

Disability Action Plan 2014-2018: Update 2015

Cross-government priorities to improve disabled people's ability to participate and contribute to New Zealand

December 2015

Authors

This document was published by the Office for Disability Issues, on behalf of the Disabled People's Organisations and government agencies involved in the Disability Action Plan 2014-2018.

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Priorities for cross-government action

The Disability Action Plan (the Plan) sets out priorities for action that promote disabled people's participation and contribution in society. It intentionally focuses on issues that need more than one organisation to progress, because they do not lie neatly in any one agency's responsibilities.

This Plan operates under the authority of the Ministerial Committee on Disability Issues. 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.

The Ministerial Committee also coordinates implementation of the United Nations Convention on the Rights of Persons with Disabilities (CRPD) and the New Zealand Disability Strategy.

Government agencies and Disabled People's Organisations worked together to codesign the Plan over 2013/2014, and have continued to provide joint governance over the Plan in its implementation and the 2015 update. Coordination and support for the process is provided by the Office for Disability Issues.

The Ministerial Committee approved the initial Plan in April 2014.

This updated Plan was approved by Cabinet in December 2015, following public consultation to check that the priorities and actions remain relevant to disabled people.

The strategic direction is disabled people-led

The Plan's joint vision is for "All New Zealanders to experience equal rights of citizenship".

Reinforcing this vision are five person-driven outcomes, which indicate key changes that disabled people say they want to experience in their lives. The actions should, over time, help make these outcomes real.

Following the practice with Better Public Services, at the heart of the Plan are four shared results, which give a direction to the priorities for action. The Plan's shared results are also broadly consistent with, and should support achieving, some of the Better Public Services results.

Actions in the Plan are additional to, and complement, single agency-led disability-related activities.

Actions involve more than one government agency

The Plan provides a cross-government mechanism to help progress action on issues that need more than one government agency to work together.

These issues are usually more difficult and complex, in part because multiple organisations are involved. The Plan helps to progress actions through providing a consistent strategic direction, regular oversight of implementation, and insight from the lived experience of disability provided by Disabled People's Organisations.

Other actions are important to disabled people, but these are the responsibility of a single agency

Some priorities and actions raised by disabled people in the development and update of the Plan are clearly the responsibility of one government agency, and no other government agency needs to be directly involved. These single agency-led actions are not included in the Plan.

In 2016, the Office for Disability Issues will work with Disabled People's Organisations to develop a coordinated process to ensure opportunities for their feedback on single agency-led actions.

The Plan is codesigned with disabled people

In July 2013, the Chief Executives' Group on Disability Issues¹ met for the first time with the Independent Monitoring Mechanism (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 action plan. They directed government agencies to work closely with Disabled People's Organisations and codesign the Plan.

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 perspectives of disabled people, which are voiced by disabled people themselves, can be present alongside government agencies developing legislation, policy and services impacting on disabled people.

Disabled People's Organisations have been key to help meet this obligation in New Zealand, as representative organisations of disabled people.

This CRPD obligation acknowledges the long history of exclusion and invisibility of disabled people from government policy development and other matters impacting on them. It seeks to ensure that disabled people, themselves, always have the opportunity to be involved.

Involving Disabled People's Organisations does not exclude or replace the need to consult with or involve other organisations, at any stage. Input from a variety of stakeholders will be needed to make sure the scoping and implementation of individual actions is informed by diverse perspectives and expertise in the disability sector.

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.

Disabled people are involved through their representative organisations

Disabled People's Organisations are generally described 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.

There are many other organisations in the disability sector, which each have different and important perspectives. However, these other organisations predominantly provide disability-specific services and/or are led by non-disabled people and therefore are not Disabled People's Organisations.

Seven national Disabled People's Organisations were involved in codesigning the initial Plan, and have continued to work with government agencies in its implementation and the 2015 update. They are:

- Disabled Persons Assembly New Zealand
- People First New Zealand
- Deaf Aotearoa
- Blind Citizens New Zealand
- Balance NZ
- Deafblind New Zealand
- Kāpo Māori o Aotearoa New Zealand.

In 2015, the Disabled People's Organisations published a list of attributes describing in more detail what constitutes a Disabled Person's Organisation. These attributes are online at: <http://www.odi.govt.nz/community/disabled-peoples-organisations.html>

Building on principles, working together evolves into practice

In July 2014, the Chief Executives' Group on Disability Issues signed an agreement with the Disabled People's Organisations to further develop their working relationship. The agreement is based on five principles of engagement developed in August 2013, at the beginning of the initial Plan codesign process:

- Government will engage with Disabled People's Organisations 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 Office for Disability Issues has continued to fund the Disabled People's Organisations to participate in the Plan implementation, including regular meetings in Wellington.

Informed by experiences implementing the Plan to date, the Office for Disability Issues will progress the agreement on working together over 2016.

Governance

Ministerial Committee on Disability Issues

The Ministerial Committee on Disability Issues provides overall decision making and accountability for the Plan, including agreeing to priorities and recommendations to Cabinet.

Separately, the Ministerial Committee on Disability Issues meets annually with the Independent Monitoring Mechanism to review progress with disability issues. This meeting provides an opportunity for an independent perspective to be provided on implementation of the CRPD and the New Zealand Disability Strategy, as well as the Plan.

Chief Executives' Group on Disability Issues and Disabled People's Organisations

Implementation of the Plan is jointly overseen by the Disabled People's Organisations and the Chief Executives' Group on Disability Issues. Every three months, the Disabled People's Organisations meets with the Chief Executives' Group on Disability Issues to review progress with implementation and discuss experiences with the working together. Decisions on the Plan are made at these governance meetings.

Senior Officials Group on Disability Issues and Disabled People's Organisations

In addition, management of the Plan is provided by regular meetings between the Disabled People's Organisations and senior officials (who support the Chief Executives' Group on Disability Issues). These meetings discuss any emerging issues with the Plan before they are discussed with the Chief Executives' Group.

Appendix 2 has a diagram that illustrates the governance arrangement for cross-government action on disability issues.

Implementation and monitoring

Reflecting the codesign approach of the Plan, the scope of new actions are developed through negotiations involving Disabled People's Organisations and government agencies (this includes input from other stakeholders as required).

The scoping process allows for more detailed planning on what can be achieved within a timeframe and resources available. It also identifies sources of information and other stakeholders that could be involved.

Depending on the requirements of an action, a reference or advisory group may be established to provide ongoing support and advice in the action implementation.

An important part of the scoping process is the identification of milestones. These form the basis for ongoing reporting of implementation.

Action implementation only begins after the scope² has been approved by a governance meeting.

The Office for Disability Issues coordinates an overall progress report on the Plan, based on information provided by action leads. The report is provided to each governance meeting.

In 2016, the Office for Disability Issues will improve the information available on the Plan's actions and reporting.

The Minister for Disability Issues also includes implementation progress in their annual report to Parliament.

² Approved scoping templates for new actions in the initial Plan are available at: <http://www.odi.govt.nz/what-we-do/ministerial-committee-on-disability-issues/disability-action-plan/2014-2018/actions-2014-2015/actions-all.html>

Disability Action Plan 2014-2018: Update 2015

The initial Plan was approved by the Ministerial Committee on Disability Issues in April 2014 and noted by Cabinet in May 2014.

The 2015 updated Plan was approved by Cabinet in December 2015, following agreement between Disabled People's Organisations and the Chief Executives' Group on Disability Issues.

Implementation of the Plan will follow the strategic direction in the vision and person-directed outcomes.

Vision

All New Zealanders experience equal rights of citizenship.

Person-directed outcomes

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 result: 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 number of disabled people who transition from school and from tertiary education into employment

a) Improve transitions. Lead: Ministry of Education.

2. 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) Building on work in action 2(a), identify better alternatives so that the minimum wage exemption process can be removed. Lead: Ministry of Social Development and Ministry of Business, Innovation and Employment.

3. 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: Ministry of Social Development.

b) Work with private sector partners to progress employment of disabled people in the private sector. Lead: Ministry of Social Development.

Shared result: 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.

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

a) DPOs advise and work with government agencies and the National Enabling Good Lives Leadership Group to support changes to the disability support system, including learning from the Enabling Good Lives approach (particularly its demonstrations) and other initiatives. Key principles of this work are being culturally responsive, strengths based, holistic, involve whānau (whānau ora

principles), and an integrated approach. Lead: Ministry of Social Development, Ministry of Health, and Ministry of Education.

b) 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.

5. 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 and DPOs.

b) Improve DPO capability (individually and collectively) to engage with government agencies and their wider community, and consider representation of different population groups in DPOs. Lead: Office for Disability Issues and DPOs.

6. 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.

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.

Shared result: 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.

7. 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.

b) Explore the framework that protects the bodily integrity of disabled children and disabled adults against non-therapeutic medical procedures, including the issue of consent. This action will focus initially on options to protect against non-therapeutic sterilisation without the fully informed consent of the individual. Lead: Ministry of Health, with support from the Ministry of Justice.

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

a) 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.

b) Explore options to reduce violence, abuse (all types, including bullying) and neglect of disabled people and understand the impact of different cultural contexts. This work will include:

- building on previous work to educate disabled people about their rights
- ensuring the needs of disabled people are built into the Family Violence work programme
- scoping a new work programme for abuse by non-family members.

Lead: Ministry of Social Development.

Shared result: 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.

9. 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. 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.

d) 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.

e) Implement the work programme of the Disability Data and Evidence Working Group, including a focus on Māori and Pasifika. Lead: Office for Disability Issues and Statistics New Zealand.

f) Undertake a stocktake to identify any legislation that is not consistent with the Convention on the Rights of Persons with Disabilities and explore options to improve consistency. Lead: Office for Disability Issues and DPOs.

g) Investigate opportunities for technology to increase disabled people's participation in work, community and political life, including through both assistive and access to mainstream technology. Lead: ACC.

h) Develop a framework for understanding the costs of disability and mechanisms for meeting these. Lead: ACC and Ministry of Social Development.

Deferred until 2017/18: i) Investigate how Government can utilise a whānau ora approach for disabled persons who prefer a whānau and community inclusive approach to government services. Lead: to be determined.

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

a) Implement the recommendations agreed by the Chief Executives' Group on Disability Issues, which were identified through the stocktake on the accessibility of public transport. Lead: Ministry of Transport and New Zealand Transport Agency.

b) Implement the Accessibility Plan: Public Buildings. Lead: Ministry of Business, Innovation and Employment.

c) Understand the impact of disability on housing needs and influence the social housing reform programme to meet the needs of disabled people. Lead: Office for Disability Issues.

11. 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.

12. Priority: Promote opportunities for disabled people to participate in cultural life, recreation, leisure and sport

a) Investigate the feasibility of introducing a companion card programme in New Zealand to reduce the cost barrier for disabled people who require a companion to attend paid-entry activities. Lead: Ministry for Culture and Heritage.

Disability Action Plan 2014-2018: Update 2015

Cross-government priorities to improve disabled people's ability to participate and contribute to New Zealand.

Vision

Disabled people, through their representative organisations, have said to government agencies it is most important that:

All New Zealanders experience equal rights of citizenship

Person-directed outcomes

Actions to achieve the vision should result in disabled people being able to say they experience:

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.

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.

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.

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.

Shared results

Disabled people and government agencies have identified priorities for cross-government action to achieve results that:

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.

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.

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.

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

Shared results

Within each shared result, disabled people and government agencies agreed the most important priorities for action:

Increase employment and economic opportunities

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

a) Improve transitions. *Lead: Ministry of Education.*

2. 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) Building on work in action 2(a), identify better alternatives so that the minimum wage exemption process can be removed. *Lead: Ministry of Social Development and Ministry of Business, Innovation and Employment.*

3. 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: Ministry of Social Development.*
- b) Work with private sector partners to progress employment of disabled people in the private sector. *Lead: Ministry of Social Development.*

Transform the disability support system

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

- a) DPOs advise and work with government agencies and the National Enabling Good Lives Leadership Group to support changes to the disability support system, including learning from the Enabling Good Lives approach (particularly its demonstrations) and other initiatives. Key principles of this work are being culturally responsive, strengths based, holistic, involve whānau (whānau ora principles), and an integrated approach. *Lead: Ministry of Social Development, Ministry of Health, and Ministry of Education.*
- b) 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.*

5. 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 and DPOs.*
- b) Improve DPO capability (individually and collectively) to engage with government agencies and their wider community, and consider representation of different population groups in DPOs. *Lead: Office for Disability Issues and DPOs.*

6. 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.*
- 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.*

Ensure personal safety

7. 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.*
- b) Explore the framework that protects the bodily integrity of disabled children and disabled adults against non-therapeutic medical procedures, including the issue of consent. This action will focus initially on options to protect against non-therapeutic sterilisation without the fully informed consent of the individual. *Lead: Ministry of Health, with support from the Ministry of Justice.*

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

- a) 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.*
- b) Explore options to reduce violence, abuse (all types, including bullying) and neglect of disabled people and understand the impact of different cultural contexts. This work will include:
- building on previous work to educate disabled people about their rights
 - ensuring the needs of disabled people are built into the Family Violence work programme
 - scoping a new work programme for abuse by non-family members.
- Lead: Ministry of Social Development.*

Promote access in the community

9. 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. *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.*
- d) 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.*
- e) Implement the work programme of the Disability Data and Evidence Working Group, including a focus on Māori and Pasifika. *Lead: Office for Disability Issues and Statistics New Zealand.*
- f) Undertake a stocktake to identify any legislation that is not consistent with the Convention on the Rights of Persons with Disabilities and explore options to improve consistency. *Lead: Office for Disability Issues and DPOs.*
- g) Investigate opportunities for technology to increase disabled people's participation in work, community and political life, including through both assistive and access to mainstream technology. *Lead: ACC.*
- h) Develop a framework for understanding the costs of disability and mechanisms for meeting these. *Lead: ACC and Ministry of Social Development.*
- Deferred until 2017/18:* i) Investigate how Government can utilise a whānau ora approach for disabled persons who prefer a whānau and community inclusive approach to government services. *Lead: to be determined.*

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

- a) Implement the recommendations agreed by the Chief Executives' Group on Disability Issues, which were identified through the stocktake on the accessibility of public transport. *Lead: Ministry of Transport and New Zealand Transport Agency.*
- b) Implement the Accessibility Plan: Public Buildings. *Lead: Ministry of Business, Innovation and Employment.*
- c) Understand the impact of disability on housing needs and influence the social housing reform programme to meet the needs of disabled people. *Lead: Office for Disability Issues.*

11. 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.*

12. Priority: Promote opportunities for disabled people to participate in cultural life, recreation, leisure and sport

- a) Investigate the feasibility of introducing a companion card programme in New Zealand to reduce the cost barrier for disabled people who require a companion to attend paid-entry activities. *Lead: Ministry for Culture and Heritage.*

Appendix 2: Governance arrangement on disability issues

The following diagram shows the relationship between the Plan's governance and the general mechanism to promote implementation of the CRPD and New Zealand Disability Strategy.

Governance over the Plan is jointly exercised by government agencies and Disabled People' Organisations working together.

The diagram shows three boxes, with interconnected relationships.

1. One box contains the CRPD Article 33 framework to promote, protect and monitor implementation of the CRPD in New Zealand. The framework consists of two parts:

- the government mechanism to promote implementation of disability issues, which is coordinated across government agencies by the Ministerial Committee on Disability Issues
- the Independent Monitoring Mechanism, which comprises the Human Rights Commission, the Office of the Ombudsman, and the Convention Coalition Monitoring Group.

The Independent Monitoring Mechanism meets annually with the Ministerial Committee on Disability Issues to review progress and priorities with CRPD implementation.

2. The second box contains the CRPD Article 33 – Government mechanism promoting implementation.

This box shows the different levels of activity within government, from the top down, with interaction and accountability indicated between the three committees:

- Cabinet - Makes final decisions on government policy.
- Ministerial Committee on Disability Issues - Coordinates implementation of the CRPD and the New Zealand Disability Strategy, sets priorities for cross-government action, and reviews progress by government agencies. Mandated by Cabinet.
- Chief Executives' Group on Disability Issues - Leads implementation of decisions and priorities made by the Ministerial Committee on Disability Issues.
- Senior Officials' Group on Disability Issues - Manages implementation of decisions and priorities made by the Chief Executives' Group on Disability Issues.

3. The third box contains the Plan's governance arrangement, which fulfils an obligation in the CRPD Article 4(3) on the involvement of disabled people through their representative organisations.

From the top down, with interaction shown between all the groups, the governance mechanism is:

- Disabled People's Organisations and the Chief Executives' Group on Disability Issues - oversight of progress implementing the Plan and review of engagement between Disabled People's Organisations and government agencies. Makes final decisions. Meets together quarterly. Reports to the Ministerial Committee on Disability Issues.
- Disabled People's Organisations and Senior Officials (Senior Officials Group on Disability Issues' representatives) attend part of the regular Disabled People's Organisations' meetings to support the Plan's governance and implementation.

Governance arrangement for disability issues

CRPD Article 33 – Monitoring implementation

Independent Monitors

- Human Rights Commission
- Office of the Ombudsman
- Convention Coalition

Framework to promote, protect and monitor implementation of the CRPD
 Independent Monitors meet annually with the Ministerial Committee on Disability Issues and the Chief Executives Group on Disability Issues to review progress and priorities.

CRPD Article 33 - Government mechanism promoting implementation

Cabinet
 Makes final decisions on government policy.

Ministerial Committee on Disability Issues
 Coordinates implementation of the UN Convention on the Rights of Persons with Disabilities and the New Zealand Disability Strategy, sets priorities for cross-government action, and reviews progress by government agencies.

Chief Executives' Group on Disability Issues
 Leads implementation of decisions and priorities made by the Ministerial Committee on Disability Issues.

Senior Officials' Group on Disability Issues
 Manages implementation of decisions and priorities made by the Chief Executives' Group on Disability Issues.

CRPD Article 4(3) - Involvement

DPOs and Chief Executives' Group on Disability Issues
 Governance oversight of progress implementing the Disability Action Plan and review of engagement between DPOs and government agencies.

DPOs and Senior Officials
 Government agencies (Senior Officials Group on Disability Issues' representatives) attend part of the regular DPOs-only meetings to support the Disability Action Plan governance and implementation arrangements



Appendix 3: What has changed in the 2015 update

In 2015, an update process was run by the Office for Disability Issues (on behalf of the Disabled People's Organisations and government agencies) that involved opportunities for the wider disability sector to provide feedback on the Plan's priorities and actions. The Plan's vision, person-driven outcomes and the shared results were not included in the scope of the update process, because of the need to maintain consistency in the strategic direction.

The update process ensures that the issues that matter the most to disabled people are represented in the Plan, and respects the diversity of views of disabled people, families, and organisations supporting disabled people.

The 2014 recommendations from the United Nations Committee on the Rights of Persons with Disabilities and the Independent Monitoring Mechanism also informed the 2015 update process.

Changes to the Plan were negotiated by Disabled People's Organisations and government agencies, with the final updated Plan approved on 13 November 2015.

The changes in the updated Plan consist of:

- adding in new actions
- changing some actions by:
 - rewording to reflect completion of initial work and continuation to the next phase of implementation
 - merging those addressing closely related issues and rewording to better clarify what is intended to be achieved
 - removing two actions that are considered to be single agency-led and therefore out-of-scope for the inclusion in the Plan.

Note that numbering of priorities and actions have changed from the initial Plan.

Shared result: Increase employment and economic opportunities

Priority: Increase the number of employers who are confident in employing disabled people, with the public sector taking a lead.

- New action: Work with private sector partners to progress employment of disabled people in the private sector. Lead: Ministry of Social Development.
- Reword former action 3(b) to reflect change in thinking: Building on work in [former action 3(a)], identify better alternatives so that the minimum wage exemption process can be removed. Lead: Ministry of Social Development and Ministry of Business, Innovation and Employment.
- Delete, because single agency-led: Priority – Increase the educational achievement of disabled children and adults; and former action 1 (a)

Build capability for inclusive education to improve delivery in the CRPD context. Lead: Ministry of Education.

Shared result: Transform the disability support system

Priority: Promote the involvement of Disabled Peoples' Organisations in the design and monitoring of the disability support system transformation.

- New action: Improve DPO capability (individually and collectively) to engage with government agencies and their wider community, and consider representation of different population groups in DPOs. Lead: Office for Disability Issues and DPOs.
- Merge and reword existing actions 8(a) and (b): DPOs advise and work with government agencies and the National Enabling Good Lives Leadership Group to support changes to the disability support system, including learning from the Enabling Good Lives approach (particularly its demonstrations) and other initiatives. Key principles of this work are being culturally responsive, strengths based, holistic, involve whānau (whānau ora principles), and an integrated approach. Lead: Ministry of Social Development, Ministry of Health, and Ministry of Education.

Shared result: Ensure personal safety

Priority: Reduce barriers to disabled people making decisions to determine their own lives.

- New action: Explore the framework that protects the bodily integrity of disabled children and disabled adults against non-therapeutic medical procedures, including the issue of consent. This action will focus initially on options to protect against non-therapeutic sterilisation without the fully informed consent of the individual. Lead: Ministry of Health, with support from the Ministry of Justice.

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

- Merge and reword old actions 6(a), 6(b), 6(c) and 6(e) into the new action: Explore options to reduce violence, abuse (all types, including bullying) and neglect of disabled people and understand the impact of different cultural contexts. This work will include:
 - building on previous work to educate disabled people about their rights
 - ensuring the needs of disabled people are built into the Family Violence work programme
 - scoping a new work programme for abuse by non-family members. Lead: Ministry of Social Development
- Delete, because single agency-led: Priority: Increase the responsiveness to disabled people of civil defence and emergency management around New Zealand; and former action 7(a) Promoting 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.

Shared result: Promote access in the community

Priority: Increase government services' responsiveness to disabled people.

- New action: Implement the work programme of the Disability Data and Evidence Working Group, including a focus on Māori and Pasifika. Lead: Office for Disability Issues and Statistics New Zealand
- New action: Undertake a stocktake to identify any legislation that is not consistent with the Convention on the Rights of Persons with Disabilities and explore options to improve consistency. Lead: DPOs and Office for Disability Issues
- New action: Investigate opportunities for technology to increase disabled people's participation in work, community and political life, including through both assistive and access to mainstream technology. Lead: ACC
- New action: Develop a framework for understanding the costs of disability and mechanisms for meeting these. Lead: ACC and Ministry of Social Development
- Deferred until 2017/18, new action: Investigate how Government can utilise a whānau ora approach for disabled persons who prefer a whānau and community inclusive approach to government services. Lead: to be determined
- Reword former action 11 B to reflect next phase of implementation: Understand the journey through the justice sector for disabled adults, disabled children and their families. Lead: Ministry of Justice

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

- New action: Understand the impact of disability on housing needs and influence the social housing reform programme to meet the needs of disabled people. Lead: Office for Disability Issues.
- Reword former action 12 A to reflect the next phase of implementation: Implement the recommendations agreed by the Chief Executives' Group on Disability Issues, which were identified through the stocktake on the accessibility of public transport. Lead: Ministry of Transport and New Zealand Transport Agency
- Reword former action 12 B to reflect the next phase of implementation: Implement the Accessibility Plan: Public Buildings. Lead: Ministry of Business, Innovation and Employment

New priority: Promote opportunities for disabled people to participate in cultural life, recreation, leisure and sport.

- New action: Investigate the feasibility of introducing a companion card programme in New Zealand to reduce the cost barrier for disabled people who require a companion to attend paid-entry activities. Lead: Ministry for Culture and Heritage.