

Disability Action Plan 2014-2018

New Zealand's priorities to advance implementation of the United Nations Convention on the Rights of Persons with Disabilities and the New Zealand Disability Strategy

May 2014

Office for
Disability issues

Te Tari Mō Ngā Take Hauātanga
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Accessibility

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Introduction

The Disability Action Plan 2014-2018 sets strategic priorities that advance implementation of the UN Convention on the Rights of Persons with Disabilities (CRPD) and the New Zealand Disability Strategy. It emphasises action across sectors that require collaboration between government agencies, Disabled People's Organisations (DPOs) and other entities.

The Ministerial Committee on Disability Issues approved the new plan on 8 April 2014. The Ministerial Committee is mandated by Cabinet to provide leadership, coordination and accountability across government on disability issues. This function includes setting priorities for cross-government action.

A collaborative, cross-government approach to action is necessary because many of the barriers that disabled people experience to participation and contribution in society lie across several agencies' responsibilities.

The Ministerial Committee has set a strategic framework over the four year period 2014-2018 to provide consistency and certainty in the areas that Ministers expect to be progressed. It allows momentum to build with implementation and enables forecasting of resources.

The plan's shared vision is for disabled people to experience equal rights of citizenship. Supporting this vision are five person-directed outcomes that have been developed to focus activity on making a positive difference in disabled people's everyday lives.

In line with the Better Public Services model, there are four shared result areas that prioritise collaborative action by government agencies, DPOs, and others.

Actions in the plan are additional to, and complement, disability-related activities by individual government agencies in their own areas of responsibilities and business-as-usual services.

Implementation of the plan will need to consider obligations to other treaties (such as the Convention on the Rights of the Child) and the Treaty of Waitangi.

We worked with DPOs to develop the new plan

In July 2013, the Chief Executives' Group on Disability Issues¹ met for the first time with the CRPD Independent Monitors (that is the Human Rights Commission, the Office of the Ombudsman, and the Convention Coalition Monitoring Group). This meeting recognised that the status quo approach to disability policy development needed to change. The Chief Executives' Group agreed to take a more inclusive and collaborative approach with developing a new Disability Action Plan, and they directed government agencies to closely involve DPOs from the start.

This direction reflected an interest by the Chief Executives' Group in:

- ensuring that disabled people's lived experience can inform and enrich Government priority setting
- advancing New Zealand's implementation of the CRPD, particularly the obligation in Article 4(3).

The CRPD's Article 4(3) obliges States to ensure that the authentic voice of disabled people can be present alongside government agencies developing legislation, policy and services impacting on disabled people. This is achieved through involving DPOs.

Representative organisations of disabled people

DPOs are defined as organisations that:

- are governed and led by disabled people
- focus on representing the lived experience of disability in one or more impairment areas
- have members who are disabled people.

DPOs contrast with other organisations in the disability sector which predominantly provide disability-specific services and/or are led by non-disabled people.

¹ The Chief Executives' Group on Disability Issues provides leadership and coordination amongst government agencies on implementing decisions by the Ministerial Committee on Disability Issues.

There are seven national DPOs that collaborated with government agencies in the development of the Disability Action Plan: Disabled Persons Assembly New Zealand; People First New Zealand; Deaf Aotearoa; Blind Citizens New Zealand; Balance NZ; Deafblind New Zealand; and Ngati Kāpo.

The obligation to involve DPOs does not exclude any other organisation from being involved based on their expertise, so long as DPOs always have the opportunity to participate. This obligation acknowledges the long history of exclusion and invisibility of disabled people from government policy development and other matters impacting on them.

New principles of engagement were agreed

In August 2013, the Chief Executives' Group agreed to principles to underpin government agencies' engagement with DPOs and ensure consistency with the CRPD Article 4(3):

- Government will engage with DPOs as representatives of disabled people
- We involve the right people, at the right time, in the right work
- We value the contribution of each party and make it easy to engage
- We will be open, honest, transparent and creative in our engagement with each other
- We jointly learn about how to engage with each other.

The new way of working together was put into practice

Over September 2013 to March 2014, the Office for Disability Issues facilitated discussions between government agencies and DPOs to codesign a new plan.

The collaborative, codesign process allowed DPOs to be involved in setting priorities alongside government agencies in the Disability Action Plan. This involvement achieved two things:

- ensuring what is progressed reflects the current experience of disabled people
- enabling DPOs to appreciate the constraint on resources across the Public Service, which requires ongoing priority setting and demonstrating value for money in everything agencies do.

Disability Action Plan 2014-2018

Vision

All New Zealanders experience equal rights of citizenship.

Person-directed outcomes

These five outcomes represent critical changes that DPOs assert disabled people need to experience in their lives that are necessary to achieving the vision.

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.

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.

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.

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.

Shared results

These four shared results prioritise areas for government agencies to work together with DPOs and other organisations to progress action.

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.

1. Priority: Increase the educational achievement of disabled children and adults.

a) Build capability for inclusive education to improve delivery in the CRPD context.

Lead: Ministry of Education

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

a) Improve transitions.

Lead: Ministry of Education

3. 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) Develop better alternatives to replace the minimum wage exemption, looking at existing and new schemes.

Lead: Ministry of Business, Innovation and Employment

4. 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: Office for Disability Issues

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.

5. 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

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

a) Educate disabled people about their rights not to be abused and what abuse is

Lead: DPOs

b) Investigate funding of DPO partnered programmes that support disabled people to speak up for themselves and ensure this is linked with victims of crime work.

Lead: Office for Disability Issues

c) Increase safeguards for disabled people who are socially isolated and develop initiatives to remove what is socially isolating them.

Lead: DPOs

d) 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

Deferred until 2015/2016: e) Complete a stocktake of key reports, recommendations and findings on preventing violence, abuse and neglect, including the cultural context for disabled Maori and Pasifika. Lead: DPOs with the Ministry of Social Development and the Ministry of Health

7. Priority: Increase the responsiveness to disabled people of civil defence and emergency management around New Zealand.

a) Promote implementation by local civil defence and emergency management sector of the guidelines for inclusive practice including learnings from experiences of disabled people in the Canterbury earthquakes.

Lead: Ministry of Civil Defence and Emergency Management

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.

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

a) Evaluate learning from the Enabling Good Lives Christchurch demonstration in 2014/15, and consider in 2015/16 improved assessment processes which are culturally responsive, strength based, holistic, involve whānau (whānau ora principles), and are integrated (for example in Enabling Good Lives)

Lead: Ministry of Social Development, Ministry of Health, Ministry of Education

b) Enabling Good Lives demonstration in Christchurch with the involvement of DPOs

Lead: Ministry of Social Development, Ministry of Health, Ministry of Education

Deferred until 2015/2016: c) 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

9. 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, DPOs

10. 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

Deferred until 2015/2016: 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

Deferred until 2015/2016: c) 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

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
- political and civic participation.

It recognises obligations in the CRPD, particularly Articles 5, 8, 9, 21, 25, 29 and 30.

11. 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 through the development of a National Data Standard for Disability.
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

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

a) Understand the issues with accessibility for disabled people of transport services, by completing a stocktake using the Human Rights Commission's Accessible Journey report recommendations as a framework, and then in 2015/2016 determine options to improve the accessibility of transport services.
Lead: Ministry of Transport, New Zealand Transport Agency

b) Review of the building accessibility regulatory system.
Lead: Ministry of Business, Innovation and Employment, Office for Disability Issues

13. 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

Governance

A governance arrangement will oversee implementation of the Disability Action Plan to promote ongoing change and ensure the continued involvement of DPOs.

Ministerial Committee on Disability Issues

Provides overall decision making and accountability, and meets annually to review progress with the CRPD independent monitors (Human Rights Commission, Office of the Ombudsman, and the Convention Coalition Monitoring Group).

Chief Executives' Group on Disability Issues and DPOs

A joint DPOs and Chief Executives' Group governance arrangement will oversee implementation. There will be quarterly meetings to:

1. review progress with implementation; and
2. provide feedback on the working relationship between the DPOs and government agencies.

Implementation

Interim until end 2014: Government agencies (Senior Officials Group on Disability Issues) will attend part of the monthly DPOs-only meetings to support the Disability Action Plan governance and implementation arrangements.

Working groups will support an ongoing collaborative approach in each shared result. These will meet regularly, as needed, to:

- maintain relationships between government agencies, DPOs, and others that are relevant to each shared result area
- build a shared understanding amongst all involved
- allow for discussion of emerging issues
- provide a space for considering new or different actions.

The working groups will scope new actions in this plan as well as reviewing progress on existing actions.

Monitoring

The Office for Disability Issues will develop indicators, with DPOs, to monitor progress in the longer term.

The working groups will coordinate reporting to the Office for Disability Issues, which will provide progress updates quarterly to the governance meeting of DPOs and the Chief Executives' Group.

The Minister for Disability Issues will include implementation progress in their annual report to Parliament.

Appendix one: Disability Action Plan 2014-2018

Disability Action Plan 2014-2018: cross-government priorities to make a difference

Ministerial Committee on Disability Issues' priorities to advance implementation of the UN Convention on the Rights of Persons with Disabilities (CRPD) and the New Zealand Disability Strategy



Shared results (continued)

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.

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Lead: Ministry of Social Development, Ministry of Health, Ministry of Education

b) Enabling Good Lives demonstration in Christchurch with the involvement of DPOs.
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Deferred until 2015/2016: c) A good start in life: Develop policy options to improve government supports for parents, family and whānau of disabled children aged 0-6 years.
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Lead: DPOs

Governance

Ministerial Committee on Disability Issues

Chief Executives' Group on Disability Issues and DPOs

Quarterly meetings to:
1. review progress with implementation; and
2. provide feedback on the working relationship between DPOs and government agencies

Interim until end 2014: Government agencies (Senior Officials Group on Disability Issues) to attend part of the monthly DPOs-only meetings to support the Disability Action Plan governance and implementation arrangements

Implementation

Working group: Promote access in the community

Working group: Transform the disability support system

Working group: Increase employment and economic opportunities

Working group: Ensure personal safety