas where further work needs to be done.

Similarly, people with disability, through their representative organisations, have contributed their views on where future improvements can be made through the strategy’s second phase of implementation. A national forum, held in Melbourne on 16 February 2015, provided an important opportunity for representatives of people with disability to engage with disability ministers and the Australian Local Government Association on the development of the second implementation plan.

Together with actions designed to further enhance efforts by all governments to achieve the strategy's outcomes and vision, a significant feature of *Driving Action 2015–2018* is the inclusion of four areas of increased national effort. These areas focus on:

- NDIS transition to full scheme
- improving employment outcomes for people with disability
- improving outcomes for Aboriginal and Torres Strait Islander people with disability
- communication activities to promote the intent of the strategy throughout the community.

Driving Action 2015–2018 provides an overarching framework for policy action and areas of national cooperation. This overarching framework will be supported by an Australian Government action plan, state and territory disability plans, and individual local government plans. Importantly, a new Australian Government plan to improve outcomes for Aboriginal and Torres Strait Islander people with disability will complement the strategy's second implementation plan.

In addition, the Australian Government is working with peak organisations, service providers and subject matter experts to develop an Integrated Plan for Carer Support Services to streamline and better coordinate carer support services. The plan has two stages. Stage one resulted in the launch of the National Carer Gateway on 14 December 2015. Carer Gateway helps carers to navigate the system of support and services available by providing carer-specific information through a national phone service, website and service finder. Stage two, commencing in 2016, is a co-design process for the development of a future integrated carer support service. The vision for the new service proposes a philosophical shift towards a preventative model by raising awareness and focusing on delivery of services which are proven to have long term outcomes for carers.

All levels of government will continue to work towards bringing about a community-wide shift in attitudes and responses to disability that, ultimately, will remove the barriers to participation and lead to a more inclusive Australian society.

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Introduction

The *National Disability Strategy 2010–2020* (the strategy) provides a ten-year national policy framework for all levels of government to drive a more inclusive approach to the design of policies, programs and infrastructure so that people with disability can participate in all areas of Australian life. Developed in consultation with people with disability, their families, carers and representative organisations across Australia, the strategy is a living document designed to be updated and reviewed across its ten-year lifespan.

The strategy's first report to the Council of Australian Governments outlined a blueprint for implementation.¹ The blueprint included the development of three separate implementation plans to be rolled out over the life of the strategy. The initial implementation plan—*Laying the Groundwork 2011–2014*²—established the foundations for influencing policy development across all levels of government, bringing about change in the delivery of both mainstream and specialist programs and services. The plan focused on six main actions for driving change across each of the strategy's outcome areas:

1. influencing the mainstream support system through periodic reviews of Council of Australian Governments national agreements and national partnerships
2. the appointment of Disability Champion Ministers
3. improving the evidence base
4. developing, reviewing and implementing state and territory government disability plans and initiatives
5. involving people with disability in the development and implementation of government policies and programs, not just disability-specific policies and programs
6. embedding change through areas of national cooperation.

The second and third implementation plans—*Driving Action 2015–2018* and *Measuring Progress 2019–2020*—are intended to identify and outline new and emerging priority action areas, as well as consolidating existing efforts to achieve better outcomes for people with disability.

1 *Laying the Groundwork 2011–2014* is included in the *National Disability Strategy 2010–2020: Report to the Council of Australian Governments 2012*

2 <http://www.dss.gov.au/nds>



Driving Action 2015–2018 builds on the six main actions identified in the strategy’s first implementation plan, committing all levels of government to continued effort to improve outcomes for people with disability across the strategy’s outcome areas. In addition, this second implementation plan outlines four areas of increased national effort:

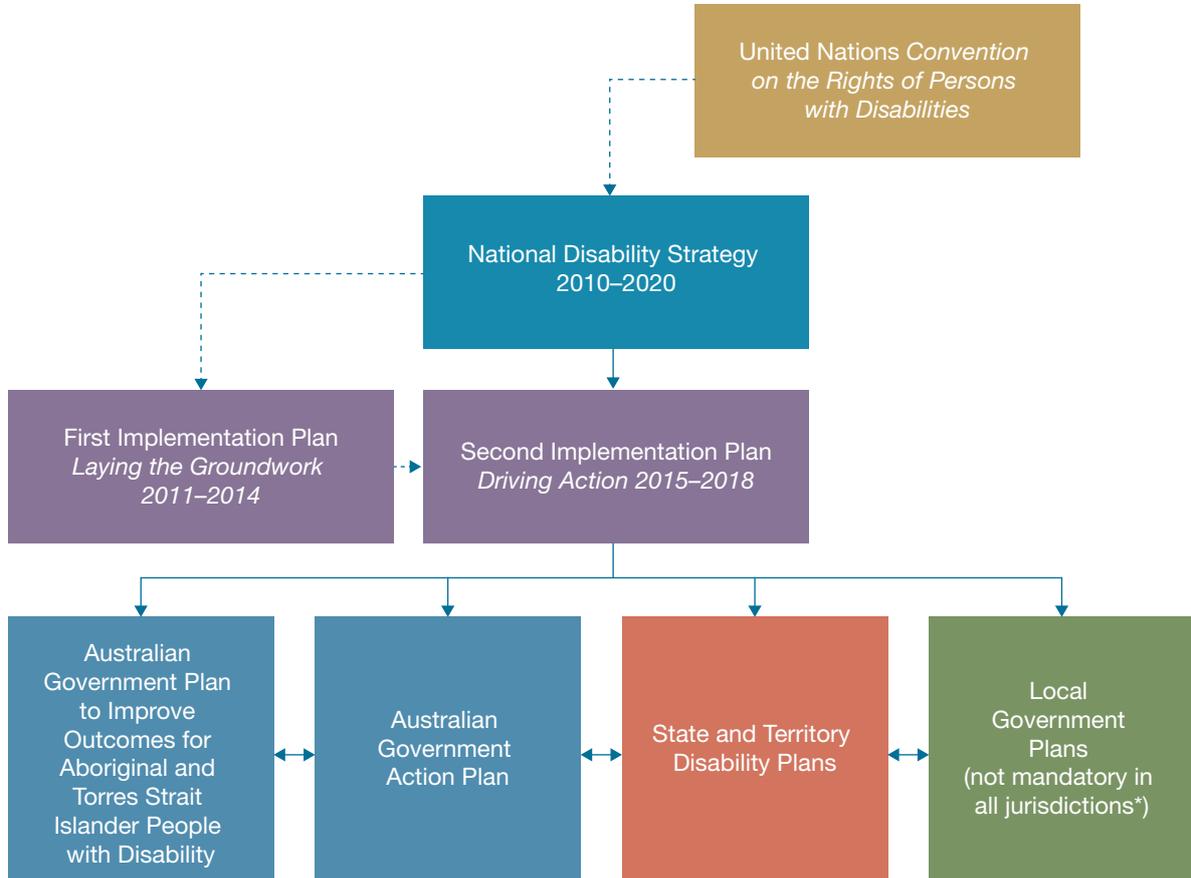
- NDIS transition to full scheme
- improving employment outcomes for people with disability
- improving outcomes for Aboriginal and Torres Strait Islander people with disability
- communication activities to promote the intent of the strategy throughout the community.

Providing an overarching framework for the strategy's second implementation phase, *Driving Action 2015–2018* will be supported by the following key elements:

- **Australian Government Action Plan:** This plan will represent the Australian Government's commitment to tangible actions that will drive implementation of the strategy across Commonwealth portfolios between 2015 and 2018. Australian Government agencies will identify actions related to disability-specific and mainstream policies and programs that will work towards achieving the strategy's vision of 'an inclusive Australian society that enables people with disability to fulfil their potential as equal citizens'.
- **Australian Government Plan to Improve Outcomes for Aboriginal and Torres Strait Islander People with Disability:** Positioned alongside the *Australian Government Action Plan*, this plan will align with the National Disability Strategy and will aim to close the gap in Aboriginal and Torres Strait Islander disadvantage. The Australian Government recognises that disability is experienced in many diverse ways within Aboriginal and Torres Strait Islander communities, and that programs designed to assist the wider cohort of people with disability may not necessarily meet the specific needs of Aboriginal and Torres Strait Islander people with disability.
- **State and territory disability plans:** Each jurisdiction has an individual plan to drive improved outcomes for people with disability. These plans are an important means of ensuring that essential public services and infrastructure are accessible and inclusive of people with disability.
- **Local government disability plans:** Many local governments have developed disability plans, and in some states and territories these plans are mandatory. Additional resources will be developed to support local governments to develop plans that align with the strategy, and to encourage them to ensure their activities are inclusive of people with disability.

The interrelationships between key elements that support the implementation of the strategy are represented in Figure 1.

Figure 1: *Driving Action 2015–2018*—key elements



* Councils in some jurisdictions are required by legislation to develop Disability Access and Inclusion Plans. In jurisdictions where it is not mandatory, councils may voluntarily develop disability plans, or include disability planning in their social inclusion or equal access plans.

Outcomes of the strategy

The strategy outlines six main outcome areas, as follows:

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.

These outcome areas are aligned with the principles of the United Nations *Convention on the Rights of Persons with Disabilities*,³ and establish a framework to monitor the implementation of the Convention in Australia. The strategy has become an important mechanism to ensure that the principles underpinning the Convention are incorporated into all policies, services and programs affecting Australians with disability, their families and carers.

In this way, the strategy plays an important role in protecting, promoting and fulfilling the human rights of people with disability. As part of its vision for an inclusive Australian society, the strategy is also responsive to the recommendations of the Universal Periodic Review (UPR). The UPR provides a framework for United Nations member states to engage with civil society and the community in discussions about human rights, including those in relation to people with disability. A particular priority continues to be the development of measures to address violence against people with disability, and abuse and neglect of people with disability in institutional and residential settings.⁴

During the strategy's second implementation phase, four areas will receive increased national effort. The identification of these areas of national cooperation has been informed by feedback from people with disability, their representative organisations and other stakeholders. They are also consistent with broader government priorities, such as improving employment outcomes for people with disability and improving outcomes for Aboriginal and Torres Strait Islander people with disability. It is important to note that additional effort focused on these particular areas will complement both new and ongoing work being undertaken across all six outcome areas of the strategy.

All governments remain committed to ongoing effort to implement new and existing actions across the strategy's six outcome areas. These actions are outlined in detail within each of the key plans that sit beneath this overarching implementation plan. Examples of actions, at both the Commonwealth and state and territory level, are outlined in Appendix A.

Recognising the diversity of people with disability

The strategy promotes an inclusive agenda, recognising that people with disability are as diverse as the broader Australian community. While not focused on the range of barriers that may be experienced by any one particular cohort, the strategy aims to be applicable to all people with disability. The strategy's broad applicability does not detract from acknowledging that people with disability have a lived experience that is influenced by their specific needs, priorities, perspectives and personal circumstances. When developing actions under the strategy, it is recognised that people with disability are not a homogenous group; but, rather, a group of individuals whose lived experience inherently differs from one another.

3 <http://www.un.org/disabilities/convention/conventionfull.shtml>

4 The Australian Government is currently considering the findings and recommendations of a report by the Senate Standing Committee on Community Affairs on *'Violence, abuse and neglect against people with disability in institutional and residential settings, including the gender and age related dimensions, and the particular situation of Aboriginal and Torres Strait Islander people with disability, and culturally and linguistically diverse people with disability'*. Further information will be provided in the *Australian Government Action Plan*.

Multi-dimensionality and intersectionality

Like individuals within the broader community, people with disability can experience multiple layers of disadvantage and discrimination across a range of circumstances simultaneously; for example, on the basis of gender, race, age, sexual identity, level of education, ethnicity, cultural or religious background, social position or experience. The strategy recognises that the effects of ‘multi-dimensionality’ and ‘intersectionality’ impact the lived experience of each individual.⁵ Acknowledging the effects of ‘intersectional discrimination’ is an important avenue to advance the human rights of people with disability.⁶

The role of the strategy and the National Disability Insurance Scheme (NDIS)

As part of the strategy, the Productivity Commission undertook a public inquiry into a long-term disability care and support scheme for people with disability. The Council of Australian Governments subsequently agreed to the need for major reform of disability services through a National Disability Insurance Scheme (NDIS).⁷ The introduction of the NDIS represents the most significant action to date under the strategy, and is one of the most important social reforms in Australia’s history. Once fully implemented, it is expected some 460,000 Australians with disability will receive individually funded support through the NDIS. Many more people with disability will also benefit from support through enhanced community inclusion and Information, Linkages and Capacity Building.

While the NDIS is a significant step forward for many people with disability, the strategy remains the key to achieving improvements in access to mainstream services and support for all people with disability, regardless of age or type and level of support required. For example, improving access to buildings, transport, social events, the arts, national parks, education, health care services and employment will provide the opportunity for people with disability to fulfil their potential and participate as equal citizens within their communities.

Importantly, action taken under the strategy to improve the accessibility of mainstream services and support systems for people with disability will complement specialist disability services and programs currently provided by Commonwealth, state and territory governments, including individualised support provided through the NDIS. The interaction of the NDIS with mainstream services, including the Information, Linkages and Capacity Building element of the scheme, is discussed further in Section Five of this plan, *National Areas of Cooperation*.

5 Intersectionality is an emerging field of human rights research, which acknowledges the multiple dimensions of a person’s identity as a frame for understanding the layers in which social inequity can accumulate.

6 Australian Cross Disability Alliance Submission – Senate Community Affairs References Committee – Inquiry into Violence, Abuse and Neglect against People with Disability in Institutional and Residential Settings (August 2015)

7 A copy of the Productivity Commission’s report, *Disability Care and Support*, is available at <http://www.pc.gov.au/inquiries/completed/disability-support/report>

Monitoring progress

Driving Action 2015–2018 draws on the findings of the strategy's first biennial progress report to the Council of Australian Governments. Released in December 2015, the report provides a high-level view of progress under the strategy based on reporting from Australian Government, state, territory and local government agencies. A key feature of the report is the inclusion of baseline population trend data to monitor and track national progress against the strategy's six outcome areas.

Since the strategy's launch in 2011, significant achievements have been made across each outcome area. The report highlights positive actions by each level of government and the community towards the creation of a more accessible and inclusive environment. It also reflects the views of people with disability, their families, carers, and representative organisations on how the strategy is making a difference and areas requiring renewed focus. While it was acknowledged that positive action had been taken across the strategy's six outcome areas, people with disability were clear in their message that there was still much to do.

All levels of government will continue to be held accountable for the implementation of the strategy through biennial progress reporting to the Council of Australian Governments. This process also ensures that activities undertaken by all levels of government are transparent to people with disability, their families and carers, as well as the wider community. A second progress report will be developed during 2016. The first progress report is available on the Department of Social Services website.⁸

⁸ <https://www.dss.gov.au/disability-and-carers/programmes-services/government-international/progress-report-to-the-council-of-australian-governments-2014>

Key Action Areas

Driving Action 2015–2018 seeks to maintain and extend effort across the six outcome areas identified in the strategy's first implementation plan, *Laying the Groundwork 2011–2014*. With a particular focus on areas of national cooperation, the renewed actions are as follows:⁹

1. influencing the mainstream support system through periodic reviews of Council of Australian Governments National Agreements and National Partnerships
2. improving the evidence base
3. developing, reviewing and implementing state, territory and local government disability plans and initiatives
4. involving people with disability in the development and implementation of government policies and programs, not just disability-specific policies and programs
5. embedding change through areas of national cooperation. Areas of focus for additional effort include:
 - NDIS transition to full scheme
 - improving employment outcomes for people with disability
 - improving outcomes for Aboriginal and Torres Strait Islander people with disability
 - communication activities to promote the intent of the strategy throughout the community.

1. Reviews of National Agreements and National Partnerships

An important long-term initiative of the strategy is a commitment by governments to use the review points of National Agreements and National Partnerships as an opportunity to assess their consistency with the aims and objectives of the strategy. Governments agree that additional strategies and performance indicators should be considered during the development and review of relevant National Agreements and National Partnerships to ensure they address the needs of people with disability.

⁹ Note that *Laying the Groundwork 2011–2014* included a sixth action area. This action area focused on the appointment of disability champion ministers from mainstream portfolios to take a leadership role in support of the strategy's implementation. The Disability Reform Council has agreed to discontinue this action area, and alternative approaches to the role will be considered.

2. Improving the evidence base

Focus workshops

In order to further explore the most effective approaches to progressing the strategy's primary objectives, all levels of government have agreed to convene a series of targeted, solution-focused workshops. A minimum of three workshops will be held each year, with at least one workshop per year focused on improving employment outcomes for people with disability and one workshop per year on improving outcomes for Aboriginal and Torres Strait Islander people with disability.

Topics of focus for the workshops will be identified by people with disability, through engagement with their representative organisations, and will address issues influencing reform of mainstream services. Topics will also represent national areas of cooperation and will address the additional disadvantage experienced by particular groups of people with disability (such as people from culturally and linguistically diverse backgrounds, women and children).

All levels of government will contribute to the management of the workshops, to be held in a variety of locations across Australia. Opportunities to maximise participation, such as through webinars and other engagement mechanisms, will be considered. Workshop participants will include representatives from both disability and mainstream agencies across all levels of government, and people with disability through their representative organisations. All levels of government will engage with business, researchers and other relevant experts to contribute best practice examples. The outcomes and recommendations generated by the workshops will provide valuable advice to government and will inform future actions and policy development.

Standard disability identifier

Improving the quality and availability of disability data through mainstream administrative data collections remains an important mechanism to understand the impact of reforms across mainstream services. Mainstream administrative data collections also provide an overall picture of how people with disability are accessing mainstream services; and, in turn, can be used by providers of mainstream services to better understand how the provision of services to people with disability can be improved. During the strategy's first implementation phase, the Australian Institute of Health and Welfare (AIHW) developed a standard disability identifier for use in mainstream administrative data collections, such as health, justice, education, Indigenous reform and housing. The identifier helps to identify people with disability at the point of service provision and, thereby, assists in measuring the effectiveness of reforms through retrospective reporting within and across service domains. During the strategy's second implementation phase, governments will continue to consider opportunities for the adoption of the identifier in mainstream administrative data collections. Further information about the identifier can be found on the Australian Institute of Health and Welfare website.¹⁰

¹⁰ <http://meteor.aihw.gov.au/content/index.phtml/itemId/521050>



National Disability Research and Development Agenda

Under the National Disability Agreement (NDA)—introduced by the Council of Australian Governments in 2009—Commonwealth, state and territory governments committed \$10 million for disability research, data development and evaluation. Endorsed by disability ministers in November 2011, the National Disability Research and Development Agenda (the agenda) outlines national priorities, focus and direction for disability-related research. The agenda ensures research activity provides the evidence necessary for the development of policies and programs to improve outcomes for Australians with disability.

Under the agenda, two funding rounds have been undertaken. The first open funding round in 2012 resulted in ten research grants and an Audit of Disability Research in Australia. The final research reports can be found on the NSW Department of Family and Community Services website.¹¹ The second targeted funding round in 2015 allocated the remaining funds to research examining current disability practices that could achieve positive outcomes; and interfaces and interactions between specialist disability services, supports and programs within mainstream services. Across these areas, researchers were asked to address gaps identified in the National Disability Research Audit and to support actions across the strategy's six outcome areas, with a particular focus on inclusive and accessible communities; personal and community support; and learning and skills.

Nine new research projects have been funded through the second funding round and will be undertaken during the strategy's second implementation phase:

1. Unfitness to plead and indefinite detention of persons with cognitive impairments: addressing the legal barriers and creating appropriate alternative supports in the community
2. Market design and evolution for better outcomes
3. Enablers for Aboriginal peoples with disability in central Australia to live and stay on country
4. Preventing abuse and promoting personal safety in children and young people with disability
5. Anticipating and addressing the impending shortage of skilled disability support workers
6. Enabling mainstream systems to be more inclusive and responsive to people with disabilities
7. Organisational models that promote community participation of people with cognitive impairment
8. Housing, technology and support innovation within a National Disability Strategy: post-occupancy evaluation research to impact Australian policy and best practice
9. Enhancing social and communication skills, and improving education and employment outcomes of Indigenous and non-Indigenous young people with disabilities in rural, remote and metropolitan areas of Australia.

Two additional projects have been supported under the agenda in response to gaps identified in the audit:

1. The enhancement of the Centre for Applied Disability Research (CADR) Clearinghouse
2. Community-driven Aboriginal and Torres Strait Islander disability research program ("Living Our Ways").

¹¹ http://www.adhc.nsw.gov.au/about_us/research/completed_research/the_national_disability_research_and_development_agenda

NDIS Sector Development Fund

The NDIS Sector Development Fund aims to support the disability sector to transition to the NDIS by funding activities to assist individuals and organisations, so that:

- there is an efficient, responsive and innovative market that meets the diverse needs of people with disability and their families
- people with disability are able to effectively exercise choice and control to shape the nature of the market.

As the NDIS transitions to full scheme, the disability sector, the Australian Government and the National Disability Insurance Agency (NDIA) require robust data and evidence to guide and inform decision-making and to identify best practice. The disability sector also requires information, data and research not only to support their transition to the scheme, but to ensure innovation. Research projects currently funded under the NDIS Sector Development Fund include:

- a series of projects to provide expert advice and practical guidelines to assist NDIA decision-making with respect to children diagnosed (or likely to be diagnosed) with hearing impairment, Autism Spectrum Disorder, or Fetal Alcohol Spectrum Disorder
- an expansion of the Survey of Disability, Ageing and Carers—conducted by the Australian Bureau of Statistics—to provide baseline data for NDIS Agreement indicators
- an evaluation of the NDIS—conducted by the National Institute of Labour Studies at Flinders University, South Australia, between May 2013 and June 2016.

Further information about the fund is available on the NDIS website.¹²

Survey of Disability, Ageing and Carers

The Survey of Disability, Ageing and Carers (SDAC), conducted by the Australian Bureau of Statistics (ABS), delivers in-depth information about the prevalence of disability in Australia and levels of support needed. The SDAC provides a demographic and socio-economic profile of people with disability, carers and older people, compared with the general population.

The 2015 SDAC is the eighth comprehensive national survey of its type conducted by the ABS, following similar surveys in 1981, 1988, 1993, 1998, 2003 and 2009. To meet some more immediate disability data needs between SDAC cycles, governments jointly funded the ABS to undertake an additional SDAC in 2012. The 2012 survey contained supplementary items such as use of health services; experience of homelessness; feelings of safety; and satisfaction with quality of assistance received and range of organised services available. Survey collection for the 2015 SDAC was completed in December 2015, and selected findings were released in April 2016. More detailed data from the 2015 SDAC will be available in late 2016.

¹² <https://www.ndis.gov.au/sector-development-fund.html>

While the SDAC provides the best measure of disability prevalence, it is complemented by other ABS data sources, which provide perspectives of people with disability relative to those without disability. These other sources use an abbreviated set of questions to identify people with disability:

- A measure of disability was developed for use in the census in response to a growing need for small area data. This measure was included in the 2006, 2011 and 2016 censuses and contains four questions designed to identify the population who require assistance with the core activities of self-care, communication and/or mobility.
- The Short Disability Module, included in most ABS social surveys since 2002, identifies the population with disability using ten questions. Its main purpose is to allow for the comparison of the social and economic characteristics of those with disability to those without disability.

A more complete description and comparison of the different sources of disability data in Australia can be found on the ABS website.¹³

Disability Services National Minimum Dataset and national reporting through the *Report on Government Services*

The Australian Institute of Health and Welfare (AIHW) manages the production of the Disability Services National Minimum Dataset (DS NMDS), which comprises Commonwealth, state and territory data on specialist disability services provided under the National Disability Agreement (NDA). With the gradual rollout of the NDIS across Australia, it is expected that most NDA service users will transition to the NDIS and exit from the DS NMDS collection over time. During the transition, NDA services data will continue to form an essential component of the national picture on the use of disability services in Australia. Similarly, Basic Community Care (BCC) Services data on BCC services for people with disability aged under 65 years (and Aboriginal and Torres Strait Islander people aged under 50 years) collected in the Home and Community Care Minimum Dataset will be maintained up to the full rollout of the NDIS.

The *Report on Government Services* (ROGS), commissioned by the Council of Australian Governments, is an annual report on the equity, efficiency and effectiveness of government services in Australia. Chapter 14 of the report provides information on government assistance for people with disability and their carers, focusing on specialist disability services provided under the NDA. The ROGS Steering Committee has agreed that NDIS data meets selection criteria for inclusion in the report during transition to full rollout.

NDIS Integrated Performance Framework

The NDIA collects data on participants, service providers and the operation of the NDIS. The NDIA reports quarterly under the Integrated Performance Framework on participants and supports funded under the NDIS, the financial sustainability of the scheme, and participants' community participation. These reports are available on the National Disability Insurance Scheme website.¹⁴

13 <http://www.abs.gov.au/ausstats/abs@.nsf/mf/4431.0.55.002>

14 <https://ndis.gov.au/about-us/information-publications-and-reports/quarterly-reports.html>

In addition, the National Institute of Labour Studies, at Flinders University, is undertaking an independent evaluation of the NDIS between May 2013 and June 2016. The evaluation is expected to be completed by the end of 2016 and will inform the future design and rollout of the NDIS. The evaluation will assess the impact of the NDIS on participants, their families and carers, mainstream and disability-specific service providers, and the community.

Table 1: Improving the evidence base—key actions and timelines

What will be achieved	When it will occur	Who is responsible	Who will contribute
1. Commissioned projects under the National Disability Research and Development Agenda	2015–2018	Research and Data Working Group	Various
2. NDIS Sector Development Fund	Ongoing	Department of Social Services	Various
3. Cross-jurisdictional focus workshops on identified mainstream policy areas	Ongoing	Department of Social Services, states and territories	Government officials, people with disability through their representative organisations, relevant topic experts
4. National Disability Strategy – contribution to mainstream workshops/conferences to share best practice	Ongoing	Department of Social Services	Government officials, people with disability through their representative organisations
5. Improved 2015 Survey of Disability, Ageing and Carers results released	2016	Australian Bureau of Statistics	Commonwealth, state and territory disability officials
6. NDIA Integrated Performance Framework, including outcomes framework	Quarterly reports	NDIA	NDIA
7. NDIS Evaluation	2014–2017	Department of Social Services	State and territory disability officials, people with disability and other stakeholders; NDIA
8. Disability Services National Minimum Data Set	Ongoing	Australian Institute of Health Welfare	Commonwealth, state and territory disability service providers

3. State, territory and local government disability plans

While all governments are committed to the high-level national framework provided by the National Disability Strategy, each state and territory has its own disability plan to drive ongoing reform and improve outcomes for people with disability. These plans include actions tailored to the individual circumstances and priorities of each jurisdiction. They work in partnership with the strategy's implementation plans to achieve improved outcomes for people with disability in policies, programs, services and infrastructure. Appendix B provides further information about disability plans within each jurisdiction, including a summary of current priorities.

Actions developed under state and territory government disability plans work in parallel with activities undertaken at the Commonwealth level. An essential element of *Driving Action 2015–2018* is the *Australian Government Action Plan* which will outline a range of actions across Commonwealth areas of responsibility. In addition, the Australian Government is developing a specific plan aimed at improving outcomes for Aboriginal and Torres Strait Islander people with disability.

Local governments also prepare a range of plans which respond to the unique and specific needs of their communities. These plans are developed in consultation with members of the community, including people with disability and their advocates. In some jurisdictions, local governments are required by legislation to develop Disability Access and Inclusion Plans (disability plans), which focus specifically on the needs of people with disability. In other jurisdictions, where disability plans are not mandatory, local governments often voluntarily develop disability plans or include disability planning in social inclusion or equal access plans. The Australian Local Government Association encourages all local governments to develop disability plans and to consider the needs of people with disability in their planning processes.

Appendix C provides an overview of the role of local government in driving the implementation of the strategy, and includes information on the development of local government disability plans within each state and territory.

Table 2: State and territory disability plans—development timelines

What will be achieved	When it will occur	Who is responsible	Who will contribute
QLD NSW Victoria SA WA NT Tasmania ACT	2014–2019 * 2015–2018 2013–2016 2012–2020 2009–2025 2016–2019 2013–2017 2015–2017	State and territory disability ministers	People with disability and their representative organisations, the disability sector, business and the community
Share information on reforms for inclusion in National Disability Strategy progress reports to the Council of Australian Governments	2016 2018 2020	State and territory disability ministers	Commonwealth, state and territory governments, people with disability through their representative organisations

* Queensland is preparing a new disability plan for 2017 to 2020.

4. Embedding the voice of people with disability

In accordance with the United Nations *Convention on the Rights of Persons with Disabilities*, all governments are committed to engaging with people with disability, their families, carers and representative organisations. It is important to ensure that the expressed views, lived experience and ongoing advice of people with disability are reflected in the development of policies and programs that affect their lives.

Central to the strategy’s vision is the idea that everyone has a role to play in changing attitudes and responses to disability. All governments will work in consultation with people with disability, their families and carers to develop services that are accessible and inclusive of all Australians, including those with disability. Embedding the voice of people with disability in the implementation of the strategy occurs in three ways:

1. Providing advice and feedback to governments on the development and progress of each implementation plan through representative organisations of people with disability and government advisory bodies.
2. Encouraging government agencies to adopt protocols that ensure people with disability and their representative organisations have the opportunity to contribute to policy and program development.
3. Ensuring the experiences of people with disability are reflected in the strategy’s progress reports to the Council of Australian Governments and in the evaluation of the strategy. This will be done by engaging with people with disability, their families and carers, through their representative organisations.

Advisory bodies

The disability sector is broad in nature, with many layers, providing governments with numerous sources for advice on disability and carer issues. Disability and carer stakeholders consider it important for governments to be able to access grassroots and expert advice on disability and carer policy and legislation. Advice is provided through a range of mechanisms:

- The Australian Government will establish an advisory council for the disability and carer sectors, which will be an important mechanism to help drive the implementation of the National Disability Strategy and the full rollout of the NDIS by 2019–20.
- Subject-specific working groups and forums held by the Australian Government: for example, in 2015 there were a number of roundtables on improving disability employment outcomes, as well as regular meetings of the Carer Gateway Advisory Group—established to provide advice to assist the development of the Integrated Plan for Carer Support Services.
- The Australian Government established a new disability peaks funding model in 2015, representing the interests and views of all people with disability, to provide advice to Government on breaking down barriers and improving social and economic participation. The new model represents all people with disability within the one framework that recognises disability is more a reflection of social barriers and discrimination, rather than a person’s medical condition or impairment.
- State and territory governments use ministerial advisory councils, progress reporting, and expert councils to facilitate and report on stakeholder engagement. This ensures the design and implementation of both disability-specific and mainstream policies and services are informed by people with disability, their families and carers.

Disability and carer representative organisations

The disability and carer sectors are broad in nature, with many layers, issues and stakeholders. The new disability peaks funding model, established by the Australian Government in 2015, provides a framework for representing the interests and views of all people with disability, and enables more effective, coordinated and considered advice to government.

The new model funds five national disability organisations representing women with disability, children and young people with disability, Aboriginal and Torres Strait Islander people with disability, and people with disability from culturally and linguistically diverse backgrounds. In addition, National Disability Services (NDS) is funded to represent disability service providers and to support their transition and reform during the rollout of the NDIS. The Australian Government also funds Carers Australia to represent carers and promote recognition of the role of carers across the Australian community.

Advocacy organisations

Advocacy services have an important part to play in the implementation of the strategy. These services are funded by Commonwealth, state and territory governments to deliver individual, legal and systemic advocacy to people with disability. Individual advocacy occurs through a variety of methods and is delivered by a range of providers. The advocacy sector is expected to undergo a period of change as the NDIS is rolled out, but will remain an important part of the disability policy landscape.

Given the broad and varied work of advocacy organisations, they are in a position to contribute to the ongoing monitoring and evaluation of the strategy. Advocacy organisations will assist in reaching the goals of the strategy's National Areas of Cooperation, particularly in terms of assisting people with disability to obtain and retain employment, and assisting Aboriginal and Torres Strait Islander people with disability to achieve better outcomes. In a practical sense, advocates assist people with disability to access both mainstream and disability-specific services, including the NDIS. Advocacy organisations also assist local governments to develop Disability Access and Inclusion Plans.

International Day of People with Disability and the National Disability Awards

International Day of People with Disability (IDPwD) is a United Nations sanctioned day that aims to increase public awareness, understanding and acceptance of people with disability and celebrate their achievements and contributions. Celebration of IDPwD and the presentation of the National Disability Awards are part of the Australian Government's pledge to celebrate the achievements of individuals and organisations that are supporting a disability rights-based culture. The awards also have an important role to play in highlighting best practice that could be replicated nationally to improve the lives of people with disability and create a more inclusive society. IDPwD events are held on or around 3 December. Further information is available at the International Day of People with Disability website.¹⁵

Government agency protocols

To ensure that people with disability are actively engaged in the development of policies, programs and services, all government agencies will be asked to consider developing protocols for consulting with people with disability and their representative organisations. During the strategy's first implementation phase, efforts to encourage the development of protocols were focused at a Commonwealth level. The second implementation phase will seek to ensure that the development of protocols is considered across agencies at both the Commonwealth and state and territory level.

¹⁵ <http://www.idpwd.com.au/>

Stakeholder input to monitoring implementation progress

Successful monitoring of the strategy's implementation is reliant on seeking the views and everyday experiences of people with disability, their families, carers and their disability representative organisations. As previously mentioned, the Australian Government will establish an advisory council for the disability and carer sectors, which will be an important mechanism to help drive the implementation of the strategy and the full rollout of the NDIS by 2019–20. The Australian Government also funds a number of disability and carer peak bodies to provide advice.

Table 3 lists regular fora for seeking the views of people with disability. Key stakeholders include people with disability, their families and carers, advocacy and other representative organisations, service providers, academics and governments.

Table 3: Monitoring the strategy

What will be done	When it will occur	Who is responsible	Who will contribute
Focus groups with people with disability and feedback from their representative organisations	As part of the implementation process	Department of Social Services	People with disability and their representative organisations
Engagement with people with disability via their representative organisations to inform biennial progress reports	Every two years	Department of Social Services	Representative organisations of people with disability
Advisory council for the disability and carer sectors	Once established, the advisory council is expected to meet at least two times per year	Department of Social Services	Leaders from the disability, carer and business sectors

5. National Areas of Cooperation

While all governments are focused on improving outcomes for people with disability through their respective disability plans, the following four areas of national significance will receive additional effort during the strategy's second implementation phase:

- NDIS transition to full scheme
- improving employment outcomes for people with disability
- improving outcomes for Aboriginal and Torres Strait Islander people with disability
- communication activities to promote the intent of the strategy throughout the community.

The additional effort that governments direct towards these areas will enhance activities being undertaken across all six outcome areas of the strategy. Specific actions within each outcome area of the strategy will be included in the *Australian Government Action Plan*, individual state and territory plans, and local government plans. While additional effort will include improving outcomes for Aboriginal and Torres Strait Islander people with disability, the strategy's inclusive agenda will ensure that the needs of all people with disability are addressed, regardless of factors such as age, gender, nature of disability, and ethnic or cultural background.

National Disability Insurance Scheme transition to full scheme

The NDIS is a significant area of policy action under the National Disability Strategy. The NDIS will encourage mainstream services to meet the needs of people with disability. At the same time, mainstream reforms under the strategy will provide people with disability with more choice in the services, activities and opportunities they seek.

Whole-of-government commitment to the NDIS

All Australian governments have committed to rolling out the NDIS to full scheme. The NDIS is transforming Australia's system of support for people with disability through an insurance approach, rather than a welfare program. The NDIS provides assurance that people with disability will be able to receive care and support over their lifetime based on their needs, and that they will have choice and control over that support. It provides individually-funded packages to complement mainstream and other community services that enable a person with disability to be able to participate in social and economic life as independently as possible.

The NDIS will also contribute to building community awareness and encouraging greater inclusion. It assists in developing capacity and improving opportunities for people with disability to access and participate in community activities, with the support of mainstream, Indigenous and culturally diverse organisations. A key focus of the NDIS Information, Linkages and Capacity Building (ILC) framework is to support capacity building across communities, organisations, and mainstream service delivery. It aims to influence attitudes and practices in a way that will lead to greater inclusion and engagement of people with disability, as well as delivery of support that suits the needs of people with disability, their families and carers.

ILC includes referral and linkages to mainstream service systems for people with disability and will build on areas of policy action under the National Disability Strategy. Local Area Coordinators are a key mechanism for the ILC framework to deliver these functions. The ILC policy is available on the NDIS website.¹⁶

¹⁶ <https://www.ndis.gov.au/communities/ilc-home/ilc-policy-framework.html>

Ensuring collaborative effort across each level of government

The NDIS has a unique governance arrangement. It is a joint venture of all Australian governments delivered under Commonwealth legislation. The Disability Reform Council (DRC)—which is made up of disability ministers from the Commonwealth, states and territories—is responsible for NDIS policy settings in relation to development and transition to a full scheme, and makes recommendations to the Council of Australian Governments. DRC is supported by a group of senior officials from the Commonwealth and all states and territories. This structure ensures that all levels of government have a stake in the implementation of the NDIS and that jurisdictional differences, as well as the considerable experience of jurisdictions in the delivery of services, are well considered in the development of policy to support the implementation of the NDIS.



Developing a Quality and Safeguards Framework

The Commonwealth and states and territories are committed to establishing robust service quality and safeguarding arrangements for NDIS participants. A Quality and Safeguards Framework has been developed through intensive collaboration between all governments, people with disability and stakeholders. The Framework is expected to be formally agreed by governments in late 2016 and implementation will begin in July 2018. Existing state and territory quality and safeguards arrangements will continue to operate until the new framework has been implemented.

Progressing towards full scheme rollout

Jurisdictions are committing considerable effort to ensure the NDIS progresses towards full scheme rollout. Most states and territories have signed bilateral agreements with the Commonwealth that outline roles and responsibilities for the transition to full scheme, building on the lessons learned in trials conducted in NSW, Victoria, Western Australia, South Australia, Tasmania, the Australian Capital Territory and the Northern Territory.

Table 4: Progressing towards full scheme NDIS

Jurisdiction	Bilateral Agreement Signed
Australian Capital Territory	7 December 2012
New South Wales	16 September 2015
Victoria	16 September 2015
Tasmania	11 December 2015
South Australia	11 December 2015
Queensland	16 March 2016
Northern Territory	5 May 2016

Negotiations on the bilateral agreement for transition with Western Australia are continuing. Details on the rollout are available on the NDIS website.¹⁷

All jurisdictions will continue work through the Disability Reform Council to refine and further develop the NDIS over time.

¹⁷ <https://www.ndis.gov.au/about-us/our-sites.html>

The NDIS and mainstream services

For the NDIS to be successful, and to provide a seamless experience for participants, there must be clear and transparent lines of responsibility between the scheme and mainstream service systems; such as health, mental health, education, housing, justice, and child protection. A set of agreed *Principles to determine the responsibilities of the NDIS and other service systems* and supporting *Applied Principles* for each service system are available on the Council of Australian Governments website.¹⁸ These principles include a commitment to a seamless interaction of people with disability with the NDIS and other service systems, as well as coordinated approaches between systems. This recognises that there is a need for service systems to work together at the local level to coordinate supports for participants, as they often require supports from multiple systems or transition from one to another.

Improving employment outcomes for people with disability

All Australian governments are committed to ensuring people with disability receive opportunities to reach their potential and achieve meaningful participation in the workforce. Economic security, including increasing access to employment opportunities, is one of the six main outcome areas of the strategy. This outcome area seeks to ensure the economic security of people with disability, their families and carers so as to enable them to plan for the future and exercise choice and control over their lives.



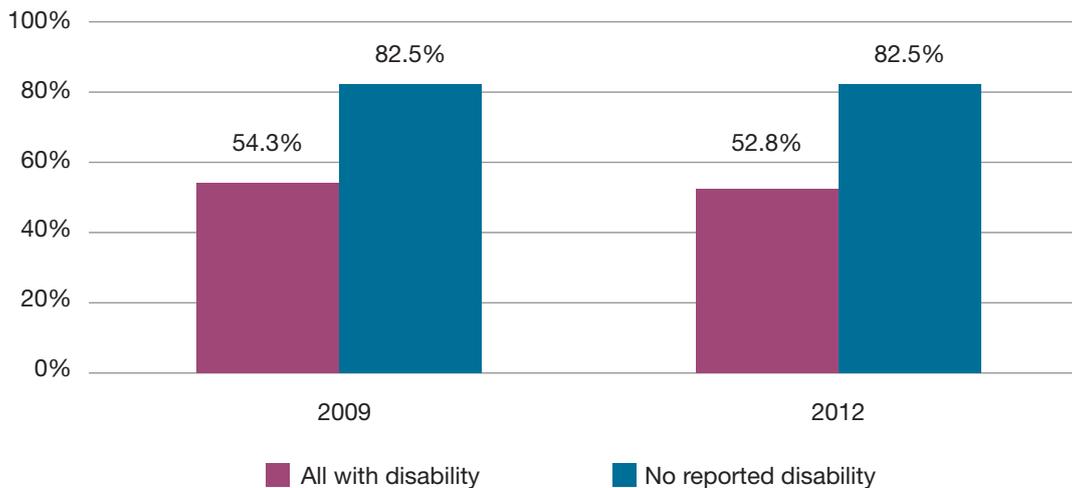
¹⁸ <https://www.coag.gov.au/node/497>

In February 2015, the Disability Reform Council agreed that future work across governments on the implementation of the strategy should include a strong focus on the employment of people with disability. It is this commitment by disability ministers that drives additional effort across jurisdictions aimed at improving employment outcomes for people with disability.

By any measure, people with disability are often disadvantaged when it comes to employment. Using the National Disability Strategy trend indicator data, Figures 2 and 3 provide a representation of the disadvantage faced by people with disability in terms of key factors.

Labour force participation rates for people with disability aged 15-64 were 54.3 per cent in 2009 and 52.8 per cent in 2012, compared to 82.5 per cent for people without disability (Figure 2). The participation rate for males with disability was 56.6 per cent and for females 49.0 per cent. Labour force participation was lowest when a person’s level of disability was severe or profound, down to 32 and 30 per cent in 2009 and 2012 respectively.¹⁹ These figures indicate that Australia’s workforce participation rate for people with disability is considered low by international standards.²⁰

Figure 2: Proportion of people aged 15–64 living in households participating in the labour force and disability status—2009 and 2012



Source: DSS analysis of ABS, *Survey of Disability, Ageing and Carers*, 2009 and 2012, Confidentialised Unit Record File.

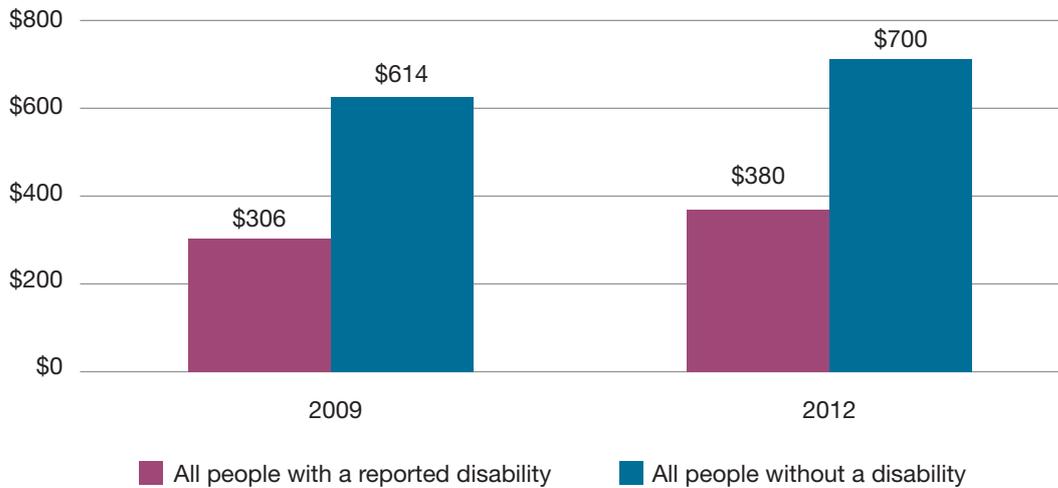
The median gross weekly income for people with a reported disability is roughly half that of people without a reported disability (Figure 3). Trend indicator data for people with a reported disability in 2009 was \$306, compared to \$614 for all people without disability, while in 2012 the figures were \$380 and \$700 respectively.²¹

19 Department of Social Services (DSS) analysis of ABS, *Survey of Disability, Ageing and Carers*, 2009 and 2012, Confidentialised Unit Record File

20 DSS, National Disability Employment Framework – Issues Paper, May 2015

21 ABS, *Survey of Disability, Ageing and Carers*, 2009, Summary of Findings (Cat. No. 4430.0), Table 11; and ABS, *Survey of Disability, Ageing and Carers*, 2012, Summary of Findings (Cat. No. 4430.0), Table 8.1.

Figure 3: Median Gross Weekly Income—aged 15 years and over



Source: ABS, *Survey of Disability, Ageing and Carers*, 2009, Summary of Findings (Cat. No. 4430.0), Table 11; ABS, *Survey of Disability, Ageing and Carers*, 2012, Summary of Findings (Cat. No. 4430.0), Table 8.1.

Successful employment outcomes for people with disability are influenced by a range of elements, including access to high quality inclusive education, employment services (such as those designed to smooth the transition from education to employment), healthcare, and transport; as well as access to premises, web accessibility and provisions for reasonable adjustment. These elements are particularly important as people with disability may experience additional disadvantage in gaining employment based not only on their disability, but on their age, gender, and cultural or linguistic background. For example, women with disability are less likely to be in the labour force compared to men with and without disability and compared to women without disability.²²

While the rollout of the NDIS will play a significant role in improving opportunities for many people with disability to participate in the workforce, particularly through the provision of reasonable and necessary supports related to their disability, there is still much to do to ensure that people with disability have equal access to a range of employment opportunities. The NDIS will work alongside both mainstream and specialist disability services to assist people with disability to achieve their employment goals. It is important to note that not all people with disability will receive a package of support through the NDIS. This highlights the need for improvements to mainstream support services for people with disability who are not eligible for supports through the NDIS.

22 ABS, *Survey of Disability, Ageing and Carers*, 2012 (Cat. No. 4430.0)

Removing the barriers to employment

There are a range of individual and systemic barriers that can be experienced by people with disability when seeking, obtaining and retaining employment. The Australian Chamber of Commerce and Industry report, released in February 2013, highlighted three main barriers to employment for people with disability.²³ These include:

- lack of skills and workforce preparedness, including a lack of technical or discipline-specific skills
- lack of employer engagement by employment service providers
- perceptions and misconceptions held by employers in relation to employing people with disability.

This suggests that approaches aimed at improving employment outcomes for people with disability must focus not only on making job seekers ready and meeting employer needs, but attention must also be given to improving labour market opportunities through increased employer engagement with the disability sector.

The Australian Government has primary responsibility for the provision of employment services, including to people with disability. However, all governments and the business community have significant opportunity to play a strong role in improving employment outcomes for people with disability. To achieve positive and meaningful outcomes for people with disability, there are a range of different systems that play an important role, including Disability Employment Services; Australian Disability Enterprises; mainstream employment services; as well as education and transport systems.

Development of a National Disability Employment Framework

Recognising the need to improve employment outcomes for people with disability, a Disability Employment Taskforce was established within the Department of Social Services in April 2015 to review the current disability employment system and explore potential changes to improve employment outcomes for people with disability. In May and June 2015, the Taskforce undertook a nation-wide round of public consultation based on an Issues Paper asking about the strengths and weaknesses of the current system and proposing seven 'principles for change' that could be used as the basis for a new framework. Feedback from this round of consultation was used to develop a Discussion Paper which proposed a broad framework with a more consumer focus, greater competition amongst providers and a more strategic approach to employer engagement. A second consultation round, based on the Discussion Paper, was completed in December 2015.

With the current Disability Employment Services (DES) provider contracts due to expire in March 2018, there is an opportunity to introduce reforms to DES that will better address current and future barriers facing people with disability finding and keeping a job. The Australian Government is currently considering the future direction of DES, based on the work of the Taskforce. Information on any further consultations will be published on the Department of Social Services' engage website as it becomes available.²⁴

²³ Australian Chamber of Commerce and Industry (February 2013), 'Improving the Employment Participation of People with Disability in Australia – ACCI Response', as cited within the DSS Disability Employment Issues Paper, May 2015

²⁴ www.engage.dss.gov.au

Mainstream employment support system

Realising the potential of all Australians will ensure that everyone has the opportunity to enjoy the benefits of work, and increased labour force participation will support economic growth. To achieve better labour market outcomes for job seekers, the Australian Government has invested in reforms to employment services and targeted initiatives, such as the Growing Jobs and Small Business Package.

Australia's new mainstream employment services, Jobactive, commenced on 1 July 2015. Under Jobactive, employers can receive professional, end-to-end recruitment services from a network of Jobactive providers in over 1,700 locations across Australia. Job seekers can benefit from a wide range of services, including help with looking for work; writing résumés and preparing for interviews; referrals to jobs in local areas; targeted training; and case management.

Employment services are available to all job seekers entitled to work in Australia, including those who are not receiving income support. Assistance is tailored to the individual needs of the job seeker, so job seekers with disability can receive help in overcoming any vocational or non-vocational barriers they may have in finding and keeping a job. A number of other government programs complement Jobactive, including Work for the Dole, the New Enterprise Incentive Scheme, Green Army, Harvest Labour Services and the new Transition to Work Program for vulnerable youth.

Australian Public Service Disability Employment Strategy 2016–19

The Australian Public Service Commission (APSC), in consultation with Australian Public Service (APS) agencies, employees with disability and disability peak bodies, has developed the second disability employment strategy for the APS, *As One: Making it Happen 2016–19*.

The strategy focuses on four key action areas that seek to:

- expand the range of employment opportunities for people with disability
- invest in developing the capability of employees with disability
- increase the representation of employees with disability in senior roles
- foster inclusive cultures in the workplace.

The APS Commissioner will continue to report on representation rates of people with disability within the APS in the APSC's annual report to the Australian Parliament.

Australian Human Rights Commission Willing to Work National Inquiry

In March 2015, the Attorney-General of Australia requested that the Australian Human Rights Commission undertake a national inquiry into employment discrimination against older Australians and Australians with disability. On 2 May 2016, the Commission released its findings in *Willing to Work: National Inquiry into Employment Discrimination against Older Australians and Australians with Disability*.²⁵ The inquiry examined practices, attitudes and Commonwealth laws that deny or diminish equal participation in employment of older Australians and Australians with disability. The inquiry made recommendations with respect to Commonwealth laws and actions that could be taken to address employment discrimination against older Australians and Australians with disability. The Australian Government is considering the Commission’s findings and recommendations.

Focus Workshops

As outlined in Section Two, *Improving the Evidence Base*, at least one of the workshops to be held each year will have an employment focus. This will enable representatives of people with disability, relevant experts, government officials and industry to engage in solution-focused discussions on improving employment outcomes for people with disability.

Specific actions by jurisdictions will be reflected in their individual disability plans or through additional effort under their existing disability plans during the strategy’s second implementation phase. Table 5 provides examples of activities to improve employment outcomes for people with disability from each state and territory. The Commonwealth’s actions to support this priority will be outlined in the *Australian Government Action Plan*.

Table 5: Improving employment outcomes for people with disability—examples of actions at state and territory level

<p>New South Wales</p>	<p>Building meaningful employment opportunities for people with disability is a priority for action across NSW government for 2016 and beyond. Through the NSW Disability Inclusion Plan, NSW has engaged with people with disability to implement actions to improve long-term employment outcomes.</p> <p>There are three targeted employment actions that interlink with the other focus areas, such as improving community attitudes and behaviours.</p> <p>Under the <i>Disability Inclusion Act 2014</i>, all NSW Government agencies have developed Disability Inclusion Action Plans that feature over 100 separate actions across government to promote employment for people with disability across the NSW public sector.</p> <p>A Disability Employment Advisory Committee is identifying the best actions to increase meaningful and sustainable employment for people with disability across the NSW public sector.</p> <p>NSW also has a number of actions to promote employment outside the NSW public sector, including Disability Inclusion Promotion Officers across key business and community organisations, and a new large scale marketing campaign to create more positive community attitudes towards people with disability and more employment opportunities.</p>
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²⁵ <https://www.humanrights.gov.au/our-work/disability-rights/projects/willing-work-national-inquiry-employment-discrimination-against>

Victoria	<p>The Victorian Government is addressing employment of people with disability within the Victorian Public Service by improving employment policies and procedures; providing practical information, resources and support for hiring managers; and enhancing access to pathway programs, internships and graduate schemes.</p> <p>In addition, all Victorian Government departments develop disability action plans which outline the specific commitment of each department to reduce barriers to employment for people with disability (for example, the Department of Health and Human Services is providing paid internships for people with disability).</p> <p>Victoria's Education State reforms will produce an education system that is inclusive, fair and able to support students with disability to be ready to enter the workforce upon completion of school and training.</p>
Queensland	<p>The Queensland Government supports people with disability into pathways leading to employment through the Annual VET (vocational, education and training) Investment Plan, specifically through the Skilling Queenslanders for Work initiative and the Skills Disability Support service to students.</p> <p>The <i>Queensland Public Sector Inclusion and Diversity Strategy 2015–2020</i> outlines how the Queensland public sector is building workforces and workplaces to better reflect the diversity of the community. Specific actions relating to people with disability aim to promote the resources available to support people with disability at work, and coordinate and report on aggregated public sector workforce outcomes arising from agency Disability Service Plans.</p>
Western Australia	<p>The Local Government Lighthouse Project is being delivered in partnership with the Local Government Managers Association WA to build a better understanding of local government attitudes and practice, and to support behavioural change. The project includes a range of initiatives being delivered in 2015–16 to collect baseline data; build disability confidence amongst employers; and improve the competency of local governments to employ people with disability. Key components of the project include a job matching pilot; development of a workplace self-assessment app; targeted training; and providing up to 30 grants to support local governments. This project will support local governments to meet their Disability Access and Inclusion Plan obligations in relation to Outcome 7. Tools and resources developed can also benefit State Government authorities.</p>
South Australia	<p>The <i>South Australian Strategic Plan – In a Great State</i> includes a target to increase by 10 per cent the number of people with disability employed in South Australia by 2020. The Equal Opportunity Commission (EOC) is progressing this work through projects such as the 90 Day Change Project – (Public Sector) Employment of People with Disability. The EOC has also led the Flexible Workplace Futures Project under the Public Sector Renewal Program to improve the provision and consistency of flexible work practices and promote the benefits of flexible workplaces for all employees, including those with disability. A Disability Employment Community of Practice is also being established with exemplar private sector employers to increase employment of people with disability in the private sector.</p>

Tasmania	<p>The Tasmanian Government, in collaboration with the National Disability Insurance Agency, has commenced implementation of the Transition to Work project for young people with disability. Eligible school leavers will receive up to 24 months of support including practical, intensive employment preparation, training activities and supported work experience to assist them to develop the skills and qualifications necessary for the transition to sustainable employment in the open or supported employment market.</p>
Australian Capital Territory	<p>The ACT Government is re-designing the ACT Public Service (ACTPS) Employment Strategy for people with disability to include a target of 3.4 per cent who identify as having a disability. Initiatives under development include: Inclusion Practitioners Network; ACTPS Peer-to-Peer Network; Inclusion Employment Pathways Traineeship (IEP) for people with disability, including identifying positions that harness the talents and abilities of people with autism; and centralised whole-of-government human resources portal to include a resource page dedicated to 'Inclusion Employment'.</p> <p>The ACTPS Graduate Program is encouraging applications from people with disability, with approximately 20 per cent of the new graduates in 2016 identifying as having a disability.</p> <p>Disability Confidence Canberra aims to equip businesses and community groups with information, facts and practical tools on disability employment.</p> <p>INVOLVE—Canberra Disability Commitment will focus on employment and skill development opportunities for people with disability in 2015–16.</p>
Northern Territory	<p>The <i>EmployAbility Strategy 2013–2017</i> supports the development of an inclusive and diverse workplace which harnesses the often untapped potential of people with disability. This leads to the recruitment and retention of people with a broad range of skills and knowledge, and builds respect between employees and their clients.</p> <p>The <i>Indigenous Employment and Career Development Strategy 2015–20</i> increases and encourages Indigenous employment, participation and capability at all levels of NT Public Service work activity, and in all areas within agencies. The strategy also aims to enhance professional development and career opportunities for Indigenous employees, to enable them to determine their own employment and career paths.</p>

Tracking Progress

All jurisdictions will share information on actions they have undertaken to improve employment outcomes for people with disability in the strategy's biennial progress reports and through their own jurisdictional reporting processes. Progress will continue to be tracked through the strategy's national trend indicators, specifically:

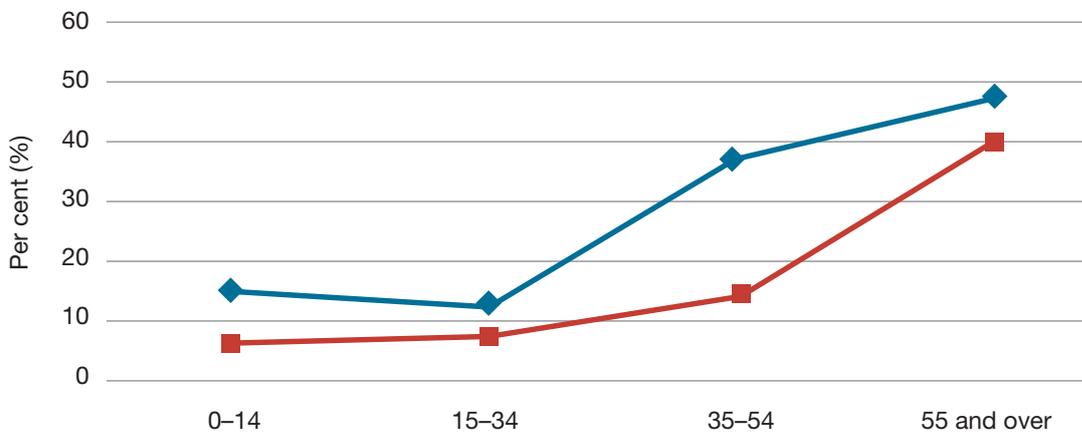
- proportion of people with disability participating in the labour force
- proportion of people with disability in private and public sector employment
- difference between the median income of people with a reported disability and the median income for people without a reported disability.

All three indicators rely on data sourced from the Australian Bureau of Statistics, Survey of Disability, Ageing and Carers.

Improving outcomes for Aboriginal and Torres Strait Islander people with disability

Aboriginal and Torres Strait Islander people experience significantly higher rates of disability than other Australians. According to Australian Bureau of Statistics data, after adjusting for differences in the age structure of the two populations, Aboriginal and Torres Strait Islander people are nearly twice as likely as non-Indigenous people to be living with disability. Aboriginal and Torres Strait Islander people aged 35-54 years are 2.7 times more likely than non-Indigenous people of the same age to have a disability (37.8 per cent and 14.2 per cent respectively).²⁶ This has significant implications for both mainstream and specialist disability service systems.

Figure 4: Prevalence of disability, by age by Indigenous status—2012



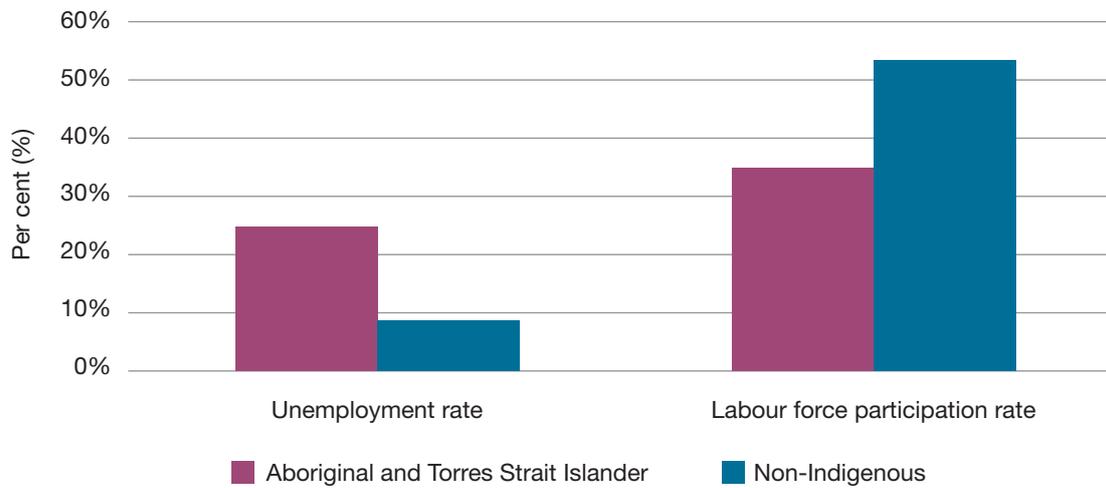
Source: ABS, *Australian Aboriginal and Torres Strait Islander People with a Disability, 2012* (Cat. No. 4433.0.55.005).

Across key measures of wellbeing, Aboriginal and Torres Strait Islander people have significantly poorer outcomes than their non-Indigenous counterparts, from reduced life expectancy and high levels of child mortality, to poor educational outcomes and reduced rates of employment. For Aboriginal and Torres Strait Islander people with disability, the level of disadvantage is even more marked. For example, the rate of employment for Aboriginal and Torres Strait Islander people with disability was reported as 25.6 per cent in 2012. This was significantly lower than the employment rate for non-Indigenous people with disability, reported at 48.7 per cent. In terms of unemployment, the rate for Aboriginal and Torres Strait Islander people with disability was nearly three times as high at 25.3 per cent, compared with 9.0 per cent for non-Indigenous people with disability.²⁷

²⁶ ABS, *Aboriginal and Torres Strait Islander People with a Disability, 2012*, analysis based on *Survey of Disability, Ageing and Carers, 2009 and 2012* (Cat. No. 4433.0.55.005)

²⁷ ABS, *Aboriginal and Torres Strait Islander People with a Disability, 2012*, analysis based on *Survey of Disability, Ageing and Carers, 2009 and 2012* (Cat. No. 4433.0.55.005)

Figure 5: Persons aged 15–64 years living in private dwellings, with a disability, selected labour force measures by Indigenous status—2012



Source: ABS, *Australian Aboriginal and Torres Strait Islander People with a Disability*, 2012 (Cat. No. 4433.0.55.005).

While all Australian governments are committed to driving improved outcomes for both Aboriginal and Torres Strait Islander people and people with disability, it is important to ensure that Aboriginal and Torres Strait Islander people who also live with disability do not fall between the gaps. The Australian Government has heard the voices of Aboriginal and Torres Strait Islander people with disability, their families, carers, and representative organisations—such as First Peoples Disability Network and state-based Aboriginal Disability Networks—who have advocated for governments to take a particular focus on what needs to be done to improve the life outcomes of this group.

In order to put this commitment into practice, the Australian Government is developing a plan to facilitate improved outcomes for Aboriginal and Torres Strait Islander people with disability across a broad range of Commonwealth portfolios. Effective engagement with Aboriginal and Torres Strait Islander people with disability is an essential part of the development of the plan and will be ongoing throughout its implementation.

Australian Government Plan to Improve Outcomes for Aboriginal and Torres Strait Islander People with Disability

The *Australian Government Plan to Improve Outcomes for Aboriginal and Torres Strait Islander People with Disability* will reflect the aims and objectives of the National Disability Strategy and will sit alongside the *Australian Government Action Plan under Driving Action 2015–2018*. The Australian Government recognises that factors affecting the wellbeing of Aboriginal and Torres Strait Islander people with disability are complex and multi-faceted, and that any commitment to improving life outcomes will be a long-term commitment.

While actions under the strategy are inclusive of the needs of Aboriginal and Torres Strait Islander people with disability, this plan will acknowledge and seek to address the additional and specific disadvantage they experience. It will identify tangible actions to improve outcomes for Aboriginal and Torres Strait Islander people with disability across Commonwealth areas of responsibility. The Australian Government will report on the plan's actions as part of its input into the strategy's two-yearly progress reports.



Joint areas of policy focus

All governments, through the Council of Australian Governments, have made a commitment to both Closing the Gap and the National Disability Strategy. While the *Australian Government Plan to Improve Outcomes for Aboriginal and Torres Strait Islander People with Disability* focuses on action at a Commonwealth level, governments at state, territory and local levels are taking important steps to achieve better outcomes for Aboriginal and Torres Strait Islander people with disability. Specific actions by jurisdictions will be reflected in their individual disability plans or through additional effort under their existing disability plans during the second implementation period. Table 6 provides examples of actions from each state and territory.

Table 6: Improving outcomes for Aboriginal and Torres Strait Islander people with disability—
examples of actions at the state and territory level

New South Wales	<p>NSW is taking a multi-faceted approach to increasing access and inclusion for Aboriginal and Torres Strait Islander people with disability.</p> <p>In 2014, the Department of Family and Community Services (FACS) launched the <i>Aboriginal Cultural Inclusion Framework (ACIF)</i>. The framework sets the groundwork to embed Aboriginal Cultural Inclusion across FACS to achieve better outcomes for Aboriginal and Torres Strait Islander people and their communities. Districts have developed Aboriginal Cultural Inclusion plans in partnership with Aboriginal and Torres Strait Islander people across NSW. These are broad plans that also include actions that support Aboriginal and Torres Strait Islander people with disability.</p> <p>Implementation of this framework is designed to align with supports, such as Ability Links NSW. Ability Links connects Aboriginal and Torres Strait Islander people with disability within their local community, by increasing access to mainstream options.</p> <p>There are 18 Aboriginal organisations delivering Ability Links across NSW, with 74 Aboriginal identified ‘Linker’ positions. Linkers work with local communities to help them become more welcoming and inclusive of Aboriginal and Torres Strait Islander people with disability.</p>
Victoria	<p>In September 2014, the <i>Victorian Aboriginal Education Association Inc (VAEAI)</i> began broadcasting the <i>Koorie Kids with Special Needs</i> radio program from 1503 AM 3KND. Radio broadcasts include contributions from service providers, parents, community leaders; and web streaming to parents and caregivers of Koorie children who have special needs. They share experiences about accessing services and supports, as well as ideas and events. A key purpose is also to link families with appropriate services and supports. An engaging and comprehensive booklet is currently being produced with stories, case studies and links to services to support and inform Aboriginal and Torres Strait Islander families caring for children with disability.</p>
Queensland	<p>The <i>Respectfully Journey Together—Aboriginal and Torres Strait Islander Cultural Capability Action Plan</i> sets out the Department of Communities, Child Safety and Disability Services approach and commitment to growing cultural capability; building capacity to better support vulnerable Aboriginal and Torres Strait Islander people; partnering more inclusively with key organisations; and engaging genuinely with communities. The development of the plan was led by the department’s Cultural Capability Enablers Network, a group of committed staff members who are first and foremost Aboriginal and Torres Strait Islander people.</p>
Western Australia	<p>The <i>WA Aboriginal Disability Network – Aboriginal People with Disability – Claiming our Space in Community</i> project aims to develop a formalised state-wide network for Aboriginal and Torres Strait Islander people with disability. The network’s intent is to provide adequate support structures to ensure engagement with local Aboriginal and Torres Strait Islander communities is meaningful. The project was a recipient of a Community Inclusion and Participation Grant in 2014–15.</p> <p>As part of planning for the future of disability services provision through the NDIS trials, WA is working closely with other states and territories to ensure culturally appropriate service delivery to Aboriginal and Torres Strait Islander people with disability.</p>

South Australia	<p>The Department for Communities and Social Inclusion, Disability SA, <i>Community Services: Aboriginal and Torres Strait Islander Advisory Service Referral Pathway – Southern Region Pilot</i> aims to ensure consistent practice for disability staff seeking cultural support and/or advice when delivering services to Aboriginal and Torres Strait Islander people with disability. The referral system will improve timeliness and quality of services, and will mitigate the risk to service users when advisory support is crisis driven by ensuring that culturally appropriate services are embedded into everyday services and practice.</p> <p>The South Australian Government has also developed the Cultural Inclusion Framework, intended to assist all South Australian Government agencies to develop services that are culturally inclusive, accessible and appropriate for Aboriginal and Torres Strait Islander people.</p>
Tasmania	<p>The Department of Premier and Cabinet’s Communities, Sport and Recreation Division and the Office of Aboriginal Affairs will undertake a joint project with the NDIA to explore the experiences of Aboriginal and Torres Strait Islander people with disability in Tasmania. The results of this project will be used to inform culturally appropriate approaches to service delivery and initiatives to enhance community participation.</p>
Australian Capital Territory	<p>A local service, Gugan Gulwan Youth Aboriginal Corporation, has been contracted to provide an NDIS outreach service to members of the Aboriginal and Torres Strait Islander community. The service promotes understanding about, and preparation for, the NDIS among Aboriginal and Torres Strait Islander people across the ACT community. It also supports people to link to the NDIA.</p> <p>A local provider has been engaged to develop and deliver a program to assist Aboriginal and Torres Strait Islander community organisations to prepare for the NDIS. The provider will work with community members and a small group of disability services to enhance their provision of culturally sensitive services.</p>
Northern Territory	<p>The <i>NT Aboriginal Health Plan 2015–2018</i> sets out the strategic directions that will guide actions to improve the health and wellbeing of Aboriginal and Torres Strait Islander people. This will be achieved by working in partnership with the Aboriginal and Torres Strait Islander community controlled health sector, other government and non-government agencies, and with Aboriginal and Torres Strait Islander people and communities to address the social determinants of health.</p> <p><i>Transition from School</i> is a plan specifically for students with disability. Each young person has a plan which outlines an individualised pathway. Consultant support is also available to assist with students who reside in remote and very remote communities. These plans are developed and implemented several years prior to a young person completing their formal years of schooling.</p>

NDIS and Aboriginal and Torres Strait Islander people

The NDIA is working with state and territory governments and community stakeholders to:

- provide information about the NDIS to Aboriginal and Torres Strait Islander people with disability
- develop and deliver an Aboriginal and Torres Strait Islander Engagement Strategy and Action Plan.

In delivering disability services to Aboriginal and Torres Strait Islander people, the NDIS is mindful of wider measures addressing Aboriginal and Torres Strait Islander disadvantage currently being implemented throughout Australia. The experiences of the NDIS rollout in the Barkly region (NT) and APY Lands during the trial period has highlighted the importance of ongoing, thorough, face-to-face engagement with Aboriginal and Torres Strait Islander people with disability, their families and communities. Lessons learned from delivering the NDIS in the Barkly and APY Lands, in particular, have informed the development of a Rural and Remote Strategy that will be implemented in conjunction with an Aboriginal and Torres Strait Islander Engagement Strategy. The Disability Reform Council agreed the final NDIS Aboriginal and Torres Strait Islander Engagement Strategy at their meeting on 2 September 2016, and agreed that it should be provided to COAG for endorsement.

As the NDIS transitions to full scheme, the NDIA will work alongside communities to build on existing strengths and develop culturally responsive ways of supporting Aboriginal and Torres Strait Islander people with disability.

Research agenda funding

Funding for disability research that is inclusive of Aboriginal and Torres Strait Islander people with disability and focuses on their needs and experiences is highlighted as a priority in the National Disability Research and Development Agenda (the agenda) and the *Report of Audit of Disability Research in Australia*. The Commonwealth, states and territories—through the Research and Data Working Group—are committed to improving the outcomes of Aboriginal and Torres Strait Islander people through research activities.

The 2014 research funding round, under the agenda, identified Aboriginal and Torres Strait Islander people with disability as a priority group. Funding was provided to one research project that will identify enablers to living on and off country in Central Australia. The Research and Data Working Group are exploring possible strategies to build the capacity of Aboriginal and Torres Strait Islander people to undertake research. Particular effort is being directed towards increasing the capacity of Aboriginal and Torres Strait Islander people to undertake best practice approaches to participatory inclusive research.

Focus Workshops

As outlined in Section Two, *Improving the Evidence Base*, all levels of government are committed to convening a series of targeted, solution-focused workshops during the strategy's second implementation period. Within the workshop program, at least one workshop per year will be focused on improving outcomes for Aboriginal and Torres Strait Islander people with disability. Culturally appropriate workshops will be held in a variety of locations across Australia. The outcomes and recommendations generated by the workshops will provide valuable advice to government to inform future actions and policy development.

Tracking progress

All jurisdictions will share information on actions to improve outcomes for Aboriginal and Torres Strait Islander people with disability through the strategy's biennial progress reports and jurisdictional reporting processes.

Communication activities to promote the intent of the strategy

People with disability have told governments that one of the key shortcomings in implementing the strategy is lack of awareness of the intent of the strategy amongst the broader community. Feedback has indicated a lack of awareness of the strategy not only amongst people with disability, but also across government agencies and the broader community. In response to this feedback, governments have agreed to develop a communications strategy, to be implemented through a range of activities. Broad messaging about the strategy will seek to highlight the commitment to the strategy's objectives by all levels of government; increase awareness of the strategy itself; and promote the intent of the strategy across the community.

There are a number of factors that affect the visibility of the strategy within the community and limit understanding of its intent. Despite being a national policy framework, many positive actions are not publicly framed as resulting from implementation activities under the strategy; the high profile of the NDIS tends to dominate media coverage without acknowledging that it is, in fact, a significant action of the broader strategy; and there is little public promotion of the aims and intent of the strategy.



Communication activities to raise the profile of the strategy will target a range of stakeholders, including people with disability, their family and carers, mainstream service providers, business and the broader community. Existing communication channels across governments, and those available through the NDIS, will be leveraged. Importantly, particular effort will be given to communication activities that influence mainstream services, including promotion of best practice in disability inclusion. Communication activities will occur through a collaborative process of engagement across all levels of government, and will include:

- increased online presence
- use of social media
- quarterly e-newsletter
- development of a training module.

A quarterly online subscription-based e-newsletter will be developed to support the strategy. The newsletter and online presence will present a unique opportunity for Commonwealth, state, territory and local activities to be presented together in one accessible location. People with disability, their families, carers and representative organisations will be actively engaged in the development of content. There will be themed editions of the newsletter and linkages will be made with other mainstream newsletters, including through the provision of content. Input to the newsletter will be provided by both disability and mainstream agencies across all levels of government, as well as from disability representative organisations, business, researchers and other experts appropriate to the theme.

Training Resources

Individuals, organisations and communities want to support the aims of the strategy; however, some feel that they lack the knowledge to do so. The provision of training opportunities will reduce this barrier and increase their ability to participate in the implementation of the strategy. All levels of government will contribute to the development of strategy training modules. Development of content for inclusion within the training modules will include a stakeholder engagement process to identify appropriate training materials.

Each outcome area of the strategy will be represented in a training module. The training modules will include practical advice and best practice examples that aim to promote and showcase mainstream inclusion principles, as well as reference resources. This will support individuals, organisations and communities in contributing to achieving the vision of strategy. The training modules will be made available on the strategy's website and organisations will have the opportunity to incorporate the training modules and/or reference resources into their own training packages.

Tracking Progress

Tracking the progress and effectiveness of communication activities will be informed by stakeholder feedback as well as more quantitative measures, such as web page views, e-newsletter subscriptions and training module completions. Communication activities will also be reported through the strategy's biennial progress reports.

Figure 6: Communication activities for promoting the intent of the strategy



Conclusion

The National Disability Strategy is an historic commitment made by all levels of government to work together to improve the life outcomes of Australians with disability. It continues to be an important means of ensuring that the principles underpinning the United Nations *Convention on the Rights of Persons with Disabilities* become an integral part of all policies, services and programs affecting people with disability, their families and carers.

Building on the foundations of the strategy's first implementation plan, *Laying the Groundwork 2011–2014*, this second implementation plan outlines the action all governments will take to bring about positive change in both mainstream and specialist programs and services, as well as community infrastructure—to better meet the needs of people with disability, their families and carers. While seeking to enhance efforts to achieve the strategy's six outcomes, *Driving Action 2015–2018* provides the overarching framework for national action to increase community awareness of the strategy's intent; to improve employment outcomes for all Australians with disability; to improve outcomes for Aboriginal and Torres Strait Islander people with disability; and to continue the essential work being done to implement the NDIS.

Progress made through *Driving Action 2015–2018* will feed into the development of a third and final implementation plan, *Measuring Progress 2019–2020*, which will identify new and emerging priority actions to be implemented in the final years of the strategy. Ongoing stakeholder engagement will continue to be a vital part of the implementation process and governments will continue to work collaboratively with people with disability, their families, carers, and representative organisations, as well as business, service providers, advocacy and other organisations to advance and promote the strategy. Over the life span of the strategy, two-yearly reports will track progress in achieving a more inclusive response to disability across governments, business, and the community.

In essence, *Driving Action 2015–2018* seeks to further enhance efforts by all governments to achieve the strategy's vision of '*an inclusive Australian society that enables people with disability to achieve their full potential as citizens*'—a society which recognises that people with disability make a valuable contribution to their communities and deserve the same opportunities in life as everyone else.

Appendix A

Examples of actions under *Driving Action 2015–2018*

The following table includes select examples of actions to be implemented across each of the strategy’s six outcome areas. While not all of the actions can be represented here, we have included a sample from across jurisdictions.

Outcome 1: Inclusive and accessible communities	
Commonwealth	The Australian Government is committed to improving public transport accessibility for people with disability. The <i>Disability Standards for Accessible Public Transport 2002</i> (the Transport Standards) is required to be reviewed every five years. The final report on the second review and the Australian Government’s response was released on 10 July 2015. The Australian Government is continuing to progress the recommendations arising from the second Transport Standards review.
New South Wales	Building liveable communities is a focus area of the NSW Disability Inclusion Plan. The aim is to work with community partners to increase opportunities for participation and create a sense of belonging and safety for people with disability. Specific actions include a \$4 million Liveable Communities grant program, now in its second year. This program will provide funding for innovative ideas that strengthen community access, and the lessons learned from projects will be promoted and shared across the community.
Queensland	<i>Disability Action Plan—Improving Access to 2017</i> will assist people with disability to participate in community life by improving the accessibility of the passenger transport network in Queensland.
Outcome 2: Rights protection, justice and legislation	
Commonwealth	The <i>National Plan to Reduce Violence against Women and their Children 2010–2022</i> will help to better identify, support and respond to women with disability experiencing, or at risk of, violence. The third action plan is anticipated to be available late 2016.
South Australia	The South Australian Government is currently progressing wide-ranging reforms to its justice system to ensure it is accessible and responsive to the needs of people with disability. The <i>Disability Justice Plan 2014–2017</i> adopts a comprehensive approach that brings together legislative, cultural, operational and training changes.
Australian Capital Territory	A Crisis Services Scheme has been established to ensure women with disability escaping domestic violence and sexual assault can access temporary, safe accommodation with daily personal care or support services.
Victoria	The Victorian Government is progressing reforms to ensure that there are strong safeguards for people with disability, drawing on the lessons from of a range of recent inquiries. As part of its response to the recommendations of the Royal Commission into Family Violence, Victoria is working to ensure groups that are particularly vulnerable, such as people with a disability, are better protected at times of heightened risk and that they have the necessary support in starting a new life without family violence.

Outcome 3: Economic security	
Commonwealth	The Australian Human Rights Commission's national inquiry into employment discrimination will assist the Government to address obstacles to employment for vulnerable Australians, including people with disability. On 2 May 2016, the Commission released its findings in <i>Willing to Work: National Inquiry into Employment Discrimination against Older Australians and Australians with Disability</i> . The Australian Government is considering the Commission's findings and recommendations.
Western Australia	The Enable Southwest Inc.—Jumpstart program offers people with disability the opportunity to develop their skills, hobbies or abilities into a micro-enterprise or small business. The program will act as a business incubator and is involved holistically with the client from idea/concept stage through to the delivery of the product or service
Australian Capital Territory	The ACT Government is improving economic security for people with disability through employment opportunities, including the nine social enterprises and 44 income streams that have been established since 2009 for people with disability, and through innovative accommodation assistance. The Innovative Housing Unit (IHU) assists individuals and community members to progress their ideas and plans for innovative accommodation ideas.
Victoria	As part of the State Disability Action Plan 2017–2020, a specific Economic Participation and Inclusion agenda will be included. The agenda will look at not only supporting people with a disability into employment, but also look at how people with a disability can move up and across the workforce, to increase overall economic participation and inclusion. A key focus will be on the engagement of non-government sectors in providing economic opportunity for Victorians with a disability. The government will look at its role as employer and how it might use its procurement leverage to support economic outcomes as well.
Outcome 4: Personal and community support	
Commonwealth	Develop and implement a National Disability Insurance Scheme to provide all Australians with reasonable and necessary support in the event of significant disability. Commonwealth, state and territory disability ministers and treasurers have responsibility for this action.
New South Wales	Ability Links NSW supports the ongoing reforms of the disability service system in NSW. 'Linkers' create connections for people with disability that enable greater access to mainstream options and the broader community. This includes 74 Aboriginal identified Linkers positions to strengthen connections with Aboriginal and Torres Strait Islander communities across NSW. Linkers assist by working: <ul style="list-style-type: none"> • with people with disability, their families and carers to identify their goals and work towards these by building on their strengths and connecting with their local communities • alongside community organisations, clubs and groups, businesses and mainstream services to support them to be inclusive of people with disability. There are no formal assessments or referrals required to access support.

South Australia	The Human Rights and Person-Centred Framework was launched in December 2015. Developed by the Person-Centred Development Team in the Department for Communities and Social Inclusion, the Framework aims to enable people to make decisions and accomplish their aspirations by setting goals for themselves that are achieved through person-centred planning and the provision of support in all facets of their lives.
Outcome 5: Learning and skills	
Commonwealth	The Inclusion Support Programme (ISP) assists child care services to improve their capacity and capability to provide inclusive practices to include children with disability. Under ISP, additional funding will be available for services to overcome barriers that prevent inclusion, including assisting with the costs of engaging an additional educator.
Tasmania	The Tasmanian Department of Education has developed <i>Good Teaching</i> resources, including <i>Good Teaching – Inclusive Teaching for Students with Disability</i> , for teachers and school leaders new to working with students with disability. The <i>Good Teaching</i> resources include an online portal, providing teachers with easily accessible information on strategies and approaches that ensure students with disability have access to challenging and engaging learning opportunities.
Northern Territory	The Transition from School Program is specifically for students with a disability. Each young person has a 'Transition from School plan' which outlines their pathway. Consultant support is also available to assist with students who reside in remote and very remote communities. These plans are developed and implemented several years prior to a young person completing their formal years of schooling.
Victoria	The Victorian Government is committed to establishing Victoria as the Education State, where every Victorian has an equal right to the knowledge and skills to shape their lives. Part of this work is the <i>Special Needs Plan for Victorian Schools</i> , which has nine initiatives intended to ensure an inclusive schooling system. This will enable every child and young person to learn in a safe, positive and supportive environment in the setting best suited to their needs.
Outcome 6: Health and wellbeing	
Commonwealth	Under the Australian Government <i>Action Plan to Reduce the Impact of Fetal Alcohol Spectrum Disorders (FASD)</i> , the Department of Health funds a number of projects aimed at prevention and management of FASD, including health promotion resources for the New Directions: Mothers and Babies Services to educate women about the harm caused by using alcohol in pregnancy.
Queensland	The Comprehensive Health Assessment Program (CHAP) enables improved identification and documentation of the health needs of adults with intellectual disability. Approximately 240 approved non-government funded providers are registered to access CHAP. The tool has the potential to reach a large number of clients across the state and, thereby, improve health outcomes.
Tasmania	The Tasmanian Department of Health and Human Services, with the assistance of the Minister's Disability Advisory Council and the University of Tasmania, has developed a series of video interviews of people living with disability and their experiences within the health care system. Developed as part of the Disability Awareness Project, the videos will be used as a teaching tool for health professionals and undergraduate students to improve the way in which people with disability are cared for within the Tasmanian health system.

Appendix B

Summary of priorities outlined in state and territory disability plans

New South Wales

In December 2014, New South Wales embedded the principles of the UN Convention and the National Disability Strategy into the NSW Disability Inclusion Act (2014) (the Act). The Act required NSW to develop a State Disability Inclusion Plan (NSW DIP) and for all NSW government agencies and local governments to develop disability inclusion action plans by December 2015 and July 2017 respectively. The NSW DIP was launched in February 2015. The plans align with four priority areas: attitudes and behaviour; employment; liveable communities; and systems and processes. These priority areas, and the Act's focus on population groups who may experience additional disadvantage, closely align with the strategy's National Areas of Cooperation. The NSW DIP is available on the Department of Family and Community Services website.²⁸

Victoria

The *Disability Act 2006 (Vic)* requires that a state disability plan be prepared as at 1 January 2013 and every four years thereafter. Victoria is currently developing a new state disability plan for 2017 to 2020. In 2015, the Victorian Government undertook early engagement with over 200 stakeholders, including people with disability, advocacy organisations, peak bodies, local government and state government departments, to inform the development of key priorities for the Victorian state disability plan 2017–2020. Between May and July 2016, the Victorian Government undertook a public consultation process on the Victorian state disability plan 2017–2020 discussion paper. The Victorian state disability plan 2017–2020 will be in place from 1 January 2017. It will take a whole-of-government approach to creating a more inclusive Victoria and will likely focus on ways to make Victoria fair and safe, promote the health and wellbeing of Victorians with disability, and identify strategies for increasing their social and economic participation. Maximising the impact of the NDIS in Victoria will also be a focus. On release, the Victorian state disability plan 2017-2020 will be made available at www.statedisabilityplan.vic.gov.au.²⁹

²⁸ <http://www.facs.nsw.gov.au/reforms/developing-the-nsw-disability-inclusion-plan>

²⁹ www.statedisabilityplan.vic.gov.au

Queensland

Queensland's commitment to the National Disability Strategy is facilitated through legislative provisions in the *Disability Services Act 2006 (Qld)* (the Act). Since 2007, under the Act, each Queensland Government department has been required to develop a Disability Service Plan setting out actions to improve access to government services and to provide appropriate services for people with disability and their families. Achievements from departmental Disability Service Plans contribute to progress reporting on the National Disability Strategy. In 2011, *Absolutely everybody: enabling Queenslanders with a disability* was released to complement the implementation of the strategy and to help build an inclusive community. In December 2013, following agreement to implement the National Disability Insurance Scheme (NDIS), the *Queensland Disability Plan 2014–19: Enabling choices and opportunities* was developed to continue to deliver on commitments under the National Disability Strategy and to help prepare for the implementation of NDIS reforms. Queensland is preparing a new disability plan for 2017 to 2020. The strategy's National Areas of Cooperation will be embedded in both the new Queensland plan and departmental Disability Service Plans. Further information about Queensland's disability plans is available on the Department of Communities, Child Safety and Disability Services website.³⁰

Western Australia

Western Australia's commitment to the National Disability Strategy is driven by *Count Me In*, the state's plan to improve access, inclusion and participation across government and in the community. Launched in December 2009, *Count Me In* builds on the Western Australian *Disability Services Act (1993)* which requires more than 240 state government agencies and local government authorities to develop and implement Disability Access and Inclusion Plans. Organisations are required to develop a Disability Access and Inclusion Plan every five years and are monitored through an annual progress reporting process. They ensure equal opportunity to participate in, use or access services and events; buildings; employment; information; and consultation and complaints processes. A state-wide view of progress is reported to Parliament each year. Further information about *Count Me In* is available on the Disability Services Commission website.³¹

South Australia

The South Australian Government continues to implement the recommendations of the South Australian Social Inclusion Board's disability reform report, *Strong Voices – a Blueprint to Enhance Life and Claim the Rights of People with Disability in South Australia (2012–2020)*, which aligns with the National Disability Strategy.³² This includes continuing to work across state government agencies to develop and implement Disability Access and Inclusion Plans and implementing the state's Disability Justice Plan.

South Australia has also updated the *Disability Services Act 1993* to strengthen the focus on rights, choice and inclusion, and to provide greater protection for people with disability. The next phase of South Australia's reform agenda will focus on improving engagement opportunities for people with disability, extending the Disability Access and Inclusion Plans initiative to statutory authorities and local government, and the implementation of the full scheme NDIS. South Australia's ongoing implementation of *Strong Voices* and the National Disability Strategy at a state level is continuing to drive disability cultural change and inclusion.

30 <https://www.communities.qld.gov.au/gateway/reform-and-renewal/disability-services>

31 <http://www.disability.wa.gov.au/about-us1/about-us/count-me-in/>

32 <https://www.dcsi.sa.gov.au/services/disability-sa/disability-sa-publications/strong-voices>

Tasmania

The *Disability Framework for Action 2013–2017* is the Tasmanian Government's implementation plan for the National Disability Strategy.³³ Adopting the principles agreed in the UN Convention, the framework is based on a rights-based social model of disability and reflects the six outcome areas of the strategy. Each Tasmanian government department has developed a Disability Action Plan identifying actions to be undertaken to implement the framework. Performance is monitored by the Premier's Disability Advisory Council (PDAC), which is chaired by the Premier of Tasmania and includes people with disability, carers and people with disability expertise. Tasmanian government departments report annually to PDAC and heads of departments present personally to PDAC on a bi-annual basis. PDAC provides an annual report to Cabinet on the framework's implementation.

Australian Capital Territory

INVOLVE – Canberra Disability Commitment (INVOLVE) is the ACT Government's localised approach to progressing the six outcome areas of the National Disability Strategy.³⁴ INVOLVE provides a framework to promote and achieve positive social and economic outcomes for people with disability through the collaborative action of government, business and community. Change is being achieved through social campaigns that focus on practical actions in each priority area and which galvanise support using digital and non-digital approaches. INVOLVE was developed through community consultation and a whole-of-government approach.

In 2015–16, the priorities are housing, NDIS implementation, jobs and skill development. In 2016-17, the priorities will be health, justice and inclusive communities. The ACT Disability Expert Panel and the ACT Inclusion Council are providing advice on the development and implementation of INVOLVE.

Northern Territory

The Northern Territory continues to use the National Disability Strategy as the principle framework to guide its implementation of the six outcomes areas for action in the Northern Territory. The Northern Territory Government's strategic plan, *Framing the Future*, incorporates initiatives directed towards people with disability within its strategic goals for a Strong Society.³⁵ In order to achieve this goal, *Framing the Future* prioritises the provision of disability services that meet individual needs, including: establishing an Office of Disability to maximise future benefits of the NDIS; working with stakeholders to implement an NDIS trial in the Barkly region; and supporting Territorians with disability to participate in the community and improve their education, training and employment outcomes.

In addition to continuing work already being undertaken to ensure improved outcomes for people with disability through mainstream programs, the implementation of the NDIS has introduced further opportunities for collaboration and engagement at the intersection of mainstream and disability services.

33 http://www.dpac.tas.gov.au/divisions/csr/policy/Policy_Work/disability_framework_for_action

34 www.involvecbr.com.au/

35 <https://dcm.nt.gov.au/territorys-future/framing-the-future>

Appendix C

Driving implementation across local government

Local government plays an important and unique role in driving the objectives of the strategy. Local governments operate within state and territory legislation and policy frameworks, and the implementation of the strategy at the jurisdictional level is driven by state and territory disability plans. Local governments in all states and the Northern Territory are required to prepare a series of plans to outline and forecast their future activities. All members of the community, including people with disability, have the opportunity to provide input into local government planning and programs, ensuring that strategic plans respond to the unique needs, requirements and expectations of the local community. The strategic plan may be supported by a corporate plan and a range of other plans addressing social inclusion, ageing, road safety, public health, and so on. In this way, local governments shape the physical environment, including the infrastructure that supports public transport; parks; buildings and housing; information; and civic life, including social, sporting, recreational and cultural life. Local governments can also assist in creating employment opportunities, providing accessible services and advocating within the local community.

Local government has a major contribution to make in enabling people with disability to participate equally in their communities. Most local governments have a disability action or equal access plan, or include disability action under their strategic plan or their social inclusion plan. In Western Australia, Victoria and New South Wales, Disability Action and Inclusion Plans for local government are mandatory under state government legislation. In 1996, Western Australia became the first state to mandate local government disability plans. In jurisdictions where disability access and inclusion plans are not mandatory, many local governments nevertheless plan for the needs of people with disability. Often, local governments are innovators and leaders in how they respond to the special needs of their communities, developing local level solutions to meet the needs of people with disability.

The Australian Local Government Association (ALGA) works with its state and territory associations to encourage councils to develop disability plans that align with the aims of the strategy, and to ensure the needs of people with disability are taken into account in the planning process. In 1995, with funding from the Commonwealth, ALGA developed the *Disability Discrimination: A Guide for Local Government* to assist local governments in understanding the requirements of the *Disability Discrimination Act 1992*. ALGA plans to update the Guide to incorporate the objectives of the strategy and new standards, including access to premises and access to public transport. Further information about the Guide is available from the ALGA website.³⁶

³⁶ <http://alga.asn.au/>

Disability planning at the local government level is summarised below:

New South Wales

The NSW *Disability Inclusion Act (2014)* requires local councils to undertake Disability Inclusion Action Planning and to provide copies to the Disability Council NSW by July 2017. Disability plan guidelines have been produced to assist the 152 local councils in NSW. The guidelines are consistent with the NSW Disability Inclusion Plan focus areas which, in turn, predominantly align with the National Disability Strategy outcome areas. Actions are developed transparently and in consultation with people with disability to ensure that subsequent monitoring and assessment of impact will in part be the result of feedback received from people with disability. It has been agreed with Local Government NSW (representing all councils in NSW) and the Office of Local Government that development, implementation and reporting on local government disability plans should align with the structure and timing of the Integrated Planning and Reporting frameworks already in place.

Victoria

In Victoria, local governments are required to develop a Disability Action Plan under section 38 of the *Disability Act 2006*. Victoria is currently developing a new state disability plan for 2017–2020. Victoria is engaging with the Municipal Association of Victoria and Local Government Victoria as part of this process.

Queensland

There is a long history of collaboration and shared responsibility between the state and local governments, with the joint relationship strengthened by the Partners in Government Agreement. The Local Government Association of Queensland, as the peak body for the diverse 77 councils across the state, is the key interface for collaboration with the Queensland Government. There is also opportunity for engagement between the community, local government and the Queensland Government through the Queensland and Regional Disability Advisory Councils. The councils provide the Minister for Disability Services with independent advice about important disability matters that have a regional, state-wide or national impact.

Local governments in Queensland are strong supporters of the National Disability Strategy and the *Queensland Disability Plan 2014–2019*. Local government is a critical arm in achieving an accessible and inclusive society. In Queensland, the principles of ‘social inclusion’ and ‘meaningful community engagement’ are built into the *Local Government Act 2009*, recognising the concerns facing people with disability in their daily lives and their right to be involved closely in consultations. Although not mandatory, many Queensland local councils have also developed disability action plans which guide their work toward greater social and economic participation by people with disability in their communities.

Western Australia

Local governments in Western Australia have been developing and progressing disability plans for more than 20 years. The *Disability Services Act (1993)* requires all local government authorities to develop Disability Access and Inclusion Plans which are to be renewed every five years, with progress reported annually. A network of Disability Access and Inclusion planning officers are employed in local cities and councils across the state to connect with the community and implement strategies to improve their capacity to be accessible, inclusive and participatory. The Disability Services Commission provides support to local governments (and state government authorities) in the form of advice and practical support that builds disability confidence in their staff and increases efforts to improve access to services, information, facilities and events. There is also a specific focus on improving employment opportunities for people with disability.

South Australia

The Department for Communities and Social Inclusion (DCSI), through Disability SA, is leading the introduction of Disability Access and Inclusion Plans in South Australian Government departments and statutory authorities. Disability plan outcomes reflect those of the National Disability Strategy but specifically relate to the South Australian context. In recognition of the important role councils play in creating accessible and inclusive environments, local government has participated on the cross-government Disability Access and Inclusion Plan Steering Committee since inception. In addition, the South Australian Local Government Disability Champion has also recently joined the committee. In order to raise the profile of the strategy in local councils and encourage the development of disability plans, a variety of opportunities for collaboration and promotion are being considered. These will aim to raise awareness of the advantages of a diverse community, and the business and social benefits of inclusion.

Tasmania

The Tasmanian implementation plan for the National Disability Strategy, the *Disability Framework for Action 2013–2017* (the DFA), provides that the Tasmanian Government will find opportunities to collaborate with local government in meeting the objectives of the strategy. In order to foster collaboration in meeting the objectives of the strategy and the DFA, the Department of Premier and Cabinet's Local Government Division (LGD) and the Local Government Association of Tasmania (LGAT) have recently established the Disability Action for Local Government Working Group to provide recommendations to local government on disability strategies. The Working Group will undertake action to gather information on work Tasmanian councils are currently undertaking to support disability access; raise awareness of Tasmania's obligations in relation to the strategy; promote examples of existing good practice among Tasmanian councils; and develop resources to assist local government with the development of disability action plans and access policies.

Australian Capital Territory

The ACT Government combines the functions of both state and local government. Implementation of the strategy will occur through *INVOLVE – Canberra Disability Commitment (INVOLVE)*. INVOLVE is a series of social campaigns that focus on practical actions in each priority area of the National Disability Strategy and encourages people with and without disability, community organisations, industry and government to act together to achieve change that empowers people with disability. Progress will be monitored through evaluation and from information gathered through a whole-of-government coordinated response.

Northern Territory

The Northern Territory has 17 local government councils. A number of these councils, in particular the regional councils that cover the remote areas of the Territory, are funded as service providers for disability supports by the Office of Disability. The two largest councils – City of Darwin and the Alice Springs Town Council – have active and effective working groups to support people with disability. These groups are the City of Darwin Disability Advisory Committee and the Alice Springs Town Council Access Advisory Committee. The City of Darwin Council is particularly active, with great initiatives such as the Disability Awareness Festival.

The Department of Health also acts as secretariat for the Ministerial Advisory Council on Disability Reform. One of the members of the Advisory Council is the Chief Executive of a regional council and is a strong advocate for the role of local government in supporting people with disability.

