

Disability Service Plan 2022-2025

2022-23 Annual Report

September 2023

Our people

EPW recognises the importance and value of social and economic participation by people with disability, inclusive of workplaces and workforces, to build workforce participation of people with disability, and financial security.

- Our first Disability Champion was nominated in 2022-23. As a Deputy Director-General in the department, Sharon Bailey is providing top-down leadership, highlighting the importance of inclusivity and diversity.
- A Disability Network has been established, with 28 members volunteering from across the department. The inaugural meeting, chaired by our Disability Champion, was held in June 2023. Now that the network has been established, it is anticipated that it will meet four times a year.
- We focussed on raising awareness in 2022-23, including:
 - Director-General newsletter articles on Inclusion in action, Disability Awareness Week, launch of the new Disability Service Plan, introduction of the Disability Champion and invitation for staff to join the Disability Network
 - All staff email and video from the Disability Champion providing information about her role, the importance of diversity in the workplace and the Disability Network
 - Intranet news articles promoting World Autism Awareness Day on 2 April 2023 and encouraging staff to update their workforce diversity details to enable a better understanding of the diversity in our workforce
 - SBS inclusion and diversity training



- modules, including a disability module, made available to all staff
- Promoting Diversity Council of Australia webinars on 'Attracting, retaining and progressing neurodivergent talent' and 'Workforce adjustments: What are they, how to make them, and support you can count on'.
- In January 2023, the department commenced a partnership with Job Access, the national hub for workplace and employment information for people with disability, employers and service providers, to drive employment opportunities within the department for people with disability. 24 of our Human Resources staff attended Job Access Disability awareness training.
- In April 2023, the department agreed to align with the sector-wide diversity target of 12% of employees with disability by 2026. The department's

- disability representation (MOHRI data) at 30 June 2023 was 4.6%. Hiring managers are encouraging new starters to complete the diversity census during onboarding so we can better understand our workforce.
- Our Human Resources team has been working closely with their clients to develop, tailor and implement targeted recruitment and advertising strategies, managing reasonable adjustment requests and return to work.
- Our Queensland Government 2022 Working for Queensland survey results showed that of the 64% of departmental employees who participated in the survey, 16% identified as living with disability. People with a disability were asked if they felt safe and respected at work, with 68% responding favourably. This was an increase of 2% since the 2021 Working for Queensland survey.

Our service users

EPW services must be inclusive of all people, as well as being safe and of high quality. Services must also provide an excellent, person-centred user experience. This includes the development and delivery of disability services for First Nations peoples, by First Nations peoples.

- One of the requirements of Buy Queensland 2023 is consideration of how public spending can support meaningful work for people with disability. As part of Buy Queensland 2023, the Ethical Supplier Threshold was enhanced to ensure employee wages are paid in accordance with an applicable modern award, including providing award-based wages for people with disability using the Supported Wage System where appropriate.
- When establishing whole-of-government arrangements our General Goods and Services (GGS) unit in Procurement ensures social enterprises are well represented to enable government agencies to engage with them. Social enterprises and mainstream suppliers delivering social value are clearly identified and easily engaged through supplier selection tools.
- As part of their business practices, GGS is ensuring that social value of all types, including creating employment opportunities for people with disability, are considered when establishing and managing GGS arrangements.
- QFleet, the fleet manager for the Queensland

Government, actively promoted 'Driving a vehicle safely for work' across government, with 17,988 completions recorded. Promotional activities include a dedicated page on the forgov website accessible across government, engaging in customer forums (including a Road Safety Network Forum which coincided with Queensland's road safety week) and direct liaison with Department of Transport and Main Roads to get the message out.

- To meet customer demand, QFleet provided six modified vehicles to four agencies to support their service delivery.



Our places

EPW places, services and infrastructure must be accessible, inclusive and universally designed to support community and economic participation for people with disability.

- All departmental major projects include clear provisions to ensure the requirements for facilities to be accessible, welcoming and inclusive places. Accessibility experts are engaged on all major projects to ensure compliance and best practice.
- Accessible Adult Change Facilities are being incorporated into various projects as part of a range of infrastructure programs.
- Public Works, led by Building Policy and with QBuild and the Office of the Queensland Government Architect, continued to work with industry and advocates to support the inclusion of mandatory accessible housing requirements in the National Construction Code 2022.
- QBuild architects, most of whom have long term experience in accessible social housing design, are constantly working with inclusive design practices through implementing the Social Housing Design Guidelines. QBuild architects also advocate for designing for accessibility in their role providing design, documentation and management of external architecture services for social housing and government employee housing. They also provide expert advice to all government agency clients regarding inclusive design practices to comply with requirements under the National Construction Code.
- QBuild's Senior Architect acted as a key consultant for the Building Policy area in its role as Queensland Government advocates for the Livable Housing Design



Standards (LHDS) to private sector stakeholders. A detailed report was developed by QBuild, addressing private sector concerns about the draft LHDS when it was released for public consultation. The report included technical advice and diagrams for multiple housing types and lot sizes.

- Both QBuild's Senior Architect and Building Policy staff represented the Queensland Government on the Australian Building Codes Board (ABCB) National Implementation Advisory Committee. QBuild staff assisted the ABCB with content review and drafting of diagrams for the Livable Housing Design Handbook, a support document produced to provide guidance to LHDS users. Technical advice and diagrams were also provided to Building Policy to inform their drafting of the new Queensland Development Code provisions guidance to LHDS implementation.

- QBuild's Senior Architect advocated for the LHDS implementation in online workshops with the private sector construction and building surveying bodies, including presenting at the Queensland Building Surveyors Conference.
- National Construction Code 2022 requirements have been incorporated into the designs of all Modern Methods of Construction homes that will be built through QBuild's Rapid Accommodation and Apprenticeship Centres. These homes are built to livable housing design standards and are intended for social housing and government employee housing for essential workers in regional Queensland.
- Public Works' Social Procurement Framework is advocated by QBuild's Regional Procurement Managers and Procurement Governance staff. Its use and reference is encouraged in the planning for all procurement activities.
- QBuild's Social Procurement Champions have monthly scheduled meetings, and ad hoc meetings if required. There are currently six Social Procurement Champions across Queensland who participate in these meetings. Social procurement is about using purchasing power to generate social benefits, adding value to procurement outcomes and supporting supplier and workforce diversity.



Community engagement
12 QEJP sessions
14 RHF sessions

Our community

EPW actions and activities that deliver local initiatives should be inclusive of the whole community and the region.

- There were two key community engagement opportunities in 2022-23 – Queensland Energy and Jobs Plan and Resilient Homes Fund.
- Engagement strategies incorporated inclusive design principles through:
 - considering the suitability of venues, i.e. accessible indoor venues, close to public transport and/or having parking options
 - ensuring all communication and engagement were designed to be accessible in various formats (online and print), to ensure

freedom of information, recognising that people with disability may use technology, tools, or the support of others to communicate

- utilising various marketing channels (print/newspaper/radio/TV/social media) to ensure greater reach, including to people of diverse age, abilities and cultural backgrounds
- organising events in various formats and locations to engage with a diverse audience
- designing collateral that catered to a diverse audience.
- In addition, the Resilient Homes Fund team embarked on a comprehensive door-knocking exercise in the most flood affected communities to ensure those without access to a phone, email or internet were informed of the program

