

Disability Action Plan 2014-2018: Update 2015

Cross-government priorities to improve disabled people's ability to participate and contribute to New Zealand.

Vision

Disabled people, through their representative organisations, have said to government agencies it is most important that:

All New Zealanders experience equal rights of citizenship

Person-directed outcomes

Actions to achieve the vision should result in disabled people being able to say they experience:

Wellbeing: I feel dignity and cultural identity through a balance of family/community, mental, physical and spiritual wellbeing. I can earn and grow my wealth on an equal basis with others.

Representation: Disabled People's Organisations (DPOs) represent collective issues that have meaning for me (based on lived experience) in a way that has influence and impact. DPOs are sustainable with the capacity to deliver their role and evolve over time.

Self-determination: I make my decisions myself based on my aspirations. I have access to information and support so that my decisions are informed.

Community: I feel welcomed by my community. I feel respected for my views and my contribution is received on an equal basis with others.

Safety and autonomy: I am safe in my home, community, and work environment. I feel safe to speak up or complain, and I am heard. Those assisting me (professionals and others) have high awareness, and I do not experience abuse.

Shared results

Disabled people and government agencies have identified priorities for cross-government action to achieve results that:

Increase employment and economic opportunities:

This shared result focuses on building employers' confidence to employ disabled people and provide accessible workplaces, opportunities for work experiences, entrepreneurship, and education achievement and skill development. It recognises obligations in the CRPD, particularly Articles 24 and 27.

Transform the disability support system:

This shared result focuses on ensuring effective engagement with disabled people and coordination across sectors and across agencies to focus on outcomes and maximum progress from available resources. It recognises obligations in the CRPD, particularly Articles 19, 20 and 26.

Ensure personal safety:

This shared result focuses on promoting systems and practices to protect disabled children and adults in all settings. It recognises obligations in the CRPD, particularly Articles 11, 12, 13, 14, 15, 16, 17 and 23.

Promote access in the community:

This shared result focuses on: accessible buildings and spaces transport, urban design; accessible information, communications; access to health services, justice services; and political and civic participation. It recognises obligations in the CRPD, particularly Articles 5, 8, 9, 21, 25, 29 and 30.

Shared results

Within each shared result, disabled people and government agencies agreed the most important priorities for action:

Increase employment and economic opportunities

1. Priority: Increase the number of disabled people who transition from school and from tertiary education into employment

a) Improve transitions. *Lead: Ministry of Education.*

2. Priority: Increase the number of disabled people, including long-term unemployed disabled people, in paid employment and self-employment on an equal basis with others

a) Implement a long term work programme to improve employment outcomes for disabled people including the development of guidelines on reasonable accommodation. *Lead: Ministry of Social Development.*

b) Building on work in action 2(a), identify better alternatives so that the minimum wage exemption process can be removed. *Lead: Ministry of Social Development and Ministry of Business, Innovation and Employment.*

3. Priority: Increase the number of employers who are confident in employing disabled people, with the public sector taking a lead

a) Government to take a lead in employing disabled people and providing paid internships. *Lead: Ministry of Social Development.*

b) Work with private sector partners to progress employment of disabled people in the private sector. *Lead: Ministry of Social Development.*

Transform the disability support system

4. Priority: Promote disabled people having choice and control over their supports/services, and make more efficient use of disability support funding

a) DPOs advise and work with government agencies and the National Enabling Good Lives Leadership Group to support changes to the disability support system, including learning from the Enabling Good Lives approach (particularly its demonstrations) and other initiatives. Key principles of this work are being culturally responsive, strengths based, holistic, involve whānau (whānau ora principles), and an integrated approach. *Lead: Ministry of Social Development, Ministry of Health, and Ministry of Education.*

b) A good start in life: Develop policy options to improve government supports for parents, family and whānau of disabled children aged 0-6 years. *Lead: Ministry of Education.*

5. Priority: Promote the involvement of Disabled People's Organisations in the design and monitoring of the disability support system transformation

a) DPOs and government working together - joint work programme on involving DPOs in decisions that affect disabled people agreed by the Chief Executives' Group on Disability Issues and Independent Monitors on 21 August 2013. *Lead: Office for Disability Issues and DPOs.*

b) Improve DPO capability (individually and collectively) to engage with government agencies and their wider community, and consider representation of different population groups in DPOs. *Lead: Office for Disability Issues and DPOs.*

6. Priority: Increase the capability of disability support service providers to be of service to disabled people

a) Develop and implement effective ways for disabled people and DPOs to provide feedback (both qualitative and quantitative) safely about the quality of services and support and to monitor, evaluate, and scrutinise and make providers accountable to funders for achieving outcomes. *Lead: Ministry of Health.*

b) Ensure providers are responsive to disabled people and provide choice and tailoring of services. Explore how provider performance should be assessed, including through accreditation, provider performance measurement, and contract monitoring systems. *Lead: Ministry of Health.*

Ensure personal safety

7. Priority: Reduce barriers to disabled people making decisions to determine their own lives

a) Ensure disabled people can exercise their legal capacity, including through recognition of supported decision making. *Lead: Office for Disability Issues.*

b) Explore the framework that protects the bodily integrity of disabled children and disabled adults against non-therapeutic medical procedures, including the issue of consent. This action will focus initially on options to protect against non-therapeutic sterilisation without the fully informed consent of the individual. *Lead: Ministry of Health, with support from the Ministry of Justice.*

8. Priority: Reduce the number of disabled children and adults who are victims of violence, abuse or neglect

a) Review the current care and support processes for disabled children who are (or are likely to be) subject to care under the Children, Young Persons and Their Families Act 1989 to establish whether they are being treated equitably and fairly, and in their best interests, and if not, to provide advice on changes needed to legislation, operational policy, operational delivery and/or monitoring and enforcement. *Lead: Ministry of Social Development.*

b) Explore options to reduce violence, abuse (all types, including bullying) and neglect of disabled people and understand the impact of different cultural contexts. This work will include:

- building on previous work to educate disabled people about their rights
- ensuring the needs of disabled people are built into the Family Violence work programme
- scoping a new work programme for abuse by non-family members.

Lead: Ministry of Social Development.

Promote access in the community

9. Priority: Increase government services' responsiveness to disabled people

a) Increase accessibility of information across government agencies. *Lead: Office for Disability Issues and DPOs.*

b) Understand the journey through the justice sector for disabled adults, disabled children and their families. *Lead: Ministry of Justice.*

c) Increase access to health services and improve health outcomes for disabled people with a specific focus on people with learning/intellectual disabilities. *Lead: Ministry of Health.*

d) Explore how the Mental Health (Compulsory Assessment and Treatment) Act 1992 relates to the New Zealand Bill of Rights Act 1990 and the CRPD. *Lead: Ministry of Health.*

e) Implement the work programme of the Disability Data and Evidence Working Group, including a focus on Māori and Pasifika. *Lead: Office for Disability Issues and Statistics New Zealand.*

f) Undertake a stocktake to identify any legislation that is not consistent with the Convention on the Rights of Persons with Disabilities and explore options to improve consistency. *Lead: Office for Disability Issues and DPOs.*

g) Investigate opportunities for technology to increase disabled people's participation in work, community and political life, including through both assistive and access to mainstream technology. *Lead: ACC.*

h) Develop a framework for understanding the costs of disability and mechanisms for meeting these. *Lead: ACC and Ministry of Social Development.*

Deferred until 2017/18: i) Investigate how Government can utilise a whānau ora approach for disabled persons who prefer a whānau and community inclusive approach to government services. *Lead: to be determined.*

10. Priority: Increase the accessibility for disabled people of the built environment and transport services

a) Implement the recommendations agreed by the Chief Executives' Group on Disability Issues, which were identified through the stocktake on the accessibility of public transport. *Lead: Ministry of Transport and New Zealand Transport Agency.*

b) Implement the Accessibility Plan: Public Buildings. *Lead: Ministry of Business, Innovation and Employment.*

c) Understand the impact of disability on housing needs and influence the social housing reform programme to meet the needs of disabled people. *Lead: Office for Disability Issues.*

11. Priority: Promote disabled people participating in political and civic processes

a) DPOs to complete a stocktake of what are the areas needing the most attention and which will make the biggest difference to promote disabled people participating in political and civic processes. ODI will convene a discussion with DPOs and relevant government agencies to discuss priorities from the DPOs stocktake and identify possible actions. *Lead: DPOs.*

12. Priority: Promote opportunities for disabled people to participate in cultural life, recreation, leisure and sport

a) Investigate the feasibility of introducing a companion card programme in New Zealand to reduce the cost barrier for disabled people who require a companion to attend paid-entry activities. *Lead: Ministry for Culture and Heritage.*