

# Disability Framework for Action 2005–10

Annual Report to the Premier's Disability  
Advisory Council

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## High quality responses/services/supports

### Actions/initiatives

In August 2009, the Department introduced Treasurer's Instruction 1127 (Procurement from businesses that provide employment to persons with disabilities: goods and services) and TI 1231 (Procurement from businesses that provide employment to persons with disabilities: building and construction/roads and bridges).

### The most significant change

These TIs recognise the valuable role of organisations that employ persons with a disability.

### Why significant?

The new TIs enable agencies, at the discretion of the Head of Agency, to directly procure goods and services and, general and civil building and construction from businesses that predominantly exist to provide the services of persons with a disability without the need to undertake a full quotation or tender process.

### Evidence of the change

Between August 2009 and June 2010, one tender has been awarded as a result of the new TIs.

### Emerging Issues /challenges?

No emerging issues or challenges related to these new TIs have been identified.

## Employment

### Actions/initiatives

- Treasury job information on [www.jobs.tas.gov.au](http://www.jobs.tas.gov.au) has been reviewed to ensure accessibility.
- The Fixed Term Disability Employment Register and the Disability Employment Network have been added to the standard advertising forms as options for recruitment.
- Treasury provides active support to staff who acquire a disability that is not work-related.

### The most significant change

The most significant change during the period has occurred in relation to the action 'provision of active support to staff who acquire a disability that is not work-related'. Support may include professional workstation assessments and adjustments, purchase of equipment/technology to support the employee to complete their duties successfully (eg voice recognition software), providing professional rehabilitation services, support from the supervisor and a HR consultant, flexible working practices and access to Treasury's employee assistance program.

### Why is it significant?

The supports that Treasury offer assist those employees who acquire a disability that is not work-related to complete their duties successfully.

### Evidence of the change

Two examples from the 12 months to 30 June 2010 are:

- A human resources consultant worked with an employee, the employee's supervisor, Doctor and Branch Head to develop a detailed workplace wellness plan as a proactive, pre-agreed way of assisting the employee to maintain positive mental health. The plan established workplace supports, communication methods to be used where symptoms were present, and roles and responsibilities of all parties. In addition, a range of possible workplace adjustments and personal actions were identified to support the employee in various scenarios, to make decision making easier in these situations.
- Treasury utilised the Job Access Workplace Modifications Scheme to assess a new employee's need for workplace adjustments. Treasury arranged for ergonomic adjustments to the workstation and provided an appropriate ergonomic chair, and the scheme funded the purchase of voice recognition software. To ensure that the new employee felt welcomed, a HR consultant and a First Aid Safety Officer actively supported this process along with the employee's supervisor.

### Emerging Issues /challenges?

No emerging issues or challenges related to employment have been identified.

## **Physical access to buildings, facilities, outdoor spaces**

### **Actions/initiatives**

During the year Treasury replaced two existing manual push/pull access doors with automatic sliding doors at the heritage-listed Franklin Square Office Complex.

### **The most significant change**

Improve access for persons with a disability.

### **Why significant?**

The automation of these doors makes access easier, particularly for those persons who have mobility disabilities. These doors are major access doors for anyone who visits the Franklin Square Office Complex and one of the doors provides access to the lift to the upper floors of the Complex.

### **Evidence of the change**

These new doors were installed and were operational prior to 30 June 2010.

### **Emerging Issues /challenges?**

- Outcomes of the Disability Access Audits (see Consultative Relationships and processes below).
- Other issues related to construction or alterations of the Franklin Square Office Complex (such as receiving Heritage Tasmania approval for alterations).

## Information and communication

### Actions/initiatives

During 2009-10, Treasury's websites were reviewed to ascertain compliance with the Tasmanian Government Website Standards, with particular reference to the international Web Content Accessibility Guidelines 2.0.

### The most significant change

Treasury amended the websites that were considered not to meet the Tasmanian Government Website Standards.

### Why significant?

The amendments to these websites resulted in better accessibility to the information published on Treasury's websites for those with a disability.

### Evidence of the change

The amendments to the Treasury websites removed a significant number of areas where they did not comply with the Tasmanian Government Website Standards and the international Web Content Accessibility Guidelines 2.0. These improvements were measured by running compliance tools over the sites.

### Emerging Issues /challenges?

A large number of Treasury's financial documents contain complex fiscal data in tabular form which may be difficult to access non-visually. The challenge is to enable this data to comply with the Web Content Accessibility Guidelines 2.0 as the underlying technology is not currently capable of doing this.

## Enabling strategies

### Awareness/disability confidence

#### Actions/initiatives

- Treasury has implemented a Reasonable Adjustment Guide that assists managers during recruitment and/or ongoing employment.
- Treasury regularly offers a half day experimental 'Disability Awareness Training' to employees.
- Treasury's Communications Officer (Web Publishing) attended training in web accessibility issues.
- Increased awareness of web accessibility issues for staff who manage our websites through the development of a Web Content Accessibility Guidelines 2.0 Accessibility Requirements Quick Reference List

#### Emerging Issues /challenges?

No emerging issues or challenges related to awareness/disability confidence have been identified.

### Policy Development

#### Actions/initiatives

- In addition to the Disability Action Plan, Treasury has developed a Managing Diversity and Equal Opportunity Policy.
- The Department has implemented a new Workplace Diversity Plan. Future initiatives that will support people with a disability include a mentoring program, health and wellbeing program, diversity-related seminars, promotion of flexible work practices to encourage participation and work placement opportunities.

#### Emerging Issues /challenges?

No emerging issues or challenges related to policy development have been identified.

### Consultative relationships and processes

#### Actions/initiatives

- Established networked relationships with CRS, Anglicare and WISE Employment, with the aim of increasing the number of applications from people with a disability for our roles.
- Disability service providers are invited to contact Treasury to arrange a work placement where they have a client with relevant skills.
- In July 2009, ParaQuad completed disability access audits for all Treasury tenancies. The findings from these reports will be incorporated into any future building or tenancy related works undertaken.

### **Emerging Issues /challenges?**

No emerging issues or challenges related to consultative relationships and processes have been identified.

### **Joint/connected efforts across agencies**

#### **Actions/initiatives**

The Department of Premier and Cabinet requested that agencies provide an option to convert PDF documents to html on Tasmanian Government websites in order to enable accessibility to the information contained in the PDFs. DPAC provided a script that links to Adobe's website in order to perform this function.

This has been tested in the Treasury web sites and will be implemented in 2010-11.

### **Emerging Issues /challenges?**

No emerging issues or challenges related to joint/connected efforts across agencies have been identified.

## Other changes specific to your agency

Nil.