



# A Western Australia **for Everyone** State Disability Strategy Annual Report (2022)

# 2020 2030

**On 3 December 2020, A Western Australia for Everyone: State Disability Strategy 2020–2030 (the Strategy) was launched.**

This Annual Report provides an overview of achievements during the Strategy's second year. The Annual Report is organised in the following way:

- Completed actions outline achievements.
- Closed actions are provided with a rationale and respective achievements.
- Updates against priority actions for each Pillar are provided.
- Highlights from individual actions which are currently underway and/or will be continuously undertaken have also been included.

# Completed Actions

Lead Agency	Action	Rationale
National Disability Services WA	<p><b>2.5 Building the talent pool</b></p> <p>Build the capacity of the State Public Sector to increase meaningful workplace participation for people with disability through applying disability confident recruiter approaches and co-design strategies consistent with the People with Disability WA (PWdWA) Connect with Me Co-design project.</p>	<p>National Disability Services WA collaborated with the Public Sector Commission to develop a more purposeful approach to the employment of people with disability. 25 public sector agencies engaged with the project.</p> <p>Between January – June 2022, 19 workshops were delivered to 139 participants. There has been a total of 662 participants over the lifespan of the project.</p> <p>97.6% of workshop participants reported a change in knowledge and confidence regarding the recruitment of people with disability, with 73% stating a significant or very significant change. The project concluded in October 2022.</p>
Department of Transport, METRONET Public Transport Authority, Main Roads WA	<p><b>6.3 Working together to achieve greater and safer access</b></p> <p>Develop an access and inclusion plan to maximise opportunities and improve outcomes for people with disability when using public transport in Western Australia.</p>	<p>In October 2022, the inaugural Transport Portfolio Disability Access and Inclusion Plan (DAIP) 2022–2027 was launched. The Portfolio consulted with people with disability and a range of stakeholders on transport matters holistically to develop strategies to improve outcomes and opportunities for people with disability, their families and carers.</p>
Department of Health	<p><b>9.4 From Hospital to Home</b></p> <p>People with newly acquired spinal cord injuries, who are eligible for State Housing, linked to accessible housing upon discharge from hospital via the Reconfiguration of Spinal Cord Injury Services in WA Project.</p>	<p>Twelve accessible social houses have now been completed.</p> <p>In consultation with the State Rehabilitation Service spinal ward at Fiona Stanley Hospital, nine dwellings have been allocated, and at time of publication, there were three remaining dwellings being allocated.</p> <p>The dwellings support people with spinal cord injury to live independently in the community and ensure the best quality of life.</p>

Lead Agency	Action	Rationale
<b>Health and Disability Services Complaints Office (HaDSCO)</b>	<p><b>10.2 Continuous improvement of services</b></p> <p>Improve service delivery to people with disability by sharing the complaints trends report. The Disability Service Data Collect Program assists service providers and the disability sector to learn from complaints and identify opportunities for improvement to provide better quality of supports for people with disability.</p>	<p>The Disability Services Data Collection Program (DSDCP) provides annual complaint statistics to HaDSCO.</p> <p>On 1 December 2020, HaDSCO successfully transitioned the National Disability Insurance Scheme (NDIS) complaints jurisdiction to the National Disability Insurance Scheme Quality and Safeguards Commission (NDIS Commission)</p> <p>With the transition of quality and safeguarding arrangements to the NDIS now complete, the 2020-21 financial year was the last reporting year for the DSDCP.</p> <p><a href="https://hadsco.wa.gov.au/Disability-Services-Data-Collection-Report-2015-16-to-2020-21.pdf">Disability-Services-Data-Collection-Report-2015-16-to-2020-21.pdf</a> (hadsco.wa.gov.au)</p>
<b>WA Police, Department of Communities</b>	<p><b>10.3 Safe services for all</b></p> <p>Implement pre-employment worker screening through the commencement of the NDIS Worker Screening Check requirements to ensure people with disability receive services in safe environments.</p>	<p>On 1 February 2021, the National Disability Insurance Scheme (NDIS) Worker Screening Check requirements commenced. The pre-employment worker screening process is being phased in over a two-year period.</p> <p>As of 1 February 2023, it is now mandatory for workers in risk assessed roles for registered NDIS providers to hold an NDIS Check clearance.</p>



As of 31 December 2022, WA had received:

**61,583 applications**

for an NDIS Check, and

**59,742 cleared workers**

had been linked to employers

WA has imposed **201** interim bars, **57** suspensions, and issued **53** exclusion notices.

# Closed Actions

Lead Agency	Action	Rationale
Public Sector Commission	<p><b>2.4 Leading from the front</b></p> <p>Chief Executive Officer performance agreements to include employment target for people with disability.</p>	Chief Executive Officer performance agreements include a demonstrated requirement to progress towards agreed diversity targets, meaning that Chief Executive Officers are actively diversifying the public sector workforce.
Department of Communities	<p><b>2.8 Supporting Western Australian Disability Enterprises</b></p> <p>Ongoing support for the WA Disability Enterprises (WADEs) employment initiative, which has achieved over \$77 million in Commonwealth, State and Local Government contracts and employs over 2,200 people with disability.</p>	<p>The State Government committed \$4 million to support seven Western Australian – Australian Disability Enterprises (WA ADEs) to create employment opportunities for many individuals across the state, particularly those affected by the closure of the Activ worksites in 2022.</p> <p>This support for WA ADEs is reflected in Action 2.20 in the second Action Plan.</p>
National Disability Services WA	<p><b>2.13 Jobs in WA</b></p> <p>Host and maintain a website which enables job seekers and employers to efficiently connect to disability sector employment opportunities for the duration of COVID-19.</p>	<p>In response to the emerging COVID-19 pandemic, a website was established to enable job seekers and employers to efficiently connect to disability sector employment opportunities for the duration of the COVID-19 restrictions. The short-term outcome of the project was to direct displaced workers who had been stood down or underemployed, to employers who required additional workers.</p> <p>The website featured information about the nature of disability work, what skills and qualities employers are looking for in job seekers, links to applicable and no/low-cost training, COVID-19 resources and FAQs. 231 jobseekers and 90 employers registered on the website. The website remains active, but is no longer maintained by National Disability Services WA. Job seekers and employers continue to be referred to the <a href="#">website</a> via the NDIS Job Matching Service, Think Support website and social media.</p>

Lead Agency	Action	Rationale
Department of Local Government, Sport and Cultural Industries	<p><b>8.5 Connecting the CaLD community</b></p> <p>Find opportunities for people with disability and Culturally and Linguistically Diverse (CaLD) communities to connect by sharing information about initiatives and inclusion grants program and events to CaLD communities via the Office of Multicultural Interest media platforms.</p>	<p>Action 8.5 (Action Plan 1) has been closed due to outcome overlap with actions 5.5 and 10.7 (Action Plan 2). Future reporting will occur against these actions.</p>
National Disability Services WA	<p><b>10.16 Skills passport</b></p> <p>Improve the visibility of industry endorsed competency levels of disability support workers in a centralised platform that can be utilised by disability service providers and self-managers.</p>	<p>A pilot project was undertaken to find a software system to provide a Skills Passport for disability sector workers and employers, which will store details of employee training, education, licensing, and integrity checks.</p> <p>NDS WA continues to communicate with the Department of Social Services to inform the National Skills passport initiative which is included on the NDIS National Workforce Plan 2021–2025 and is currently in the scoping phase.</p>



**The timeframes are identified as follows:**

- **Ongoing:** activities which are currently underway and/or will be continuously undertaken
- **Short term:** activities to commence within next 1–2 years
- **Medium term:** activities to commence within next 3–5 years
- **Long term:** activities to commence in more than 5 years

Pillar  
**Participate  
and  
contribute**

Actions  
**23**

**Short**  
3

**Medium**  
3

**Long**  
0

**Ongoing**  
17

All State Government agencies

**Priority Action**

**2.3 Employment participation in the  
WA Public Sector**

Implement the Public Sector Commission's People with Disability: Action Plan to Improve WA Public Sector Employment Outcomes 2020-2025. Increase the representation of people with disability employed in the public sector to 5% by the end of 2025.

- Department of Water and Environmental Regulation (DWER), currently have 3% of their workforce who self-report and identify that they are living with disability. This number increases to 11% of the workforce when the self-report is 'anonymous'.
- DWER have finalised their:
  - Well Being strategy
  - Dignity at Work policy
  - Revised Code of Conduct
- The 2022 and 2023 Graduate Programs promoted as a measure to improve equity in employment opportunities including for people living with disability.
- In 2022, Department of Transport (DoT) built internal awareness and capability on the exceptions in the *Equal Opportunity Act* to nominate disability as a genuine qualification for a job and/or target applicants with disability to achieve equity and improve representation of DoT's workforce. DoT has insourced specialist recruitment training for hiring managers to build the confidence and capability of hiring managers to recruit for diverse talent.
- The WA Museum is capturing analytics and developing a dashboard to collate and monitor the progress towards the 5% workforce diversification target. The WA Museum engages volunteers who identify as having a disability. Diversity is embraced ensuring all volunteers (and employees alike) are supported to contribute to the Museum and have a fulfilling experience.

## Other Actions

### Department of Education

#### 1.2 Realising individual capacity

Continue to build the capacity of principals, teachers and allied professionals to provide teaching and learning adjustments that meet individual student needs, including students with disability.

Teachers and students with disability and complex behaviour continue to be supported on their learning journeys.

Professional capability of principals, teachers and allied professionals will be strengthened through initiatives such as:

- Development of a graduate teacher module linked to the Disability Standards for Education review and update the education assistant's competency framework.
- Development of 2 LEAP courses:
  - Curriculum and contemporary pedagogy for students with disability; and
  - Behaviour support, wellbeing and planned critical responses.
- Development of professional learning to support school leaders to analyse data related to students with disability and complex behaviour.
- Development of information and resources to support educators working with students with specific learning requirements.

### Department of Training and Workforce Development

#### 1.6 Accessible Training

Enable tertiary skills training to be more accessible for people with disability through hybrid training models.

Support is available for eligible people with disability to help them access training in 32 qualifications under the Participation Equity Program. Courses range from Certificate I-IV level in Business, Logistics, Community Services, Education, Agriculture, Manufacturing, and Retail.

There are two registered training organisations that can deliver the funded training across Western Australia. Funding of 40% loading was provided to Registered Training Organisations (RTO) in addition to normal funding rates to support and assist students with disability complete their training program/qualification.

In 2022, RTOs received funding to support **192 students with disability** through the program.

In 2022, **7,662 students with disability** have undertaken **11,497** course enrolments.



Department of Water and  
Environmental Regulation

### 2.12 Containers for Change

Support the Containers for Change scheme as it facilitates the employment of people with disability, Aboriginal and Torres Strait Islander people and the long term unemployed.

Containers for Change employed **821 people**, of which **187** were long term unemployed or people living with disability and **77** were **Aboriginal people**, representing about **32 per cent** of the jobs available through the scheme.



Leadership WA

### 3.1 Developing tomorrow's leaders

Develop and increase leadership skills and enable people with lived experience of disability, or who are ambassadors/working in the disability sector, to become more influential, confident and effective leaders.

Two LeadAbility cohorts were delivered, undertaking 6 days of leadership development over 3 months.

A core aspect of the LeadAbility Course empowers participants to lead community change with participants creating initiatives to support and improve the lives of those living with disability.

LeadAbility graduates and Alumni with disability attended the 2022 Australian of the Year address by Dylan Alcott, OAM. Several of Leadership WA's LeadAbility graduates and alumni were appointed to boards supporting people with disability or advisory groups.

Pillar  
**Inclusive communities**

Actions  
**19**

Short  
6

Medium  
0

Long  
0

Ongoing  
13

Department of Communities

**Priority Action**

**5.1 New ways to ensure access and inclusion**

Undertake the legislated renewal of the *Disability Services Act 1993* to renew and refresh the approach to strengthening outcomes from mandated access and inclusion planning.

A consultation paper will be used to gather information from the community and stakeholders on the issues relevant to reform of the *Disability Services Act 1993* and the matters to be addressed through legislation. These issues include a review of the current Disability Access and Inclusion Planning approach to inform the drafting of access and inclusion provisions in the new legislation.

Other Actions

Department of the Premier and Cabinet,  
Office of Digital Government

**5.2 Disability and Digital Inclusion**

Develop a blueprint for digital inclusion for all Western Australians, including people with disability.

Active stakeholder engagement was undertaken, including people with disability, and those supporting and representing them, to develop the state-wide Blueprint for digital inclusion in Western Australia. The Digital Inclusion Blueprint will seek to reduce the barriers to digital inclusion through better coordination and collaboration of initiatives.



## Other Actions

### WA Police

#### 5.7 Creating Safe Communities

Provide ongoing opportunities for people with disability and disability service providers to provide feedback and input on access and inclusion issues faced with services provided by the WA Police Force and the Road Safety Commission.

“Safe and Found WA”, a programme managed by MedicAlert Australia, was launched and is targeted at people who are at risk of becoming lost or reported as missing. It includes an ID bracelet and an individual Safe and Found profile ensuring police officers have immediate access to critical information in a search operation.

The WA Police Force supports and works with Bikelinc to promote their recent expansion in scope to include mobility scooters.

A disability specific resource kit has been developed to assist police stations and business areas across WA Police to understand services available for people with disability, including access to interpreting services. The kit also builds awareness of the complexity of disability and considerations to improve service access and delivery for people with disability and their family and carers.

### Royal Automobile Club (RAC)

#### 6.4 RAC automated vehicle trials

Continue automated vehicle trials to increase community inclusion of people with disability in metropolitan and regional areas.

RAC’s Intellibus is fitted with an accessible ramp for passengers who require a wheelchair onboard, creating freedom and independence for the young, aging and people with disability.

**26,725 people** have now experienced **driverless vehicle technology** firsthand through the RAC Intellibus® travelling **36,172.7km** in autonomous mode on public roads in South Perth, Busselton and Geraldton.

## National Disability Services WA

### 8.3 Companion Card

Maintain the Companion Card initiative, for people with a significant and permanent disability, who require attendant care support in order to participate at community venues and activities.

The Companion Card program continues to be delivered in WA. In 2022, close to 20 new affiliate organisations have been onboarded. This includes venues such as Cannington Leisureplex, Scarborough Beach Pool, Skillathletic Victoria Park and the Peninsula Farm in Maylands. There was also an increase in regional and remote organisations joining the program such as Quairading Agricultural Society Inc, Dwellingup Adventures and Narrogin Agricultural Show.

Companion Card users have recently shared some of their experiences with existing Companion Card affiliates and the impact it has had on their lives.

“Hi I’m a blind person and went with my support worker to this venue this year in August I fed all the animals I had fun and I used my companion card”.

#### Bunbury Wildlife Park

“Abrolhos Adventures were FANTASTIC at accommodating my family, My daughter is in a wheelchair & they couldn’t do enough to make us feel welcome - HIGHLY RECOMMENDED!”

#### Abrolhos Adventures

There were **21,000 card holders** in WA as at the end of 2022.

## Department of Local Government, Sport and Cultural Industries

### 8.4 Participate in Art

Promote accessible arts activities and the online resource, Choose Art, to people with disability to find and participate in accessible arts programs, opportunities and events in their local area and beyond. Continue to strengthen partnerships with disability service providers, planners and showcase artists with disability via social media platforms.

Artists with disability are supported to develop new artistic works and reach audiences. As part of the United Kingdom/ Australian Season of Culture, Julia Hales’ production of “You Know We Belong Together” was performed at the Southbank in London and at the Lyceum Centre in Edinburgh to huge acclaim.

Peak disability arts organisations, DADAA and Sensorium Theatre continued to deliver programs and performances in the metropolitan area and in regional Western Australia. Sensorium production of WHOOSH toured to Geraldton, Port Hedland, Lake Grace, Jerramungup and Kalgoorlie delivering inclusive theatre performances, professional learning and community engagement activities.

Pillar  
**Living Well**

Actions  
**26**

**Short**  
10

**Medium**  
0

**Long**  
1

**Ongoing**  
15

All State Government agencies

**Priority Action**

**9.1 Liveable Design Housing**

Social Housing Economic and Recovery Package to deliver accessible, inclusive and affordable accommodation:

New social housing homes constructed will be built to Liveable Design Housing Australia's silver standard or higher to better support people with disability.

Refurbishments to target deteriorated supported accommodation such as refuges, residential group homes for children in care, and supported disability accommodation (group homes).

The WA Housing Strategy 2020–2030 contains a target that seeks to “catalyse 40 per cent of new homes built to liveable design standards by 2030”.

The Residential Design Codes form State Planning Policy 7.3 – Residential Design Codes establish controls for the design of residential development throughout Western Australia. In most circumstances, they are administered and applied by local governments when determining development applications for residential development. The Residential Design Codes are periodically reviewed, with proposed amendments known as the ‘Medium Density Housing Code’. The review of the Residential Design Codes has been a key priority of the State Government’s Action Plan for Planning Reform.

The Residential Design Codes promote liveable housing design. The Department of Communities seeks to construct 100% of public housing to a minimum silver standard (where practicable).

**Other Actions**

**Department of Training and Workforce Development**

**10.4 Job matching**

Increase the number of trained support workers available for people with disability. The NDIS Job Matching Service is an intermediary service to support disability sector employers to navigate the training system and to link recent graduates and jobseekers with employment opportunities in the disability sector.

The Job Matching Service assists disability employers to attract, train and retain a highly skilled workforce.

The NDIS Job Matching Program has achieved 900 student placements from the commencement of the program in 1 September 2020 to 30 September 2022. Almost 200 of these placements were during the period 1 July 2022 to 1 September 2022.

National Disability Services WA (NDS WA) referred 2,576 job vacancies for the period 1 July 2022 to 30 September 2022 to employment providers, including Jobs and Skills Centres, JobActives, Disability Employment Service, and university job boards.

NDS WA engaged with 132 providers from across the State either developing or supporting the implementation of workforce development plans during the period 1 July 2022–30 September 2022.

## Department of Communities

### 10.10 Accessible refuge accommodation and support

Women with disability to be supported as needed by two new accessible family and domestic violence refuges. The services provide a safe, supportive space for women and their children escaping domestic violence; and provide information on a range of issues such as housing, income, family court matters, and restraining orders.

In December 2020, two new family and domestic violence refuges opened in the Kwinana and Peel region.

- The Peel region refuge, Warlang Bidi, is the state's first therapeutically focused women's refuge and is based on an

intensive co-design process involving women with lived experience. It provides specialist, person-centred responses for women who also have mental health concerns and/or harm from alcohol and other drugs.

- The Andrea Mia women's refuge in Kwinana delivers crucial crisis accommodation and support services and is accessible to all women.

A third refuge in the East Metropolitan area is expected to be completed in August 2023. In 2022, Warlang Bidi supported 5 women with disability and the Andrea Mia centre supported 3 women with disability including a child.



## Department of Communities

### 10.11 Engaging with ACCOs (Aboriginal Community Controlled Organisations)

Work with Aboriginal Advisory Groups and Aboriginal Community Controlled Organisations (ACCOs) to implement the ACCO Strategy and build the capacity of ACCOs to become registered NDIS disability service providers.

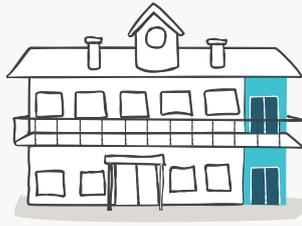
The Department of Communities is committed to aligning the ACCO Strategy actions and outcomes with the National Agreement on Closing the Gap and the related disability sector strengthening plan through building the collective capability and capacity of the ACCO sector to meet the proportionate demand for culturally appropriate services.



The Aboriginal Economic Review is underway, and this will provide key baseline data to inform market transition planning and the co-design of the ACCO Commissioning Framework.

The Aboriginal Engagement Framework continues to progress with planning and development.

Communities will establish formal mechanisms for ongoing coordination and alignment of priorities, capturing unique knowledge and experience in decision-making and cultural ways through connection and reflection.



## Mental Health Commission

### 11.1 WA's first mental health Community Care Unit

Establish Western Australia's first Community Care Unit, which will provide a community based residential service for adults with significant mental health issues, which will be a highly supported environment providing 24/7 psychosocial, clinical, and peer support.

The Community Care Unit has obtained Licence to Occupy from the Department of Health's Licensing Accreditation Regulatory Unit. The residential component of 24/7 support commenced 21 November 2022 and replaced the temporary day only program.

Residents have up to 18 months residence in a supported environment while they rehabilitate from their significant mental health issues. Aiming to progress through their individual recovery plan, based on a mental health recovery framework, to transition to independent living arrangement in the community with supports as required.

## Disability Health Network

### 11.5 Connect, Share, Improve

Improve health outcomes for people with disability by enabling consumers, families and carers, health professionals, hospitals, health services and the WA Department of Health to engage and collaborate effectively.



During 2022, WA health system staff effectively partnered and collaborated with people with disability, consumers, families, carers and health services to enable WA COVID-19 Vaccination Program initiatives such as:

- the provision of low-sensory clinics
- home visiting vaccination services; and
- the establishment of an in-house call centre.

These initiatives contributed to Western Australia achieving high COVID-19 vaccination rates for people with disability.

Pillar  
**Rights and Equity**

Actions  
**20**



Department of Communities

**Priority Action**

**12.1 All together for one**

Identify legislative reform required to improve outcomes for people with disability, including but not limited to the *Disability Services Act 1993*, and provide advice to government to better support the rights of people with disability.

A consultation paper will be used to gather information from the community and stakeholders on the issues relevant to reform of the *Disability Services Act 1993* and the matters to be addressed through legislation.

These issues include approaches to better support the rights of people with disability and improves equity outcomes for people with disability to inform provisions in the new legislation.

The State Government is reviewing its regulation of restrictive practices in funded disability services. This work is informed by consultation previously undertaken with the community, the disability sector and State Government stakeholders in 2021 and a revised policy framework in 2022.

The proposed approach would continue the State Government’s commitment to person-centred, culturally safe and nationally consistent approaches that keep people safe, while at the same time reducing and, where possible, eliminating the use of restrictive practices.

Other Actions

Department of Education

**13.2 Education for us, with us**

People with disability, including students, have opportunities to participate in public consultations conducted by the Department of Education.

Consultation and collaboration is continued with a range of stakeholders including peak advocacy groups, parents and people with disability.

Examples include:

- the development of guidelines for schools to support parent-initiated requests for therapy provision during school hours on school sites.
- School of Special Educational Needs (SSEN) advisory committee which includes membership from various professional organisations, such as Telethon Kids Institute, Curtin University Autism Research Group, the Autism Association and parents.
- involvement in SSEN school development days and staff meetings.

## Other Actions



### Department of Justice

#### 14.4 Support for victims of crime

Investigate opportunities to better identify and support victims of crime who have disability.

The Victims of Crime Strategy is in development by the Office of the Commissioner for Victims of Crime. The Strategy will specifically consider the needs of victims with disability and whether specific reference is required in the *Victims of Crime Act*.

## Timeline

