# Disability Action Plan – summary (30 October 2012)

Agreed by the Ministerial Committee on Disability Issues on 11 September 2012.

## 1: Overview

The Disability Action Plan involves three components:

1. Shared outcomes work programme 2012-2014
2. Better Public Services results are inclusive of disabled people
3. Business-as-usual.

## 2: Shared outcomes work programme 2012 – 2014

Agencies involved are: DEF = Disability Employment Forum; EDN – Employers’ Disability Network; MoE – Ministry of Education; MSD – Ministry of Social Development; TEC – Tertiary Education Commission; MBIE – Ministry of Business, Innovation and Employment; MoH – Ministry of Health; MCDEM – Ministry of Civil Defence and Emergency Management; BRANZ – Building Research Association New Zealand; OSC – Office for Senior Citizens; ODI – Office for Disability Issues.

### Enabling Good Lives shared outcome: Disabled people have greater choice and control over supports, use more mainstream and natural supports, and disability support funding is more efficiently used.

1. Demonstration proposal: Develop options to demonstrate the Enabling Good Lives approach (lead MSD, with MoH and MoE)

2. A good start in life: Develop policy options to integrate supports for disabled children aged 0-6 years (lead MoE, with MoH and ACC)

### Employment shared outcome: An increase in the number of disabled people in paid employment.

3. *Connecting disabled youth with the labour market*

* Promote work experience: Trial new approaches to work experience and internships for disabled people who have not previously been employed (lead MSD, with DEF and EDN)
* Easier access to apprenticeships: Explore ways to better support disabled beneficiaries to access apprenticeships (lead MSD, with MoE, and MBIE)

4. *Improving existing employment support for employers and disabled people*

* More inclusive practice: Support employers to build inclusive employment practices that increase the recruitment and retention of disabled employees (lead EDN, with DEF and MSD)
* Get to know employers: Develop opportunities to connect employers and disabled workers to increase recruitment (lead EDN, with DEF and MSD)
* Better information for employers and disabled workers: Create, co-ordinate and maintain clear, concise and easily accessed work-related information for employers and disabled workers (lead MBIE, with EDN, DEF, MSD, MoE, MoH, and ACC)
* Smarter support into jobs: Increase the capability of existing employment placement and support services (lead MSD, with ACC and DEF)
* Public Service are leading employers: Identify and implement actions to support government agencies becoming exemplar employers of disabled people (lead MSD)

5. More joined-up employment policy: Promote greater coherence in disability-related employment policy and practice (lead MBIE, with EDN, DEF, MSD, MoE, ACC and ODI)

### Rebuild Christchurch shared outcome: The Christchurch rebuild is inclusive of disabled people.

6. *Promoting accessibility in the built environment*

* Extra advice on accessible homes: Provide an extra face-to-face advisory service for older people on rebuilding their homes using lifetime design standards (lead MoH, with OSC)
* Guidance on accessible buildings: Set up an online repository with information about making buildings accessible (lead ACC, with BRANZ)

7. More inclusive emergency guidelines: Produce and promote national guidelines on emergency preparation and response to ensure greater disability-inclusiveness (lead MCDEM)

## 3: Future disability support system

### Vision

In the future, disabled children and adults and their families will have greater choice and control over their supports and lives, and make more use of natural and universally available supports.

Disabled people and their families, as appropriate, will be able to say:

* I have access to a range of support that helps me live the life I want and to be a contributing member of my community.
* I have real choices about the kind of support I receive, and where and how I receive it.
* I can make a plan based on my strengths and interests.
* I am in control of planning my support, and I have help to make informed choices if I need and want it.
* I know the amount of money available to me for my support needs, and I can decide how it is used – whether I manage it, or an agency manages it under my instructions, or a provider is paid to deliver a service to me.
* The level of support available to me is portable, following me wherever I move in the country.
* My support is co-ordinated and works well together. I do not have to under go multiple assessments and funding applications to patch support together.
* My family, whānau, and friends are recognised and valued for their support.
* I have a network of people who support me – family, whānau, friends, community and, if needed, paid support staff.
* I feel welcomed and included in my local community most of the time, and I can get help to develop good relationships in the community if needed.

The Government will get better value for the funding it provides because:

* the new approach will generally provide better quality of life outcomes for disabled people and their families (based on international evidence)
* less money will be spent on providers premises and more on support
* government agencies will work more closely together, for example using shared way to determine support needs, integrated funding and contracts.

### Principles and long-term change direction

***Principles to guide change***

Achieving our future vision for disability supports is complex and will take time. There will be many details to work through. A principles-based approach will ensure we stay on track to progress the vision. We will use the principles in the Enabling Good Lives report to help guide decisions on the changes.

The principles are:

* Self-determination: disabled people are in control of their lives.
* Beginning early: invest early in families and whānau to support them to be aspirational for their disabled child, to build community and natural supports and to support disabled children to become independent, rather than waiting for a crisis before support is available.
* Person-centred: disabled people have supports that are tailored to their individual needs and goals, and that take a whole life approach rather than being split across programmes.
* Ordinary life outcomes: disabled people are supported to live an everyday life in everyday places; and are regarded as citizens with opportunities for learning, employment, having a home and family, and social participation - like others at similar stages of life.
* Mainstream first: disabled people are supported to access mainstream services before specialist disability services.
* Mana enhancing: the abilities and contribution of disabled people and their families are recognised and respected.
* Easy to use: disabled people have supports that are simple to use and flexible.
* Relationship building: supports build and strengthen relationships between disabled people, their whānau and community.

***Long term change direction***

* Significant redesign and change will be needed on multiple fronts:
* Building knowledge and skills of disabled people: to ensure disabled people understand the direction for change, and can exercise more choice and control over their supports.
* Investment in families/whānau: to assist them to support their disabled family member to have a good life and help them develop aspirations about what can be achieved.
* Investment to build inclusive communities: to ensure communities, including businesses, workplaces, schools, and cultural, sport and recreational activities, are accessible, welcoming and recognise the contribution of disabled people.
* Changing government systems and processes: to support the system redesign e.g. integrated, outcomes-focussed contracting, individualised funding, funding pooled from across Votes and involving disabled people and families in governance, system and service design and monitoring.
* Changes to service provision: to align service governance, delivery models, workforce capability, accountability measures, monitoring and evaluation with the vision and principles of the transformed system.

***Acknowledging the relationship between Māori and the Crown under the Treaty of Waitangi***

The Treaty relationship as set out in the New Zealand Disability Strategy, and the Māori Disability Action Plan, will continue to be core to this future vision. It will be based on three key principles of participation at all levels; partnership in delivery of support, and the protection and improvement of Māori wellbeing.