

# Disability Action Plan

Disability Framework for Action  
2005 - 2010

August 2008

## Disability Action Plan

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*The Disability Framework applies to all people with a disability in Tasmania, as specified in the Disability Services Act 1992. This includes people with a disability which:*

- (a) Is attributable to an intellectual, psychiatric, sensory or physical impairment or a combination of those impairments;*
- (b) Is permanent or likely to be permanent;*
- (c) Results in a substantially reduced capacity of a person for communication, learning or mobility, the need for continuing support services and which may or may not be chronic or episodic in nature.*

*It covers people with intellectual, psychiatric, sensory or physical impairments, as well as individuals with cognitive impairments who fall within the equivalent Commonwealth legislation.*

*In 2003, an estimated 111,700 Tasmanians had a disability, representing 23.5% of the population at that time, which 7.8% of the total population, or an estimated 37,100 Tasmanians, had a profound or severe cover activity restriction.*

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### **Equity**

People with a disability have the same rights as other citizens and equal opportunity to participate in the social, cultural, economic and political life of our community and to access the structures, processes and resources to realise these opportunities.

### **Inclusiveness**

Mainstream programs, services and facilities should be available and accessible to people with disabilities.

### **Access**

Ensure access to specialist services that are appropriate to the needs of individuals

### **Autonomy**

People with a disability should be free to make or influence the decisions and choices that affect their lives.

### **Recognising and Supporting Diversity**

The knowledge and life experience of people with a disability, and the contribution they make to society, should be acknowledged and valued, including Government policy.

## **Non-discrimination**

All people have the right to live their lives free of discrimination

## **Prioritising Resources**

Resources should be targeted to areas in which they can make the greatest difference in the lives of people with a disability. Priority should be given to those in greatest need, particularly those with severe or profound disabilities.

*Source: Disability Framework for Action 2005-2010,  
a whole of government framework for Tasmanians with a disability,  
Department of Premier and Cabinet*

## **PREAMBLE**

*In developing DIER's Disability Action Plan the Senior HR Consultant formed a Working Group consisting of a diverse group of employees across DIER. DIER's Disability Action Plan is broken into three (3) sections as follows:*

- 1      Employment at DIER*
- 2      Community Accessibility*
- 3      Access to and Working within the DIER Environment*

*Consultation has occurred between all DIER management and employees (including those with disability), the Disability Bureau (DPAC) and various Disability Sector Organisations.*

# 1. EMPLOYMENT AT DIER

The Department of Infrastructure Energy & Resources (DIER) supports recruitment of all people (including those with a disability).

<b>GOAL:</b> To provide a workplace culture that values and actively promotes the employment of people with disability.						
<b>OBJECTIVE:</b> To promote and support employment opportunities within DIER for people with a disability						
<b>ACTION/S</b>	<b>AGENCY COLLABORATION</b>	<b>TIME SCALE</b>	<b>LEAD</b>	<b>RESOURCES</b>	<b>COST</b>	<b>DATES FOR MONITORING</b>
a. Consider people with disability when developing and/or reviewing Statements of Duties and implementing the selection process so as not to exclude people with disability	Human Resources	Ongoing	Human Resources	All Divisions	N/a	Ongoing
b. Increased utilisation of the Fixed Term Disability Employment Register	All Divisions	Ongoing	Human Resources	Human Resources in collaboration with recruiting manager	N/a	Ongoing
c. Human Resources offer disability employment	All Divisions	December 08	Human Resources	Human Resources and external	N/a	Ongoing

awareness sessions accessible to all staff				recruitment agency specialising in disability placements		
d. Ensure new and existing policies and programs reflect diversity principles (where relevant)	All Divisions	Ongoing	Human Resources	All Divisions	N/a	Ongoing
e. Ensure accessibility for people with a disability to DIER's internal and external websites	Corporate Affairs	Ongoing	Corporate Affairs	All Divisions	N/a	Ongoing
f. Provide accessibility for all people within the agency giving consideration to the needs of an ageing workforce and incapacity due to illness or injury of any kind	All Divisions	Ongoing	Human Resources	All Divisions in conjunction with Human Resources	Additional costs will be absorbed within branch or division budgets	Ongoing
g. Participate in disability awareness training	Passenger Transport	Ongoing	Passenger Transport	Tasmanians with Disabilities Inc.	N/A	Ongoing
h. Provide all employees with an awareness of DIER's Workplace Diversity Policy and Plan and	All Divisions	Ongoing	Human Resources	Human Resources – Orientation Day – HR Intranet	N/A	Ongoing

Disability Action Plan				All managers		
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## 2. COMMUNITY ACCESSIBILITY

The Department of Infrastructure Energy & Resources (DIER) will ensure accessibility to public services facilitated by DIER.

<b>GOAL:</b> To promote accessible transport and ensure greater equity of access.						
<b>OBJECTIVE:</b> To remove barriers inhibiting the personal mobility of persons with a disability.						
<b>ACTION/S</b>	<b>AGENCY COLLABORATION</b>	<b>TIME SCALE</b>	<b>LEAD</b>	<b>RESOURCES</b>	<b>COST</b>	<b>DATES FOR MONITORING</b>
a. Maintain an ongoing dialogue with disability groups in relation to access to public transport	Passenger Transport	Ongoing	Passenger Transport	Passenger Transport & representative stakeholder groups	N/A	Ongoing
b. Participate with inter-state authorities on a plan to achieve greater national harmonisation of disability parking	Passenger Transport & Roads and Traffic	Dec 2009	Passenger Transport	Passenger Transport, LGAT, Interstate & Commonwealth authorities	TBD	Ongoing
c. Expand the use of 'smart card' and related technologies to improve	Passenger Transport	2009/10	Passenger Transport	Passenger Transport & WAT operators	TBD	Ongoing

convenience of WAT travel for TAS members						
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d. Facilitate through the outcomes of the Review of Core Passenger Transport Services increased investment of accessible vehicles and infrastructure	Passenger Transport	Ongoing	Passenger Transport	Passenger Transport & Passenger Transport industry, Local Government	N/A	Ongoing
e. Pursue legislative reform to increase availability of wheelchair accessible taxi (WAT) licences	Passenger Transport & Land Transport Safety (Vehicle Operations)	Dec 2008	Passenger Transport	Passenger Transport	N/A	Ongoing
f. Collaborate with relevant agencies to ensure suitable public transport options for students with disabilities	Passenger Transport & Education	Ongoing	Passenger Transport	Passenger Transport & Education	N/A	Ongoing
g. Have systems and processes in place to enable persons with disabilities to obtain driver	Land Transport Safety (Registration and Licensing)	Ongoing	Land Transport Safety	Registration and Licensing	N/A	Ongoing



licences.						
h. Approve modifications that enable people with disabilities to drive a motor vehicle.	Land Transport Safety (Vehicle Operations)	Ongoing	Land Transport Safety	Vehicle Operations	N/A	Ongoing
i. Ensure that within the Taxi Training Course a unit on transporting people with disabilities is periodically reviewed and updated.	Land Transport Safety (Registration and Licensing)	Ongoing	Land Transport Safety	Registration and Licensing	N/A	Ongoing
j. Participate in disability awareness training	Passenger Transport	Ongoing	Passenger Transport	Tasmanians with Disabilities Inc.	N/A	Ongoing
k. Provide all employees with an awareness of DIER's Workplace Diversity Policy and Plan and Disability Action Plan	All Divisions	Ongoing	Human Resources	Human Resources – Orientation Day – HR Intranet All managers	N/A	Ongoing

### 3. ACCESS TO AND WORKING WITHIN THE DIER ENVIRONMENT

The Department of Infrastructure Energy & Resources (DIER) recognises that all people are entitled to work in an environment that takes into account equal access to all services.

<b>GOAL:</b> All DIER buildings offices and work locations will provide access to people with a disability.						
<b>OBJECTIVE:</b> Reduce barriers to access in Department operated buildings.						
<b>ACTION/S</b>	<b>AGENCY COLLABORATION</b>	<b>TIME SCALE</b>	<b>LEAD</b>	<b>RESOURCES</b>	<b>COST</b>	<b>DATES FOR MONITORING</b>
a. Ensure that disability access requirements are built into the specifications for new and refurbished offices and buildings.	All Divisions	As required	Resource Management Branch	Resource Management Branch in collaboration with divisions.	N/A	Ongoing – when required.
b. Provide accessibility for people (including employees) with a disability to buildings and resources	Corporate Services	Ongoing	Resource Management	All Divisions	N/A	Ongoing

\* Progress of the above initiatives will be reported on annually via the Department’s Annual Report on Disability.



**Tasmania**  
Explore the possibilities

**CORPORATE SERVICES DIVISION**

**Department of Infrastructure, Energy and  
Resources**

GPO Box 936, Hobart 7001

Ph: 1800 001 377

Email: [belinda.beltz@dier.tas.gov.au](mailto:belinda.beltz@dier.tas.gov.au)

Visit: [www.dier.tas.gov.au](http://www.dier.tas.gov.au)