**Stats NZ: Overview of the work currently being undertaken by the Disability Advice Working Group**

Stats NZ is currently leading a working group that aims to create a set of guidelines for collecting information on the disability status of employees in the public sector workforce. The client for this work is the State Services Commission (SSC).

The guidelines will provide advice to the SSC about what they might say to public sector employers and HR departments about how to measure the number of disabled people in public sector agencies over time. The SSC want to use a short set of questions in a census of public sector employees.

The main goal of the data collection will be to monitor the number of disabled employees in the public sector and track changes in this number over time. Data on disability status may also be used by government agencies to better understand the support and accommodations that are needed by disabled public sector employees.

We will use the session at the DDEWG next week to talk you through where we have got to with this project and lead a discussion to hear your thoughts on the guidelines. As such, we have attached three documents to give you a bit of background information:

**Document one** explains the context and purpose of this project.

In addition to Stats NZ and SSC, the Office for Disability Issues (ODI), the Ministry of Health (MoH) and the Ministry of Social Development (MSD) are also involved in this project and are represented on the Working Group. The Working Group has met twice, once in May and once in June. Future meetings are planned to be held every second month from July onwards. The first draft of this paper will be presented to the Working Group for review in July, and the following month it will be given to members of the DDEWG.

**Document two** is the timeline for this project. It shows roughly when the future Working Group meetings will be, and when other key events in this project will take place. The final paper containing Stats NZ’s guidelines will be given to SSC in December. It will take into account any feedback received from the Working Group, the DDEWG and stakeholders.

**Document three** is the list of questions included in the Washington Group’s Enhanced Short Set. This question set includes the six domains covered in the Short Set, plus questions on upper body functioning, anxiety and depression. Due to the increase in domains, the Enhanced Set is being considered by Stats NZ and the Working Group for this project.

**Document 1 - Project purpose**

**Context**

Public Service Chief Executives are committed to designing and delivering services that reflect the needs of an increasingly diverse population. To enable this to happen it is necessary to have a workforce that reflects this diversity.

The State Services Commission is supporting Chief Executives to lead improvements in diversity and inclusion in their agencies, including through sharing statistical best practice in the collection of data on the public sector workforce.

Stats NZ is working in collaboration with the State Services Commission and other agencies on a project focused on providing guidance on the collection of data on disabled people in the public sector workforce.

**Purpose statement**

The purpose of the project is to develop guidelines on how to identify disabled people in a statistically robust way in the Public Sector Workforce Census and other workforce related collections

The resulting data will be used to:

* identify the extent to which disabled people in the New Zealand population are represented in the public sector workforce and how this is changing over time;
* understand the support needs of disabled people in the public sector workforce.

The guidelines will be developed with a view to providing data on disabled people that is comparable with, but may go further than, existing disability data collections such as those in the 2018 Population Census, the General Social Survey and the Household Labour Force Survey. They will draw on international best practice, including the work of the Washington Disability Group.

**Document 2 – Project timeline (2018)**

14th May – First working group meeting

25th June – Second working group meeting

27th June – DDEWG meeting

July – Third working group meeting – draft paper prepared and ready for discussion within working group (date TBC)

August – Draft paper to be given to DDEWG for their input

September – Fourth working group meeting (date TBC), and stakeholder consultation to begin

October – Stakeholder consultation continues

November – Final working group meeting (date TBC)

December – Paper delivered to SSC

**Document 3 – The Washington Group Enhanced Short Set of Questions (WG-ES 3)**

1. Do you have difficulty seeing even if wearing glasses?

No difficulty, some difficulty or a lot of difficulty

2. Using your usual language, do you have difficulty communicating (for example understanding or being understood by others)?

No difficulty, some difficulty or a lot of difficulty

3. Do you have difficulty hearing even if using a hearing aid?

No difficulty, some difficulty or a lot of difficulty

4. Do you have difficulty remembering or concentrating?

No difficulty, some difficulty or a lot of difficulty

5. Do you have difficulty with self-care such as washing all over or dressing?

No difficulty, some difficulty or a lot of difficulty

6. Do you have difficulty raising a litre bottle of water from waist to eye level?

No difficulty, some difficulty or a lot of difficulty

7. Do you have difficulty using your hands and fingers, such as picking up small objects, for example a button or pencil, or opening or closing containers and bottles?

No difficulty, some difficulty or a lot of difficulty

8. Do you have difficulty walking or climbing stairs?

No difficulty, some difficulty or a lot of difficulty

9. How often do you feel worried, nervous or anxious?

Daily, weekly, monthly, a few times a year or never

10. Thinking about the last time you felt worried, nervous or anxious, how would you describe the level of these feelings?

A little, a lot or somewhere between a little and a lot

11. How often do you feel depressed?

Daily, weekly, monthly, a few times a year or never

12. Thinking about the last time you felt depressed, how would you describe the level of these feelings?

A little, a lot or somewhere between a little and a lot