



Department of
the Premier and Cabinet

Disability Access and Inclusion Plan

2023 – 2028



Contact Details

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The WA Government is committed to making sure that all Western Australians can access this plan. It has been produced in an accessible format and an 'Easy Read' Summary is also available on WA.gov.au.

Acknowledgement of Country

The Department of the Premier and Cabinet acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to all members of the Aboriginal communities and their cultures; and to Elders, past present and emerging.



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Director General's Foreword

The Department of the Premier and Cabinet (DPC) is committed to a diverse and inclusive workplace and to set the conditions for all people to do their best work.

I'm proud to present the DPC Disability Access and Inclusion Plan 2023-2028. This plan outlines our vision for leading a more accessible workplace and inclusive culture built on respect and fairness. I extend my gratitude to the many contributors to this plan.

Enhancing accessibility and promoting inclusion requires ongoing effort and progress. It is everyone's responsibility to remove barriers and create an environment in which our people can fully contribute.

I wholeheartedly endorse this plan and urge every employee at DPC to be leaders in improving accessibility and inclusivity to empower our people to reach their full potential.

Emily Roper, Director General PSM
30 September 2023

Department overview

The Department of the Premier and Cabinet (DPC) is responsible for the administration of the Executive Government services and the management of Government policy within Western Australia.

The Department provides administrative support to the Premier, Ministers, Leader of the Opposition, current and former Members of Parliament and State Government agencies.

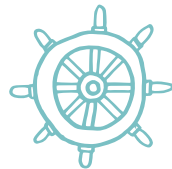
Our vision

A **connected government** that delivers a brighter future for Western Australians.

Our purpose

We provide trusted policy advice, foster effective partnerships and deliver strategic services to achieve **whole-of-government priorities**.

Our values



Leadership

We lead with professionalism, courage and integrity.



Connection

We collaborate with trust, empathy and respect.

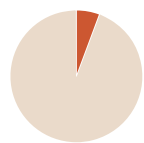


Impact

We make a difference through positive influence, pragmatism and curiosity.

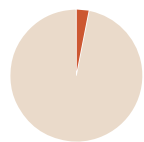
Disability in Australia

Disability is defined by the Disability Discrimination Act 1992 (Cwlth) as a cognitive, psychological, sensory, neurological, learning, or physical impairment that reduces the capacity of the person for communication, social interaction, learning or mobility. The nature of disability can vary widely; they can be visible or invisible, permanent or episodic, present from birth or acquired later in life through injury or illness. People may have multiple disabilities, each of which calls for a particular level of support. Any disability, in interaction with physical, structural or attitudinal barriers, can hinder the ability of a person with a disability to fully participate on an equal basis with others.



Australian population:
5.7% of all Australians had a profound or severe disability

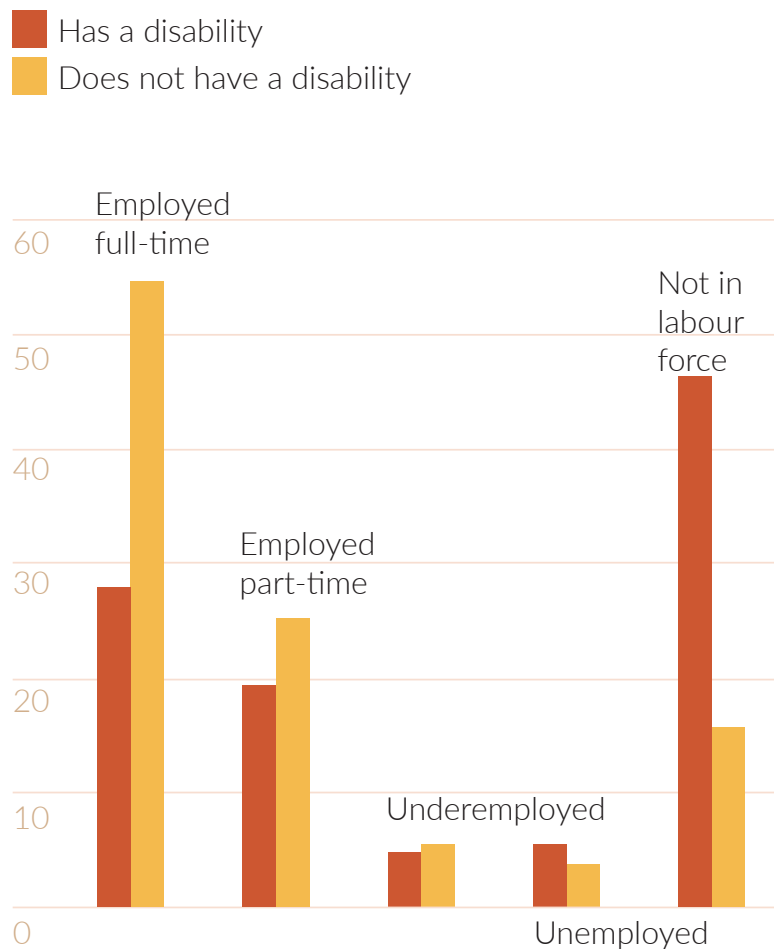
Source: Australian Bureau of Statistics (ABS)



Department staff:
3.1% of staff identified as having a disability (self reported)

Persons aged 15–64 years, labour force participation, by disability status, 2018

Source: Australian Bureau of Statistics (ABS)



1 in 6 (>18%) people in Australia have a disability (about 4.4 million people)



1 in 3 (32%) people with disability have severe or profound disability (about 1.4 million)



1 in 4 (23%) people have a cognitive or behavioural disability

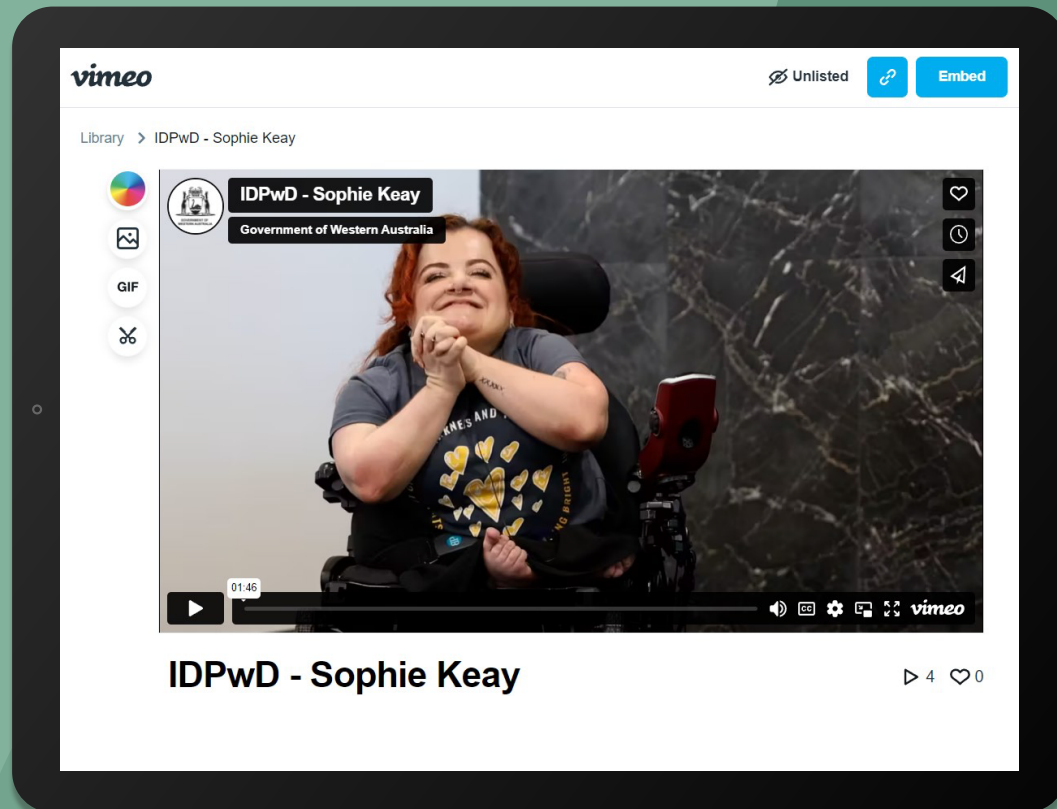
Source: Australian Institute of Health and Welfare (2022)

International Day of People with a Disability

International Day of People with Disability, held annually on 3 December, is a United Nations observed day aimed at increasing public awareness, understanding and acceptance of people with disability.

In 2022, at DPC, the day was marked by an event with inspirational guest speaker, Sophie Keay, Project Lead from the Patricia Giles Centre for Non-Violence.

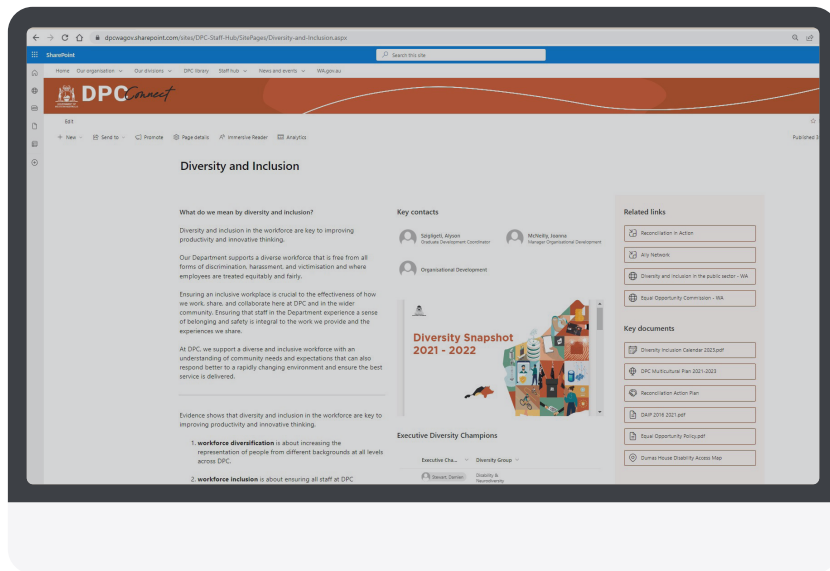
In 2023, DPC employees were invited to hear Paralympian David Bryant to talk about his journey as a triathlete, Ironman and being part of the Australian Paralympic team. DPC provided educational materials and resources for employees to increase their understanding and awareness of disability, such as Dylan Alcott's Australian of the Year 2022 acceptance speech, SBS episode of 'What Does Australia Really Think About Disability' and 'Employable me Australia.' DPC employees were encouraged to learn more about respectful communication and consider volunteering opportunities such as DADDA and the All Abilities Football Association.



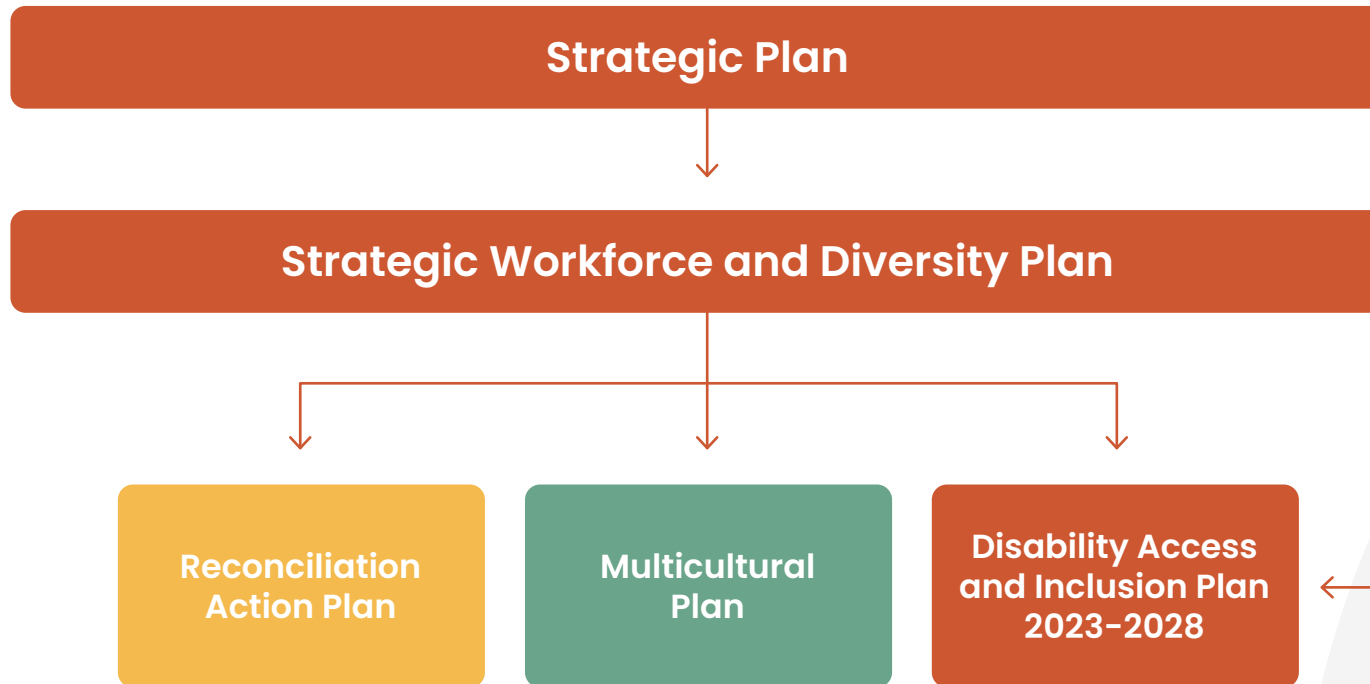
The Department has Corporate Executive diversity champions across five diversity groups including a Diversity Champion in Disability and Neurodiversity.

The Department created a dedicated diversity and inclusion intranet page to centralise information and raise visibility and awareness.

The Department assessed proposed Parliamentary Electorate Offices (PEOs) against specific criteria including accessibility for newly elected Members of Parliament. The majority of PEO leases were renewed and a disability access assessment was conducted as part of the renewal process. Lease renewal negotiations included disability access improvements as a condition of renewal.



Internal and regulatory framework



Laws, standards and guidelines

UN Convention on the Rights of Persons with Disabilities (2006)

Disability Services Act 1993 (WA)

Equal Opportunity Act 1984 (WA)

Fair Work Act 2009 (Cwlth)

Disability Discrimination Act 1992 (Cwlth)

Australia's Disability Strategy 2021 - 2031

Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020-2025

A Western Australia for Everyone.
State Disability Strategy 2020 - 2030

Major themes and findings of review and consultation

Major themes for action that emerged as part of the development of this plan include equitable recruitment processes, accommodation measures for existing staff, physical and information accessibility and efforts to increase retention and overall representation of people with a disability in the Department.

The Western Australian public was also given an opportunity to comment on this draft plan.

Key opportunities identified during consultation included:

- » Promotion of existing support available for people with a disability
- » Increasing awareness of the DAIP through internal communication and training
- » Training and education regarding disability awareness
- » Developing proactive and targeted recruitment opportunities for people with a disability
- » Determining measures to support candidates with a disability throughout the recruitment process
- » Improving the feedback and complaint mechanism

Implementing, monitoring and reporting

The implementation of the DAIP is the responsibility of all divisions across DPC.

- » Progress updates will be provided to the Corporate Executive Committee on an annual basis.
- » Progress reports will be provided to the Department of Communities each year against the seven outcomes of the plan.
- » Data will be provided to the Public Sector Commission on equal employment opportunity through the annual collection report.

The next 5 years...

Outcome 1:

People with disability have the same opportunities as other people to access the services of, and any events organised by, the Department of the Premier and Cabinet.

Strategy	Timeline	Responsibility
Events organised by the Department are accessible to people with disability.	Ongoing	All Managers
Outcomes of the DAIP are included in the Department's planning and budgeting processes.	Ongoing	ODG and Governance
Service delivery is inclusive and accessible to people with disability.	Ongoing	All Managers Agents and Contractors

Outcome 2:

People with disability have the same opportunities as other people to access the buildings and other facilities of the Department of the Premier and Cabinet.

Strategy	Timeline	Responsibility
Department buildings and facilities are accessible to people with disability.	Ongoing	Director Corporate Services/People Services
Adequate parking is provided to people with disability in terms of quantity and location, wherever possible.	Ongoing	Director Corporate Services/People Services
All future premises leased by the Department take into account the needs of people with disability.	Ongoing	Director Corporate Services
Emergency evacuation procedures include a personal emergency evacuation plan.	Ongoing	Director People Services

Outcome 3:

People with disability can access information from the Department of the Premier and Cabinet as readily as other people.

Strategy**Timeline****Responsibility**

The Department's website is accessible and inclusive

Ongoing

Strategic
Communications
Unit

All Department publications are reviewed against accessibility guidelines.

Ongoing

Strategic
Communications
Unit

The Department's systems are accessible for people with disability.

Ongoing

State Services

Outcome 4:

People with disability receive the same level and quality of service from the staff of the Department of the Premier and Cabinet as other people.

Strategy**Timeline****Responsibility**

Advise new and existing staff about disability and access issues to ensure everyone has the knowledge and skills to provide quality services for people with disability, their families and carers.

Ongoing

Organisational
Development
All Managers

Include DAIP overview in Department of the Premier and Cabinet Induction.

Ongoing

Organisational
Development

Promote policies, codes of conduct and strategies that prohibit discrimination and promote substantive equality.

Ongoing

All Managers

Outcome 5:

People with disability have the same opportunities as other people to make complaints to the Department of the Premier and Cabinet.

Strategy**Timeline****Responsibility**

Grievance mechanisms/complaints handling systems are accessible for people with disability.

Ongoing

People Services

Staff have the knowledge and skills to manage complaints from people with disability.

Ongoing

People Services



Outcome 6:

People with disability have the same opportunities as other people to participate in any public consultation by the Department of the Premier and Cabinet.

Strategy

	Timeline	Responsibility
Consultation with the public is held in an accessible manner.	Ongoing	All areas
Information detailing the nature of the consultation is available in accessible formats.	Ongoing	All areas

Outcome 7:

People with disability have the same opportunities as other people to obtain and maintain employment with the Department of the Premier and Cabinet.

Strategy

	Timeline	Responsibility
Recruitment processes are inclusive and support people with disability to apply for positions.	Ongoing	People Services
Undertake proactive and targeted recruitment opportunities for people with a disability.	Ongoing	People Services
Provide employees with disabilities with professional development and support systems to perform their duties.	Ongoing	Organisational Development and all Managers
Provide access to training and support for managers and supervisors regarding disability employment.	Ongoing	Organisational Development
Measure disability employment statistics related to recruitment.	Ongoing	People Services