

Disability Action Plan 2019–2023

Bi-annual Report (January – June 2021)

October 2021

Executive Summary

The Disability Action Plan 2019–2023 (the DAP), was launched in November 2019, it aims to improve the wellbeing of disabled people through establishing work programmes that align with the eight outcomes of the New Zealand Disability Strategy. There are 29 work programmes, 28 that are overseen by distinct ministries and one that takes a cross government approach to improving disability data and evidence. In total 9 agencies are represented. The Office for Disability Issues (ODI) manages the six-monthly reporting as the key monitoring mechanism of the DAP. This is the third six-monthly report to be produced.

Progress on the 29 work programmes can be recorded as follows:

- 2 (6.9%) work programmes were reported as Completed.
- 4 (13.8%) work programmes were reported being on-track or ahead.
- 18 (62.1%) work programmes were reported being on-track with minimal risks/issues.
- 4 (13.8%) work programmes were reported to be off-track with minimal risks/issues.
- 1(3.4%) of work programmes were reported as off track with significant risks or issues.

This is excellent progress with over 80% of work programmes being on track and just over 20% either having been completed or ahead of where they ought to be. It is concerning that any reports are off track, but only one report was seriously off track. Off Track refers to a work programme that is not meeting the targets set down for the six-month period of the report. One of the reasons for work not running to schedule has been the continued effects of the Covid-19 pandemic. Several Ministries, but particularly the Ministry of Health and the Ministry of Social Development, have put in a vast amount of energy over the last fifteen months into responding to the pandemic and as a result, resources were diverted away from the Disability Action Plan projects. With the continuing nature of the pandemic, it is likely that some ministries will continue to be impacted for some time.

Whilst the quality of the reports is increasing, there are some agencies who are struggling to meet the reporting deadlines and some of these agencies are finding it difficult to keep their focus on what they are being asked to report on and providing too much information on projects that are not strictly part of the Disability Action Plan.

Below is a summary of some of the key actions from the eight outcomes of the DAP;

Outcome One – Education

The Education reports were submitted late and whilst they have now been incorporated into the Disability Action Plan, they have not been through the usual approval process agreed with the Disabled Persons Organisations (DPO) coalition. As a result, the outcomes of these reports will not be dealt with here.

Outcome Two – Employment and Economic Security

Key actions from Outcome Two are that:

- A New Zealand Diploma, in Health and Wellbeing Level Five (Employment Support) has been established and will be launched soon.
- The Minister for Disability Issues highlighted a desire to move accessibility forward therefore, a partnership has been forged between MSD Officials and the Access Alliance for this purpose.
- An internship Co-Ordinator has been appointed and has begun work with tertiary education institutions, encouraging disabled students to apply for public sector internships.

Outcome Three – Health and Wellbeing

Most of the work due to be undertaken by the Ministry of Health is 'Off Track' due to the ongoing nature of the Covid-19 Pandemic. On a positive note, the amendments to the Mental Health Compulsory Assessment and Treatment Bill were introduced to Parliament in March 2021 and are making their way through the legislative process.

Other key outcomes include:

- The Office for Seniors, Better Later Life plan is on track. Budget 2021 allocated funding for the initiatives in this plan to be implemented.
- The Sport New Zealand Action Plan is progressing well.

Outcome Four – Rights Protection and Justice

Under this outcome, the Ministry of Justice oversees a number of work programmes.

Key Outcome are that:

- The Washington Group Short Set Questions have been incorporated into the form that is completed for all new prisoners. This allows disability data to be collated for prisoners;
- The Sexual Violence Legislation Bill had its first reading in Parliament, the legislation process should be completed by April 2022. The amendments in this legislation help to protect victims of sexual violence and prevent them from being retraumatised as they give evidence in court.
- The Ministry of justice has completed the setting up of the communication assistance programme. This means that where disabled people participating in court proceedings need assistance to communicate, this need is assessed in advance and the appropriate support provided.
- Public consultation is underway on adoption law reform.
- The Family Court, Supporting Children in Court legislation reached the select committee stage of the legislative process during this timeframe. The legislation aims to ensure that children's views are considered in family court cases that affect them.

Outcome Five - Accessibility

Much of the work in Outcome Five has been discussed above with regards to the introduction of Accessibility Legislation. Some other major achievements for outcome five have been that:

- As of June 2021, 4,500 Kaianga Ora homes have been adapted to meet tenants individual needs;
- Waka Kotahi has commenced two research projects about:
 - Understanding the transport experiences of disabled people including the barriers to using the Total Mobility Scheme;
 - Investigating the external noises emitted by electric buses;

Waka Kotahi also wishes to ensure that new and existing tools e.g. journeyplanner meets the needs of disabled people.

Outcome Six – Attitudes

Outcome Six, Attitudes, did not have an agreed work programme during this reporting period and therefore does not have agency reporting. It is hoped that work programmes delivered under other outcomes will contribute to attitude changes.

Outcome Seven – Choice and Control

Key results for outcome seven are as follows:

- Support continues to be provided through the Mana Whaikaha and Enabling Good Lives schemes to disabled people in the regions selected for the trial;
- A cabinet paper is in development advising a national rollout of EGL, including ensuring the voice of disabled people is represented;
- A Person was recruited to edit the overview document about Supported Decision Making.

Outcome Eight – Leadership

Outcome Eight is about encouraging and enabling more disabled people to take up positions of leadership within the New Zealand Government Sector, mostly through advertising opportunities on crown boards and advisory committees. Most of the work in this outcome is concerned with continuing to advertise opportunities to those on the database, maintaining the database and promoting the database across the public services sector. Work is ongoing in these areas.

Cross Cutting Project – Disability Data

In order for disabled people to be included in government policies, the situation for disabled people needs to be quantified. Therefore, reliable disability data needs to be gathered. To this end:

- Regular meetings of the Disability Data and Evidence working group are in progress;
- Six-monthly reporting to the Minister has been established;

- Development of the New Zealand Disability Strategy Outcomes Framework has been completed.

There is a large amount of Mahi being undertaken in relation to the eight outcomes associated with the New Zealand Disability Strategy and Action Plan. This is despite the ongoing difficulties associated with the Covid-19 pandemic. Most of the work that is off track has been delayed due to Covid and it is hoped that when New Zealand emerges from the pandemic, progress on this work will pick up again.

The New Zealand Disability Strategy and earlier DAP reports and executive summaries can be found on the ODI website: www.odi.govt.nz.

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Outcome 1: Education

We get an excellent education and achieve our potential throughout our lives.

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| Name of Agency | Tertiary Education Commission |
| Name of Work Programme | TEC work plan for improving outcomes for disabled learners in tertiary education |
| Overall Status | On track or ahead |
| Programme Summary | <p>The combined effect of work under this programme seeks to enable tertiary education organisations and the tertiary sector to better support disabled learners, to greatly improve the access to, participation in, and achievement in, tertiary education for disabled persons.</p> <p>As an outcome of our work we expect to see increased numbers of disabled people accessing, participating and achieving in tertiary education.</p> |
| Alignment | <p>NZ Disability Strategy: This programme of work primarily contributes to Outcome 1 – Education. It also contributes to aspects of Outcome 7 – Choice and Control, through seeking to improve the way disability support services within tertiary organisations respond to and engage with disabled learners; aspects of Outcome 5 – Accessibility, through supporting tertiary organisations to better understand and respond to the access needs of disabled learners; Outcome 6 – Attitudes, through supporting tertiary organisations with best practices guidance and training material to support staff in their interactions with disabled learners; aspects of Outcome 2 – Employment and Economic Security, through working to support the tertiary system to improve work experience opportunities for disabled learners.</p> <p>IMM Making Disability Rights Real Report recommendations:</p> |

| | <p>Education: Rec 78: TEC’s work programme is strongly focused on more collaborative and inclusive work with disabled people in the design of system improvements. Disabled people are currently leading or heavily involved in work in the programme. Rec 80: The Unified Funding System work (part of RoVE), has a component to address underfunding for learner support in the tertiary sector. Work on this will incorporate co-design with disabled people.</p> <p>The TEC works closely with MOE on all aspects of its work programme, to ensure alignment and to create sustainable pathways across the whole education sector. We are also working with MSD and MOH to understand potential funding and other supports for disabled learners.</p> | | |
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| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| Capture more data around disabled learners – equity funding reporting. | We provided a report to TEO’s, MOE and MOH regarding the use of equity funding for disabled learners in 2019. We requested the data for use of this funding in 2020 in March 2021 and will report this back to the sector and other interested parties in July 2021. | Our report on 2019 data was delayed by COVID-19-related resourcing issues. We are now back on track with this work. | On track or ahead |
| Partnering with TEOs to understand what they are doing to | We have initiated a review of the use of the Special Supplementary Grant Funding for supporting | Nil | On track or ahead |

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| support disabled learners. (ongoing for life of programme) | disabled learners in special programmes. We are undertaking this work with Te Pūkenga. | | |
| Development of Kia Ōrite Toolkit for achieving equity in tertiary education | In this period we have finalised the Toolkit for a soft-roll out in July 2021. We will be working with the sector for the rest of the 2021 year to help with implementation and capacity building. | Slight delay due to delayed project implementation last year. | On track - with minimal risks/issues |
| Development of TEC Dyslexia / Neurodiversity Work Programme | Good practices report published. https://www.tec.govt.nz/focus/our-focus/oritetanga-tertiary-success-for-everyone/neurodiversity-resources/ . Training provided for TEC staff. Resources for TEO's and employers are under development. Programme is considering next neurodiversity area to provide guidance on. | Nil | On track or ahead |
| Partnering with disability action / peak bodies to access their knowledge in this area and find opportunities | We are seeking to partner with Altogether Autism to provide guidance for the tertiary sector. This conversation is in progress. | University pilot delayed until 2023 due to ongoing Covid-related resourcing issues. | One part of this work is off-track, but with low significance. Other parts are on-track |

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| for partnership projects to support learners | Sadly, Victoria University of Wellington have not been able to progress the implementation of initiative around university access for people with learning disability due to resourcing demands. They are intending to progress this in late 2021, aiming for a 2023 start. | | |
| Narrative | | | |
| <p>There continues to be a strong focus on disabled and neurodivergent learners across the education sector. This, combined with continuing interest and support from the current Government, has ensured TEC is in a good position to support sector capability improvements in this area.</p> <p>We are particularly pleased to have Kia Ōrite and the associated Disability Action Plan requirement going to the sector in July 2021. We look forward to reporting on progress with this in our year-end update. We would be pleased to provide an in-person update to the Coalition on this work at any stage. More detail on this is included in Next Steps, below.</p> | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| <p>Any changes to Covid-alert levels disrupt the tertiary providers and reduce their ability to engage on disability related projects. If we see a lot of level changes or a lockdown it could slow progress on work requiring tertiary organisation input, however some work might be able to progress online.</p> | | | |
| Impacts on inequities | | | |

TEC work in this programme is focused at longer term system change, to improve the way the tertiary system supports and enables disabled learners. As a result there are no immediate impact on inequity that we can report.

Programme changes based on COVID-19 learnings.

No specific changes.

Next Steps

| Actions planned for next six months (1 July – 31 Dec 2021) | Jan – Dec 2022 year | Key other actions beyond 18 months (1 Jan 2023 – 30 June 2024) |
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| Capture more data around disabled learners via equity funding report (2020 reporting year) – issue report for 2020 data to sector | Data analysis and consideration of implications for wider TEC work. Yearly reporting on this fund. | Continue data collection project, with focus on determining standardised data collection sets (needs whole of Govt input) |
| New funding requirement for tertiary sector: mandatory disability action plans as a SAC funding requirement for TEO's (applies from 2022 for all providers who get over \$5M TEC funding). (2020 - 2021 project) Guidance issued to the tertiary sector in July 2021. | Support TEOs' to develop their Disability Action Plans (applies from 2022 for all providers who get over \$5M TEC funding). First round of DAPs due in July 2022. Work with TEO's who get under \$5M funding to determine their support needs and how they can | Monitoring of DAPs and progress against plans as part of the TEC Investment Round. |

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| | evidence best practice to the TEC in their investment plans. | |
| Partnering with TEOs to understand what they are doing to support disabled learners. (ongoing for life of programme) | Partnering with TEOs to understand what they are doing to support disabled learners. (ongoing for life of programme) | Partnering with TEOs to understand what they are doing to support disabled learners. (ongoing for life of programme) |
| Kia Ōrite Toolkit roll-out July 2021. Continue development of Kia Ōrite – alternative formats, web content, Te Reo version, supporting training and resource materials... | Ongoing development and extension of resource as required. NOTE: Kia Ōrite is intended as a living resource that will be regularly added to as required. It will become part of the suite of resources TEC uses to support tertiary providers to improve their learner focus. | Ongoing development and extension of resource as required. |
| TEC Dyslexia Work Programme - development of support material for sector and employers | tbc - to be determined from sector need following evaluation of uptake of earlier resource. | |

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| University access initiative on hold. | Support Victoria University to progress university access initiative once they have resourcing to enable this. | Pilot and evaluate university access initiative, 2023 - 2024 (funding dependant) | |
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Outcome 2: Employment and economic security

We have security in our economic situation and can achieve our full potential.

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| Name of Agency | Ministry of Social Development |
| Name of Work Programme | Working Matters Disability Employment Action Plan |
| Overall Status | On track or ahead |
| Programme Summary | <p>'Working Matters' the Disability Employment Action plan was finalised and released publicly in August 2020. The plan is closely informed by consultation with the disability sector, employers and support providers early in 2020, and subsequently adjusted in response to new the labour market circumstances of COVID-19. Working Matters aims to ensure disabled people and people with health conditions have an equal opportunity to access good work and is organised around the following core objectives:</p> <ol style="list-style-type: none"> 1. Support people to steer their own employment futures - this includes prioritising pathways for disabled school leavers in employment or training 2. Back people who want to work and employers with the right support - this includes increasing both employment services and information and support available for employers 3. Partner with industry to increase good work opportunities for disabled people and people with health conditions - this includes partnering with businesses and innovators to grow employment opportunities for people with diverse support needs- e.g. part time or intermittent work |

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| | <p>There are 22 initial actions identified for completion between 2020-2022 which span multiple responsible agencies, many of which also involve disability sector organisations, and Industry partners.</p> | | |
| Alignment | <p>Working Matters aligns with the Disability Action Plan, which outlines a commitment to develop a Disability Employment Action Plan for progressing Outcome Two of the Disability Strategy (Employment and Economic Security) [SWC-19 MIN-0139 refers].</p> <p>In August 2019, the Government released its Employment Strategy which aims to create a more inclusive labour market [CAB-19-MIN-0385]. The Employment Strategy is supported by six cross-government action plans for population groups who experience low employment rates and are affected by cycles of longstanding disadvantage, social myths and unwarranted low expectations. The Working Matters Disability Employment Action Plan forms part of this work.</p> <p>A dashboard is provided every six months to Education, Employment and Training Ministerial Group (EETMG) which aligns with the six monthly reporting of the Disability Action Plan and Employment Strategy. Implementation progress was reported to EETMG in April 2021 and will be reported on again in October 2021.</p> <p>The following content about progress is from the April Dashboard. Further progress may have been made, and will be reported to EET Ministers in October. We are not including that in this template.</p> | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| A six-monthly monitoring and | Reported on implementation progress to EETMG in | n/a. | On track or ahead |

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| reporting dashboard for EETMG | April and the next one will be distributed in October 2021. | | |
| <p>Supporting people to steer their own employment futures:</p> <ol style="list-style-type: none"> 1. Positive expectations for disabled school leavers 2. Career pathways at all stages of life and for diverse needs and aspirations | <p>Pilot run in 5 regions from 1 February – 30 June to provide access to employment services to young disabled people for the first time.</p> <p>Click and Enrol – online CV preparation with expansion to include short courses to increase employability, career service and guidance, effective job interview prep, mental health and wellbeing for those impacted by job/career loss.</p> | n/a. | On track or ahead |

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| | <p>Mainstream paid internships have expanded.</p> <p>Careers.govt.nz website and related tools and products being made more accessible, with Tiro Whetū going live.</p> | | |
| <p>Back people who want to work and employers with the right support:</p> <ol style="list-style-type: none"> 1. More and better employment services 2. Information and support for employers | <p>\$12.5 million allocated to expand contracted disability employment services for disabled people in Budget 20. This is progressing.</p> <p>Expansion of existing IPS trials included in Budget 20 with an independent evaluation of IPS completed with recommendations for continued scale up.</p> <p>A NZ Diploma in Health and Wellbeing</p> | n/a. | On track or ahead |

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| | <p>Applied Practice (Level 5) in the context of Employment Support has been developed in partnership with the NZ Disability Support Network and will be both taught and assessed by employment specialist.</p> <p>A cross-agency group has been established (under DAP) to begin work on data collection definitions.</p> | | |
| <p>Partner with industry to increase good work opportunities for disabled people and people with health conditions:</p> | <p>Minister for Disability highlighted a preference for acceleration of accessibility in June 2020, and since then MSD officials</p> | <p>n/a.</p> | <p>On track or ahead</p> |

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| <p>1. Inclusive and well-being enhanced workplaces</p> <p>2. Innovative labour market support and business development</p> | <p>partnered with Access Alliance and progressed options for a legislative framework and reported back to Cabinet in May 2021.</p> <p>Several MSD products have been reviewed and enhanced benefitting eligible jobseekers including disabled people e.g.:</p> <ul style="list-style-type: none"> • relocation assistance has been enhanced (3k to work incentive payments lifted to 5k to work) • enhancements to Flexi-Wage • increased rates and incentives for Mana in | | |
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| | <p>Mahi and expanded pastoral support</p> <ul style="list-style-type: none"> • additional financial support for jobseekers to take on seasonal work. <p>There are also more opportunities available through specific programmes designed in response to COVID-19 such as 'jobs for nature'.</p> | | |
| Narrative | | | |
| <p>During this period a number of actions contributing to Working Matters have been progressed. This includes piloting improvements to the range of ways disabled school leavers can access employment services while still at school, career building support (including whanau), gain work experience/transition pathway, especially for those with significant learning difficulties</p> <p>Six-monthly monitoring and reporting aids a regular review of the progress of the DEAP and allows agency commitments to evolve as opportunities arise. We will continue to seek consultation on draft dashboards on progress prior to submitting them. This will provide a more comprehensive update.</p> | | | |

Risks/Issues that are impacting or may impact progress and mitigations

COVID-19 had led to significantly reduced participation rates of disabled jobseekers in employment services for a large portion of 2020, while numbers are beginning to return this disruption may have impacted progress on expanding these services.

Impacts on inequities

It remains difficult to measure participation for some groups within the disabled people community including Maori and Pacific peoples and people with different impairments. Improved data collection particularly administrative data and the proposed 2023 Disability Survey may assist.

Programme changes based on COVID-19 learnings.

The intention of the Working Matters Action Plan is a living document that will iterate over-time, consistent with its priorities and guiding principles. The ongoing context of Covid-19 and its impact upon both accelerated unemployment, and increased investment in employment has highlighted the value of *Working Matters* as a living document which can adapt to this context. New actions will continue to be developed as necessary alongside Government’s broader work programme, guided by the kaupapa and informed by monitoring.

Next Steps

The October 2021 Dashboard will provide a more comprehensive outline on progress.

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| Name of Agency | Ministry of Social Development | | |
| Name of Work Programme | Lead Programme of Work – Increasing the employment of disabled people | | |
| Overall Status | On track with minimal risks/issues | | |
| Programme Summary | The work aims to increase and maintain the employment of disabled people in the public service. The programme of work includes several streams including – information sharing; resources development; consistent data recording of HR material; supporting disabled people into government internship programmes; All of Government Employee Led Network development and reporting on progress. | | |
| Alignment | Aligns with Outcome 2. No relevant overlaps. This work has been referenced in the Disability Employment Action Plan. | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| Quarterly Lead Toolkit meetings | Completed and ongoing | | On track - with minimal risks/issues |
| Employment of the Internship co-ordinator | Completed. The role of the Internship Co-ordinator is to work across government with all exciting internship programmes and Universities to support disabled students into those | | On track - with minimal risks/issues |

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| | internships and support them and their line manager once they have an internship | | |
| Developing the material for the All of Government Disabled network – We Enable Us. | Completed and ongoing. Have appointed a co-chair and chair elect to ensure sustainability. Finalised the Strategic Plan and Action Plan. Ongoing quarterly meetings | | On track - with minimal risks/issues |
| Revised the Lead Toolkit for all employees. | Completed and published on MSD website. | | On track or ahead |

Narrative

The Lead Toolkit information is available in HTML. The information has been updated and published. The last Minister’s quarterly report showed the number of Disabled Employee Networks has increased. There has been increased interest in the We Enable Us - All of Government Network for more members applying to join. The All of Government Employee Led Network has established an accessible working group. One of the issues raised related to flexible workplaces and especially Anchor desks. One of the intersectoral issues is accessible and gender-neutral toilets that take account of different cultures. The Lead Toolkit Quarterly meeting have been working through issues raised regarding access to specialised equipment and government agency’s responsibility for responsible accommodation. The Internship coordinator has been appointed and has worked really hard and established good relationships with Internship Programme leads, Universities and other tertiary institutions and

disabled students. MSD shared their reasonable accommodation policy with government agencies. This has been well received and will assist in getting reasonable accommodation policies introduced across the public service.

Risks/Issues that are impacting or may impact progress and mitigations

Nil

Impacts on inequities

The information now relates to all employers. The internship programme will assist young disabled students into employment.

Programme changes based on COVID-19 learnings.

Lead Toolkit meetings and All of Government – We Enable Us meetings held via zoom.

Next Steps

The programme will continue to provide quarterly Lead Toolkit meetings and the All of Government- We Enable Us meetings via zoom. The major focus of the internship programme will be working with students to prepare their applications. A number of fully accessible videos will be produced including one on the value of Disabled Employee Led Networks; How assistive technology works in the workplace and the experience of disabled interns in the public service. A new resource will be developed to outline the use of sharing personal information as opposed to disclosure.

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| Name of Agency | Ministry of Social Development | | |
| Name of Work Programme | Replacing Minimum Wage Exemption permits | | |
| Overall Status | Off track – but low risks/issues | | |
| Programme Summary | Led by MSD and with support from MBIE, this work programme aims to replace Minimum Wage Exemption (MWE) permits which currently enable approximately 900 disabled employees in New Zealand to be paid less than minimum wage on account of their disability. The MWE scheme is enabled through Section 8 of the Minimum Wage Act 1983 and officials consider that a Government wage supplement is likely to be the best way to replace these permits. Replacing MWE permits with a wage supplement is a government manifesto commitment. | | |
| Alignment | This work programme aligns with Outcome 2 of the New Zealand Disability Strategy relating to improved employment outcomes and economic security for disabled people. The work programme also aligns with recommendation 97 of the IMM Making Disability Rights Real 2014 to 2019 Report which recommends taking action to “eliminate minimum wage exemption permits”, as well as Objective 2 of “Working Matters”, the Disability Employment Action Plan, which is to “Back people who want to work and employers with the right support.” | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| Development of wage assessment tool to support a wage supplement | A draft wage assessment tool has been developed | | Complete |

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| Testing the wage assessment tool with Business Enterprises | The draft tool will be tested with two Business Enterprises | | Complete |
| Narrative | | | |
| <p>Over the last 6 months (January 2021 – July 2021), MSD continued its development of the wage assessment tool to assess individual employees’ wages in a fair and consistent manner. A draft tool has now been developed. MSD intends that Business Enterprises will use them to assess employees holding MWE permits to support the introduction of the wage supplement. MSD will trial the tool with a small number of disabled employees from two Business Enterprises, to test its operation prior to national implementation. Use of the tool by all Business Enterprises will contribute to individual employees with an MWE permit having their wages assessed in a fair and consistent manner.</p> | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| <p>Some business enterprises employing people on MWE permits are opposed to replacing the MWE scheme. Their concerns include:</p> <ul style="list-style-type: none"> • The supplement approach may require additional management and administration costs. • Some employees may have their financial assistance decreased as a result of earning a higher wage. • Some employees may find it difficult to manage their finances under the new model. <p>Mitigations:</p> <ul style="list-style-type: none"> • MSD intends that any wage supplement be designed so employees’ overall incomes are maintained or increased, even after the abatement of financial assistance resulting from higher hourly earnings. • As part of the change, extra supports will be offered to employees currently on a MWE permit. We intend for this to include budget advice and help understanding and accessing other supports available to them. These supports may also be made available to disabled people’s families/whānau, including how to support a disabled family member with their finances. • MSD is taking employers’ concerns about the wage supplement approach seriously, including considering one-off financial support for business enterprises to mitigate the risks they have voiced around associated costs, (e.g. administration). | | | |
| Impacts on inequities | | | |

MWE permits are inequitable as they allow some people to be paid less than minimum wage because of their disability. This affects approximately 900 disabled employees in New Zealand, some of whom are paid as little as \$1-\$2 per hour. MSD does not hold detailed data on the demographic breakdown of people with an MWE permit, however, we understand that approximately 15-20% of these employees are Māori. MSD does not have data on the breakdown of Pacific peoples with an MWE permit. MSD estimates that there are slightly more men than women with MWE permits. Very few employees have dependent children although we are aware of a small number who have children.

Programme changes based on COVID-19 learnings.

In the last 6 months, MSD were able to continue progressing the work programme without any COVID-19 related issues delaying it.

Next Steps

Trialling the wage assessment tool with Business Enterprises

National implementation of the wage assessment tool

Outcome 3: Health and Wellbeing

We have the highest attainable standards of health and wellbeing.

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| Name of Agency | Ministry of Health |
| Name of Work Programme | Improve access to quality healthcare and health outcomes for disabled people |
| Overall Status | Off track – but low risks/issues |
| Programme Summary | <p>Disabled people often experience poor health, wellbeing and life outcomes and face barriers in accessing healthcare. Data on disability, health status of disabled people and their access to health services is poor. Tāngata whaikaha (Māori disabled people), disabled Pacific peoples and people with learning/intellectual disabilities have some of the worst health and wellbeing outcomes.</p> <p>The Ministry will work across the health and disability system, including with district health boards (DHBs) to:</p> <ul style="list-style-type: none"> ○ improve access to quality healthcare, including: <ul style="list-style-type: none"> ▪ implementing disability actions in national health action plans ▪ supporting and monitoring DHB action plans ▪ explore options to improve access to healthcare for disabled people, with a focus on people with a learning/intellectual disability ○ improve disability data and evidence ○ improve disability awareness and capability of the health workforce. |
| Alignment | This work programme aligns with the <i>New Zealand Disability Strategy 2016-2026</i> Outcome 3 (health and wellbeing), Outcome 5 (accessibility) and contributes significantly to Outcome 7 (choice and control). |

The IMM in their 2019 *Making Disability Rights Real Shadow* report to the UN Committee on the Rights of Persons with Disabilities made several recommendations under Article 25: health. This included that the Government:

1. reform the *Public Health and Disability Act 2000* to introduce provisions to ensure disabled people are meaningfully represented in governance roles across the health and disability system
2. advance innovative models of funding for integrated and flexible disability support, and provide adequate resourcing of those models, so that disabled people are able to enjoy the highest attainable standard of health; including but not limited to accelerating equitable access nationally to an Enabling Good Lives (EGL) approach
3. take definitive action to clarify the expectation on DHBs to provide disability-related supports, particularly in relation to section 22(1)(c) and (d) of the *Public Health and Disability Act 2000*
4. implement earlier recommendations of the IMM to address inequalities in life expectancy for disabled people, particularly people with intellectual/learning and psychosocial disabilities. Work with disabled people and their representative organisations to establish a comprehensive health improvement and monitoring programme
5. act on the outcomes of Phase 1 and upcoming hearings of the WAI 2575 Health Services and Outcomes Kaupapa Inquiry
6. ensure a co-design process with people with psychosocial experiences in the implementation of the recommendations of the *He Ara Oranga: Report of the Government Inquiry into Mental Health and Addiction* and ensure that they are appropriately resourced to carry out this work.

The IMM in their *Making Disability Rights Real in a Pandemic* made several recommendations relating to health in their 2021 report. In addition to the recommendations under Article 25 in

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| | <p>the <i>Making Disability Rights Real 2014–2019</i> report, the IMM recommends that the Government:</p> <ul style="list-style-type: none"> works with disabled people and their representative organisations to establish a comprehensive understanding of their health experiences and challenges during the COVID-19 emergency, and use this information to inform future emergency planning ensures health-related information relevant to emergency situations is communicated in a logical, consistent, and accessible manner through more than one mode of communication contractually requires providers of home-based health and support services to ensure continuity of service for disabled people during emergencies and, in doing so, ensure non-discrimination of disabled people and people over 70 years of age employed as care and support workers ensures clear protocols for personal protective equipment (PPE) use are updated in a timely fashion in response to emerging evidence and community needs encourages health professionals to provide reasonable accommodation to disabled people who request flexibility around the use of PPE, particularly people who are Deaf and hard of hearing who find face masks act as a barrier. <p>This work programme aligns with:</p> <ul style="list-style-type: none"> • improve accessibility (Ministry of Social Development) • supported decision-making guidance (Ministry of Social Development) • system transformation (Ministry of Health, Ministry of Social Development, Ministry of Education) • Disability Employment Action Plan (Ministry of Social Development) • Learning Support Action Plan (Ministry of Education) • cross-cutting action on disability data. |
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Progress against Plan for the period

| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
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| <p>A. Finish scoping the work programme, including:</p> | <p>During this period, we have continued a document search in our system to understand what happened under the previous Disability Action Plan 2014-2018, including:</p> <ul style="list-style-type: none"> • what the recommendations of the Project Reference Group were • what progress was made • what still needs to be completed. <p>We propose using this information to support a discussion with the DPOs to determine the scope of this work programme and priorities for action.</p> | <p>Delays caused by COVID-19 have continued to impact this work programme.</p> | <p>Off track - but low risks/issues</p> |
| <p>1. Developing the statement of the key problems to be solved.</p> | <p>In progress</p> | | <p>Off track - but low risks/issues</p> |
| <p>2. Describing the strategic context and health stewardship role.</p> | <p>In progress</p> | | <p>Off track - but low risks/issues</p> |
| <p>3. Review of public consultation on the Disability Action Plan, Carers' Strategy Action Plan and recommendations of reference groups for relevant themes, issues and recommendations.</p> | <p>In progress</p> | | <p>Off track - but low risks/issues</p> |

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| 4. Identifying key stakeholders. | In progress | | <i>Off track - but low risks/issues</i> |
| 5. Identifying key levers for system stewardship and delivery. | In progress | | <i>Off track - but low risks/issues</i> |
| 6. Determine priorities (by meeting with DPOs to seek their approval) | <p>We met with the DPO Coalition in March 2021 to discuss how to appropriately engage on DAP work programmes and the contents of some work programmes, particularly improving health access and outcomes and funded family care (now complete).</p> <p>We will seek another meeting to continue this discussion.</p> | | <i>Off track - but low risks/issues</i> |
| <p>7. Developing an overall work programme and workstream projects for:</p> <p>a - health system disability data</p> <p>b - health workforce disability awareness and capability</p> <p>c - access to quality healthcare</p> | In progress but needs affirming by DPOs. | | <i>Off track - but low risks/issues</i> |

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| <p>B. Progress actions where there are opportunities.</p> | <p>We have been engaging across the Ministry to seek out opportunities for action.</p> | | |
| <p>1. health system disability data</p> | <p><i>New Zealand Health Survey</i></p> <p>The New Zealand Health Survey (NZHS) 2019/20 was published on 23 November 2020 with data disaggregated by disability for the first time. This gives us information about the gap in outcomes for disabled people and non-disabled people in the health system. You can find out more information here: https://www.health.govt.nz/publication/annual-update-key-results-2019-20-new-zealand-health-survey</p> <p>For the period January to June 2021, the Ministry has continued to work to collect and analyse NZHS data. A one-off disability module will be included in the 2022/23 NZHS and is currently in discussions with Stats NZ to investigate whether this module can also produce a snapshot of the health outcomes of tāngata whaikaha and disabled children. The Ministry will also explore what additional disability data can be compiled by combining survey data across years.</p> <p><i>Patient Profile/National Health Index (PPNHI)</i></p> <p>In early 2021, the Ministry approved the scoping phase of a project which aims to:</p> <ul style="list-style-type: none"> • disaggregate the National Health Index (NHI) by disability status • create an accessibility profile system. | <p>COVID-19 has had little effect on this work programme to date.</p> | <p><i>On track or ahead</i></p> |

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| | <p>This project would make disabled people (including tāngata whaikaha, disabled Pacific peoples and potentially disabled children) visible within administrative health datasets connected to the NHI. These datasets include:</p> <ul style="list-style-type: none"> • the Mortality Collection • the New Zealand Cancer Registry • the Programme for the Integration of Mental Health Data (PRIMHD) • The National Immunisation Register. <p>The deliverable for the scoping phase of this work is a costed business case, which will require further approvals before the project can move into an implementation phase.</p> | | |
| 2. health workforce disability awareness and capability | <p>We have met with the Ministry’s Health Workforce team to discuss opportunities to train the health workforce to be disability aware.</p> | | Off track - but low risks/issues |
| 3. access to quality healthcare | <p><i>Implement disability actions in national health action plans</i></p> <p>We have engaged with colleagues and teams across the Ministry of Health to support them to embed a disability perspective in their work, including with:</p> <ul style="list-style-type: none"> • the System Strategy and Policy Directorate Chief Advisor Māori • the COVID Directorate Chief Advisor Equity • Public Health, in the Population Health and Prevention Directorate, particularly in anticipation of the public health workforce development plan being refreshed, and on smokefree mahi | | On track - with minimal risks/issues |

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| | <ul style="list-style-type: none"> • colleagues in the Health Workforce Directorate to understand the pathways platforms they use • the Executive Leadership Team on disability as an equity issue • the Family Violence/Sexual Violence Joint Venture • the Cancer Control Agency • Māori Health • pharmacy and pharmacovigilance • Well Child Tamariki Ora • End of Life Choice Act team • the COVID-19 Directorate and COVID-19 vaccination implementation programme, where we supported them on disability equity, advice and learnings based on lessons learned when the Disability Directorate was managing the COVID-19 disability response. <p><i>Ministry strategies and action plans</i></p> <p>We have sourced a list of all Ministry strategies and action plans (there are approximately 30).</p> <p>Next steps</p> <p>We plan to review all strategies and action plans to understand whether disabled people are identified as an equity population. We plan to work with different Ministry teams as they renew their strategies and action plans to ensure that a disability perspective is included.</p> <p><i>Support and monitor DHB action plans</i></p> <p>DHBs provide the Ministry with information about how they are improving services for disabled people.</p> | | |
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| | <p>DHBs are continuing to support COVID-19 recovery and to embed lessons from their COVID-19 response, to improve health outcomes for disabled people.</p> <p>Next steps</p> <p>For the 2021/22 year, DHBs will be required to report on up to two evidence-based equity actions focused on tāngata whaikaha Māori. Also, Auckland, Canterbury, Capital & Coast, Counties Manukau, Hutt Valley, Hawke’s Bay, Waikato and Waitemata DHBs will be required to include evidence-based equity actions focused on disabled Pacific people.</p> <p>(ref. https://nsfl.health.govt.nz/202122-planning-package-0)</p> <p><i>Explore options to improve access to healthcare for people with an intellectual/learning disability</i></p> <p>We have been working with the Ministry’s pharmacy team on work to reduce the use of inappropriate polypharmacy, the use of outdated medicines and to increase access to specialist reviews of disabled people’s medicines. These actions align with recommendations by the Project Reference Group for the <i>Disability Action Plan 2014-2018</i>.</p> <p>The pharmacy services and medical requirements of disabled people, their whānau and carers, will be considered as an element of the Pharmacy Whakamahere programme (the Pharmacy Action Plan 2016-2020 refresh).</p> | | |
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| | <p>Next steps</p> <p>The initial step is to undertake a literature review of the evidence of harm from the use of medicines by people with an intellectual/learning disability, including which factors contribute to medicine-related harm in this group, and to identify interventions developed to make medicines use safer with improved health outcomes in people with an intellectual/learning disability.</p> <p>It is expected that the Pharmacy Whakamahere programme will undertake engagement hui with consumers, including people with intellectual/learning disabilities and their carers, to gain an understanding of people’s needs from pharmacy services and medicines, and to sense check and verify the literature. From these engagement hui we anticipate that themes or focus areas will emerge. Workshops (including with consumers, pharmacists, other healthcare practitioners) will be held to co-design the direction and content of each focus area. The Pharmacy Whakamahere is scheduled to be published in December 2022.</p> <p><i>Patient Profile/National Health Index (PPNHI)</i></p> <p>Accessibility of health services remains a challenge for many disabled people and contributes to poorer health outcomes. In addition to data, the PPNHI proposal described above is also scoping the provision of a digital accessibility profile where disabled people can express their accessibility needs. Once expressed, an ‘alert’ function could be activated to proactively inform medical</p> | | |
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| | <p>staff of reasonable accommodations that should be provided.</p> <p>The accessibility profile system would improve accessibility of health services, contributing to improved health outcomes and reducing the need for disabled people to repeat their stories. As a part of scoping this work, the Ministry is also exploring opportunities to embed disability resources (such as etiquette or how to book services) for health staff and to collect and use accessibility data to track the accessibility of appointments via this system.</p> | | |
| Narrative | | | |
| <p>In March 2021, the Ministry’s Executive Leadership Team (ELT) endorsed an approach to increase equity for disabled people through improving health outcomes and access to mainstream health services. This included:</p> <ul style="list-style-type: none"> • directorates to collect and use disability data to inform their work • where appropriate, directorates to ensure information is prepared in accessible alternate formats • directorates to ensure disability and disabled people are included as a priority in their work programmes • directorates to engage effectively with disabled people when planning for, and implementing, relevant parts of their work programmes. <p><i>Significant work within the data and evidence workstream</i></p> <p>The opportunity to disaggregate the NHI by disability status and create an accessibility profile system have the potential to be major improvements in disability data and accessibility of health services, which would contribute to measuring and improving health outcomes, if successful.</p> <p><i>We continued to work across the Ministry to ensure a disability perspective is included in work</i></p> <p>The Disability Directorate is working with the team working on the End of Life Choice Act to promote accessibility and safety of the service for disabled people – with a particular focus on people with intellectual/learning disabilities. We are also working to promote accessibility of abortion services for disabled people. We are also exploring gathering disability data in both of these workstreams.</p> <p>We have also been doing a stocktake to understand how disability and disabled people are taken into account as an equity population in the Ministry’s strategies and action plans.</p> | | | |

Risks/Issues that are impacting or may impact progress and mitigations

We have not made as much progress on scoping this work programme as anticipated.

The health and disability sector reforms are both an opportunity for and a risk to progressing this work programme. We are working to ensure this work programme is further progressed so that a focus on improved health outcomes for disabled people is a key focus in the new health system arrangements. In the meantime, we continue to highlight equity as a key component and disabled people and their whānau/families as a priority group.

The move toward increasing accessible communication is highlighting capacity and resourcing constraints for translating information into alternate formats. There is also the possibility that the accessibility profile system may increase demand for accessibility services and highlight additional resource constraints. This will be explored as part of the business case for that work.

Impacts on inequities

This work programme must take a Te Ao Māori approach. Previously, we have worked closely with the Ministry's Māori health team to understand opportunities to progress this work and will pick this back up in the next six months.

Māori are more likely than non-Māori to experience higher rates of disability, inequities in life expectancy and rates of amenable mortality (deaths potentially avoidable through health care). This is an important ongoing challenge for the health and disability system. Māori disabled people have some of the worst health outcomes.

Whāia Te Ao Mārama 2018 to 2022: The Māori Disability Action Plan guides the Ministry's response to Māori disabled (tāngata whaikaha) and whānau. Te Ao Mārama is responsible for monitoring and advising on the implementation of Whāia Te Ao Mārama. Further work needs to be completed to explore inequities for Pacific disabled people, women and girls and rainbow communities.

Part One Stage Two of the WAI 2575 Health Services and Outcomes Kaupapa Inquiry is focused on Māori with disabilities. The first week of hearings for this part of the Inquiry are expected to take place in December 2021. This is an opportunity to review and improve the Ministry's approach to supporting the health and wellbeing of disabled Māori and to ensure equality and non-discrimination for Māori disabled people and their whānau, through equal treatment aligned with the Human Rights Act 1993 and the UNCRPD.

There are currently 50 claims relating to Māori with disabilities. These relate to the Crown's failures to implement kaupapa Māori healthcare (Wai 433), appropriately support blind and deaf people with psychiatric issues (Wai 2019), provide

appropriate cultural support and to enable staff to develop (Wai 2619), and around disability prevalence, data, funding and whānau support (Wai 2672).

Engagement with Māori is required in the scoping, development, monitoring and review of the work programme to ensure that Treaty principles of partnership, participation, and protection are adhered to.

Programme changes based on COVID-19 learnings.

COVID-19 reiterated the need for and importance of accessible public and health information in alternate formats. This needs to remain a priority. COVID-19-related delays continue to impact progressing this work programme.

Next Steps

We will work to ensure that this work programme continues to emphasise equitable outcomes for disabled people across the health system, in the context of the ongoing Health and Disability System Review reforms.

Patient Profile NHI Project

We are currently working in partnership with the community to develop our project governance structure. Key next steps include:

- confirming project governance
- hosting a strategic logic hui to confirm project direction and outcomes
- clarifying project shape by completing a Privacy Impact Assessment alongside our community partners.

Workforce

We will work to connect with our workforce colleagues to understand opportunities to improve access to health care for disabled people, with a focus on people with intellectual/learning disabilities. We will also engage with our Māori health colleagues to understand opportunities and embed a Te Ao Māori perspective in this work programme.

We will also continue to work to refine actions within this work programme and seek a meeting with the DPO Coalition to discuss and agree priorities for this work programme.

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| Name of Agency | Ministry of Health |
| Name of Work Programme | Safeguarding bodily integrity rights |
| Overall Status | Off track – but low risks/issues |
| Programme Summary | <p>The action aims to address concerns that:</p> <ul style="list-style-type: none"> • some disabled people experience non-consensual, non-urgent, non-therapeutic medical procedures - a specific example being disabled people being sterilised or at risk of sterilisation for non-therapeutic reasons (e.g. to manage menstruation) without their consent • the current legislative framework is insufficient to protect disabled people against non-therapeutic medical procedures • better supportive measures are needed for disabled people, parents, family, whānau and āiga carers and health professionals • little is known about disability-related sterilisations and other bodily integrity violations in New Zealand, highlighting the need for better national data collection. <p>The changes or impact the work programme is seeking are:</p> <ul style="list-style-type: none"> • stronger safeguards to reduce and prevent unnecessary bodily integrity abuses on disabled people, including sterilisation • disabled people’s rights to legal capacity, bodily integrity and health are supported and upheld • information, education and resources, including on sexual and reproductive health and rights, are developed for parents, carers and the health workforce |

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| | <ul style="list-style-type: none"> • useable data is collected on disability-related sterilisations and bodily integrity violations. <p>A core part of the bodily integrity work programme is the need to support and uphold disabled people’s rights to legal capacity, bodily integrity and health. This applies in other Health-led DAP work programmes for: reducing the use of seclusion and restraint (with Corrections); repeal and replacement of the Mental Health Act; improving health outcomes and access to services for disabled people; and enabling disabled people’s choice and control in disability system transformation.</p> |
| Alignment | <p>Aligns with Outcomes 3 (health and wellbeing), 4 (rights protection and justice), and 7 (choice and control).</p> <p>The IMM report notes:</p> <ul style="list-style-type: none"> • instances where bodily integrity of disabled people is not protected on an equal basis with non-disabled peers and particular concern with non-therapeutic medical procedures and non-therapeutic sterilisation • that the initial focus of Action Item 7B of the New Zealand Disability Action Plan 2014–2018 was to be on options to protect against non-consensual, non-therapeutic sterilisation and that progress has stalled. The IMM considers it essential to complete this action as a first step to prevent further involuntary sterilisations. <p>The report recommends that the Government:</p> <ul style="list-style-type: none"> • enact legislation to prohibit the use of sterilisation or any other non-therapeutic medical procedure on disabled children and disabled adults without their prior, fully informed, and free consent • improve methods of collecting and reporting on statistics on sterilisation and other non-therapeutic medical procedures in New Zealand, whilst ensuring all data collection is anonymised in such a way to prevent identification. <p>There are several overlaps and alignment with activity elsewhere including:</p> |

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| | <ul style="list-style-type: none"> • administration of relevant legislation (e.g. Abortion Legislation Act 2020, Crimes Act 1961 by Ministry of Justice) • the Law Commission’s planned review of laws related to adults with impaired decision making • the Supported Decision-Making DAP work programme (MSD lead). |
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Progress against Plan for the period

| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
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| Complete scope of work programme key deliverables, actions and milestones. | Nil | Nil | Off track - but low risks/issues |

Narrative

Work programme scoping of key deliverables, actions and milestones, commenced in this reporting period.

The most significant opportunity to make progress on the DAP Safeguarding bodily integrity rights work programme over the last two Action Plans, has been presented in the last year by the alignment of health services, legislation, information and monitoring responsibilities, in the area of contraception, sterilisation and abortion. This includes:

- substantial amendments to the Contraception, Sterilisation, and Abortion Act 1977 (the CSA Act) to align provision of abortion services with other health services and transfer responsibility for oversight and monitoring of abortion to the Ministry of Health through the Abortion Legislation Act 2020 (administered by the Ministry of Justice);
- the subsequent transfer of responsibility for administering the CSA Act from Justice to Health.

For example, the CSA Act now contains provisions on:

- contraception – including supply of contraceptives to women who do not have full mental capacity and to sexual violation complainants

- sterilisation – including consent to sterilisation, reporting on sterilisation, and prohibitions on requiring sterilisation as a condition of loans or employment
- abortion – including the grounds for abortions, counselling, duties on the Minister of Health and Director-General of Health (such as service provision, standards for services, reporting).

Work is underway on:

- regulatory proposals needed to support the Director-General to meet obligations under the CSA Act including the information collection framework
- identifying options for further development with the goal of preventing non-consensual medical procedures involving disabled people, particularly non-therapeutic sterilisation.

Risks/Issues that are impacting or may impact progress and mitigations

Staff resource to scope and coordinate the work programme.

Impacts on inequities

The work will:

- be collaborative with Māori representatives in the project reference group that will be reconvened
- obtain Māori cultural and other perspectives on sterilisation and bodily integrity, about which little is known
- disaggregate all data by Māori ethnicity, where this is possible.

Data – A data workstream is proposed to explore opportunities to collect useable disability-related sterilisation data from the Ministry of Health, Ministry of Justice and other sources. The ability to collect and monitor changes in rates for disabled Māori, Pacific Peoples, women and children is important. The proposed work on regulatory proposals to support the Director-General with the information collection framework for contraception, sterilisation and abortion is directly relevant.

Programme changes based on COVID-19 learnings.

Nil

Next Steps

Complete scope of work programme key deliverables, actions and milestones.

Reconvene the Project Reference Group.

Continue to engage with the DPO Coalition on the work programme.

Plan for disability and disabled people's input to the proposed work on regulatory proposals to support the Director-General with the information collection framework for contraception, sterilisation and abortion.

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| Name of Agency | Ministry of Health |
| Name of Work Programme | Seclusion and restraint (co-lead with Department of Corrections) |
| Overall Status | Off track – with significant risks/issues |
| Programme Summary | <p>There are longstanding concerns about high and inappropriate use of seclusion and restraint in New Zealand, particularly in prison and mental health service settings, with Māori secluded more than non-Māori.</p> <p>This is a joint work programme with the Department of Corrections/Ara Poutama and each agency reports separately.</p> |
| Alignment | <p>The relevant outcomes in the NZDS for this work programme are: Outcome 3 (health and wellbeing), Outcome 4 (rights protection and justice), Outcome 6 (attitudes), and Outcome 7 (choice and control).</p> <p>Seclusion and restraint are one of the top three priority issues in the IMM's third (June 2020) report for urgent action, stating that they continue to be used in secure health and disability facilities, causing significant harm. Of particular concern is the high rates of use for Māori. The IMM recommends that the Government "<i>strengthen the commitment to reduction of rates of restraint of persons with disabilities, and the rapid reduction, towards elimination, of use of seclusion in secure health and disability facilities, through robust, achievable and time-bound policies.</i>"</p> <p>In addition, the DPO Coalition evaluation of the work programme status for the Jan-Jun 2020 reporting period notes that the aim to reduce seclusion (solitary confinement) is at odds with the Health Quality and Safety Commission's (HQSC) Zero Seclusion programme; breaches international law; that some DHB's have achieved periods of zero seclusion; and for these reasons the aim should be for elimination, not reduction.</p> <p>See separate template for Department of Corrections contribution to work programme.</p> |

| Progress against Plan for the period | | | |
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| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| Plan the health and disability component of the work programme, agree on priority settings for focus and areas of action | Nil | | Off track - with significant risks/issues |
| Engage with DPO Coalition on planning and priorities | Nil | | Off track - with significant risks/issues |
| Engage with Corrections on overall work programme | Nil | | Off track - but low risks/issues |
| Develop a shared understanding and agreed baseline of practices that constitute seclusion and restraint across sectors | Nil | | Off track - with significant risks/issues |
| Narrative | | | |
| Resource constraints and other priorities for coordinating the health and disability component of this work programme means that there is minimal progress to report for the period from January-June 2021. | | | |
| The Ministry acknowledges: | | | |

- 1) the IMM comments and priority for work on seclusion and restraint in its June 2020 report
- 2) the Human Rights Commission's December 2020 report *Time for a Paradigm Shift - A Follow Up Review of Seclusion and Restraint Practices in New Zealand*
- 3) The comments of the DPO Coalition evaluation of the work programme status.

The lack of progress on the stated objectives / actions for the work programme and the comments of the IMM, HRC and DPO Coalition evaluation, results in the overall status option selected.

The repeal and replacement of the Mental Health (Compulsory Assessment and Treatment) Act 1992 will include consideration of future use of seclusion and restraint in mental health services.

The revised Guidelines to the Mental Health Act include the requirement for mental health services to report on the use of restraint under the Act to the Ministry of Health. The Ministry commenced the national reporting process on the use of restraint in mental health services from 1 July 2020. As it is the case with the introduction of any reporting process, there are initial issues around quality and timeliness of reporting. These issues are currently being worked through, with the intent of publication when we have resolved these issues.

Risks/Issues that are impacting or may impact progress and mitigations

Resource constraints mean that the Ministry has not made the progress in coordinating the health and disability component of the work programme and the stated actions in the reporting period. Resourcing and prioritisation are being reviewed to address this.

Impacts on inequities

In mental health services and prison settings, Māori are secluded more than non-Māori. It is important to understand the Māori view of the use of seclusion and restraint and related practices in different settings and the effect on individuals and whānau. This will help to ensure equality and non-discrimination for tāngata whaikaha Māori and their whānau, through equal treatment aligned with the Human Rights Act 1993 and the CRPD.

Engagement with Māori is required in the scoping, development, monitoring and review of the work programme to ensure that Treaty principles of partnership, participation, and protection are adhered to.

Programme changes based on COVID-19 learnings.

Nil for this period.

Next Steps

The Ministry of Health will:

- re-engage with Department of Corrections to consider appropriate work programme alignment
- review resourcing for the coordination of the health component of this joint lead work programme
- scope the health components (cross-MOH and DHBs), develop actions and resourcing required
- meet with the DPO Coalition to ensure agreement on the approach.

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| Name of Agency | Office for Seniors | | |
| Name of Work Programme | Better Later Life – He Oranga Kaumātua | | |
| Overall Status | On track – with minimal risks/issues | | |
| Programme Summary | <p>BLL is an overarching strategy to ensure New Zealand embraces the opportunities that an ageing population and longevity brings, across 5 key areas for action</p> <ul style="list-style-type: none"> - Achieving financial security and economic participation -Promoting healthy ageing and improving access to services -Creating diverse choices and options -Enhancing opportunities for participation and social connection -Making environments accessible <p>The action plan (currently under development) will contain actions to improve/solve issues that older disabled people face.</p> | | |
| Alignment | <p>BLL aligns across the outcomes, as older disabled people are a subset of disabled people.</p> <p>The Accessibility work programme through the Better Later Life Strategy in particular aligns with accessibility goals within the Strategy.</p> | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| Develop the Better Later Life Action Plan | The Action Plan has been developed and is currently in the process of Cabinet approval and preparation for publication. | Work was delayed due to COVID-19, including subsequent delays following short alert level increases in 2021. Completion is now | On track - with minimal risks/issues |

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| | | <p>expected in September 2021.</p> <p>The initial priorities identified for the Action Plan reflect the impact of COVID-19 on older people.</p> | |
| Implement the Better Later Life Strategy | Budget 2021 allocated additional core funding to the Office for Seniors to implement the Better Later Life Strategy. Additional FTE resource as a result of this funding will become available during the Jul – Dec 2021 reporting period | - | On track or ahead |
| Narrative | | | |
| Following ongoing disruption as a result of COVID-19, implementation of the Better Later Life Strategy is largely on track. Completion of the first action plan to implement the Strategy will represent a significant step. | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| Further COVID-19 outbreaks or alert level increases are unlikely to disrupt completion of the action plan but could impact on the early stages of its implementation in the latter half of 2021. | | | |
| Programme changes based on COVID-19 learnings. | | | |
| The issues facing older people that were highlighted by COVID-19 have informed the three priority areas that the action plan focuses on: employment, digital inclusion and housing. | | | |

The Office for Seniors developed some indicators to help to measure the impact of COVID-19 on older people over time. The final update of these was produced in July 2021.

Next Steps

Following publication of the action plan, focus will shift to its implementation. This will include direct work on the actions it includes, as well continued development of indicators to track implementation of the Strategy.

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| Name of Agency | Ministry of Health | | |
| Name of Work Programme | Repeal and Replace the Mental Health (Compulsory Assessment and Treatment) Act 1992 | | |
| Overall Status | On track – with minimal risks/issues | | |
| Programme Summary | This work programme seeks to repeal and replace the Mental Health (Compulsory Assessment and Treatment) Act 1992 with legislation aligned to the CRPD. While policy development for new legislation is underway this work programme will also focus on improving the application of the existing legislation in a manner more respecting of human rights and aligned with the CRPD. | | |
| Alignment | <p>New legislation developed with respect and protection of human rights at the centre will assist the progression of outcomes 3 (health and wellbeing), 4 (rights protection and justice), and 7 (choice and control) from the New Zealand Disability Strategy.</p> <p>This work programme will include consideration of the use of seclusion and restraint practices as part of the policy development for new legislation which is expected to contribute to, or support, the work programme for reducing the use of seclusion and restraint.</p> | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status of Actions |
| Supporting the progression of a Bill to make initial amendments to the current Mental Health Act, including the elimination of | <ul style="list-style-type: none"> The Mental Health (Compulsory Assessment and Treatment) Amendment Bill was introduced to the House on 17 March 2021. The first reading took place on 6 April 2021 and was referred to the Health Committee. Submissions to the Committee closed on 19 May 2021, the Committee heard oral submissions over three dates. The Committee is due to report back to the House by 6 October 2021. | This action has not been impacted by COVID-19 during this reporting period. | On track. |

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| indefinite treatment orders. | | | |
| Supporting the implementation of the changes in the revised Guidelines through education and training and regular engagement with providers and services. | <ul style="list-style-type: none"> • The Ministry of Health is coordinating with Te Pou on the development of training and education materials. • Te Pou has engaged an advisory group which includes representatives of people with lived experience and Māori to support the development of the training and education tools. • The Ministry continues to meet with Directors of Area Mental Health services on a quarterly basis, the implementation of the Guidelines is a regular topic at these meetings. • All new reporting requirements added in the revised Guidelines are in now in effect. | This action has not been impacted by COVID-19 during this reporting period. | On track. |
| <p>Previously reported action: Targeted stakeholder engagement on key issues to inform further public engagement and consultation in the future.</p> <p>Revised action following Ministerial decisions:</p> | <ul style="list-style-type: none"> • Ministerial decisions during this reporting period necessitated a revision to this action. • Public feedback was solicited in late May 2021-early June 2021 to inform the key topics to include in a discussion document for public consultation. • A dedicated webpage on the Ministry of Health website has been created where all updates and information about the progress of this work programme will be made available. • At the direction of the Minister of Health the Ministry of Health is preparing to initiate public consultation in 2021, including creating a discussion document to be approved by Cabinet prior to release. | This action has not been impacted by COVID-19 during this reporting period. | On track. |

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| Prepare materials for public consultation to take place in 2021. | | | |
| Narrative | | | |
| <p>The Mental Health Act Amendment Bill is progressing on-track with no anticipated issues or risks to the remaining stages of the legislative process.</p> <p>The work with Te Pou to develop the new training and education materials to support the implementation of the revised Guidelines, particularly the use of the advisory group, is expected to ensure the materials have proper focus and emphasis on person centred, human-rights based care, including proper cultural support in the delivery of care under the Mental Health Act. This is expected to be an ongoing piece of work as learning and changing practice is a process over time for practitioners. The Ministry of Health intends to have ongoing focus on support in this area to ensure practitioners are ready for new legislation in the future.</p> <p>During this reporting period the Minister of Health considered the work programme and proposed sequence and timeframes for completing the full repeal and replacement of the Mental Health Act. The Minister has now directed the Ministry of Health to prepare and initiate a full public consultation in 2021. The Ministry of Health solicited public feedback to inform the key topics to include in a discussion document. The Ministry of Health has also reviewed and reflected on stakeholder feedback received over many years and as part of various processes and projects to further inform the development of a discussion document. Following Cabinet approval, the discussion document, along with other supporting materials, will be made public. The document will be available in easy read, Te reo Māori, and other accessible formats. The consultation process will include public meetings, hui, and fono, and the consultation will be open for 12 weeks. The feedback received through the consultation will inform policy recommendations for new legislation. It is likely that further targeted engagement with key stakeholders will be needed to inform refinements to the final policy recommendations. The Ministry will be working to develop the final policy recommendations to deliver to Cabinet as quickly as possible following public consultation, however the exact pace and timeframes will depend on the feedback received and the ability to draw firm conclusions and make decisions based on what is received.</p> | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| <p>The Ministry of Health does not currently foresee any obvious risks or issues in relation to the progress of the Mental Health Act Amendment Bill, however the Ministry of Health's role at this point in the process is to support</p> | | | |

the progression and consideration of the Bill. The Ministry of Health cannot control the process, timelines, or outcome of the legislative process.

The main risk related to educating and training practitioners as part of implementing the revised Guidelines is that this is a process that will take time to ensure new ways of working are fully embedded. The Ministry of Health is working to mitigate the risk by continuing to raise and discuss at quarterly meetings with Directors of Area Mental Health Services, and by progressing and supporting this action as an ongoing programme of work that will be reviewed and monitored.

The Ministry of Health is on track to conduct a full public consultation on the repeal and replacement of the Mental Health Act in 2021. The primary risk to the development of policy recommendations following the public consultation is that the feedback received may be too broad and wide ranging to effectively narrow the policy recommendations for Cabinet consideration. The Ministry of Health intends to mitigate this risk if it arises by conducting targeted consultation with key stakeholders to further refine policy options as needed to inform the final policy options that will be recommended to Government.

Impacts on inequities

The Bill to amend the Mental Health Act, with the amendment to eliminate indefinite treatment orders, is expected to support improved equity for Māori and Pacific peoples. In 2018 and 2019, almost half of community treatment orders were indefinite treatment orders.

Māori are 3.5 times more likely than non-Māori to be subject to an indefinite order for compulsory treatment in the community, and 2.8 times more likely to be subject to an indefinite order for compulsory treatment at an inpatient facility.

Pacific people are 1.3 times more likely to be subject to indefinite community compulsory treatment orders than non-Pacific, and 0.9 times more likely to be subject to inpatient indefinite compulsory treatment orders than non-Pacific.

The elimination of indefinite treatment orders will therefore restore access to justice and reduce risk of arbitrary detention and prolonged limits on the right to refuse medical treatment for those Māori and Pacific Peoples currently disproportionately impacted by the existence of indefinite treatment orders.

Māori are approximately 4 times more likely than non-Māori to be subject to compulsory treatment under the Mental Health Act and are more likely to experience seclusion and/or restraint events while under the Mental Health Act. The repeal and replacement of the Mental Health Act is expected to reduce these inequities and improve outcomes for Māori. As well, the concept of Te ao Māori and how to develop new legislation that reflects Te ao Māori is expected to be a significant part of the forthcoming public consultation regarding the full repeal and replacement of the Mental Health Act.

Programme changes based on COVID-19 learnings

There were no delays or required changes to the programme or actions due to COVID-19 during this reporting period.

Next Steps

Over the next six months the Ministry will:

- continue to support the progression of the Mental Health Act Amendment Bill
- continue to support the implementation of changes in the revised Guidelines through education and training and regular engagement with providers and services
- conduct public consultation on the repeal and replacement of the Mental Health Act, including release of a discussion document.

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| Name of Agency | Sport New Zealand | | |
| Name of Work Programme | Delivery of the Sport NZ Disability Plan | | |
| Overall Status | On track or ahead | | |
| Programme Summary | <p>Click or tap here to enter text. The Sport NZ Disability Plan contains ten commitments that help to create quality and equitable play, active recreation and sport participation opportunities for disabled tamariki and rangatahi, of their choice. The Plan was launched in October 2019 and a Disability Lead was employed by Sport NZ in December 2019. The Disability Plan contributes to the Sport NZ Strategic Plan 2020 / 24 and 2020 / 32, Every Body Active.</p> | | |
| Alignment | <p>The Sport NZ Disability Plan contains an outcomes framework for disabled people in play, active recreation and sport which connects the intermediate and long term outcomes of the plan to the NZ Disability Strategy, Outcome 5 and therefore the Convention of the Rights of Persons with Disabilities, Article 30 and the IMM reporting against their recommendations.</p> <p>Commitment Three of the Sport NZ Disability Plan is leverage existing cross government (local and national) relationships to promote the value of participation in play, active recreation and sport and influence government policy across disability, health, education, social welfare.</p> | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| Continue to place a disability lens on the work of Sport NZ | Working with the Healthy Active Learning and Play teams to ensure they and their workforce are catering for the needs of disabled tamariki and rangatahi etc. | Due to Covid-19 there were some changes to plans in 2020. Over the last six months there have also been a | On track or ahead |

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| | <p>Healthy Active Learning is a joint government initiative between Sport New Zealand and the Ministries of Health and Education to improve the wellbeing of tamariki through healthy eating and drinking and quality physical activity.</p> <p>Being involved in many hui such as: Sport NZ Connections Conference, Tu Manawa and School Sports Co-ordinators.</p> | <p>number of opportunities from Covid-19 such as the expansion of Tu Manawa and additional funding through Sport NZ's Strengthen and Adapt programme.</p> | |
| <p>Continue to work with Sport NZ partners to ensure they are catering for the needs of disabled tamariki and rangatahi.</p> | <p>Worked with partners to include a disability component in their initiatives for the Sport NZ investment.</p> <p>Worked with partners to advise them on how they can cater for the needs of disabled tamariki and rangatahi.</p> <p>This year the Sport NZ Connections Conference had a theme of diversity and inclusion.</p> | <p>Due to Covid-19 Sport NZ gave partners investment for one financial year in 2020. This year it gave us an opportunity to include a disability component in the development of partner initiatives for their Sport NZ investment for the next three financial years of investment.</p> | On track or ahead |
| <p>Work across government</p> | <p>The Disability Lead has joined the Cross Government physical activity and play working group. Presentation has been made to the Ministry of Transport and work was completed with Waka Kotahi on their BikeReady programme.</p> | <p>There was a delay in starting this work in 2020 but we are working to catch up.</p> | On track or ahead |
| <p>Sport NZ Board investment decision</p> | <p>A paper was, presented to and passed by, the Sport NZ Board in March 2021. That paper requested direct investment into</p> | <p>This was delayed due to Covid-19 but is back on track.</p> | Complete |

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| | ParaFeds, D-Sport and National Disability Sports Organisations and the establishment of a Disability Fund. | | |
| Investment into ParaFeds, D-Sport and National Disability Sports Organisations | Following the approval of the Sport NZ board paper in March we have worked with ParaFeds, D-Sport and National Disability Sport Organisation to develop initiatives with each organisation. This investment totals \$1.7m. | This was delayed due to Covid-19 but is back on track. | Complete |
| Launch of the Disability Fund | Following the approval of the Sport NZ board paper in March we have worked with the investment team to develop criteria etc for the Disability Fund. This fund will be used to reduce the gaps that were identified in the scoping project. Our plan is to launch the Disability Fund in September 2021. | This was delayed due to Covid-19 but is back on track. | On track or ahead |

Narrative

The success of the internal work with Sport NZ staff, programmes and initiatives has ensured its staff are more aware of how to include disabled tamariki and rangatahi in their work and how to cater for their needs.

The passing of the Sport NZ Board paper enabled us to provide direct investment into ParaFeds, D-Sport and National Disability Sports to give them security of investment and along with additional support services from Sport NZ staff we are confident that they can provide additional participation opportunities for disabled tamariki and rangatahi.

The establishment of the Disability Fund which was approved by the Sport NZ Board in March will enable us to invest in organisations to reduce the gaps that were identified through the scoping project. The aim of the fund will be to build capability and capacity to ensure disabled tamariki and rangatahi have the opportunity to participate in play, active recreation and sport of their choice with a focus on intellectual and invisible impairments and inclusionary practices. We plan to launch the Disability Fund in September.

This year Sport NZ partners had to develop activities in initiative areas for their Sport NZ investment for the next three financial years. For the first time we requested them to include activities in their initiatives regarding disabled tamariki and rangatahi. We supported the Sport NZ partners to develop activities and we will support them, when required, to implement them.

The cross government physical active and play working group has enabled Sport NZ to promote the value of disabled people, especially disabled tamariki and rangatahi, being involved in play, active recreation and sport to government ministries. This has led to some discussions and will lead to greater collaboration in the future.

During the scoping project, one issue that was identified was the lack of leadership in the play, active recreation and sport sector relating to disabled tamariki and rangatahi and that information was being held by a small number of organisations. To show leadership in this sector and share information, Sport NZ will host the first Ko au, ko koe, ko tātou Disability Hui - I am you, you are me, this is us – Together we connect.

Risks/Issues that are impacting or may impact progress and mitigations

At present the only risks, issues or delays that may impact on this work is Covid-19 and the possibility of a regional lockdown. When planning for the disability hui we need to have a contingency plan if there is a regional lockdown, on or before the 7th and 8th of October.

Impacts on inequities

The scoping project completed in 2020 identified that there were gaps in quality and equitable play, active recreation and sport participation opportunities for disabled tamariki and rangatahi of their choice. They were in the areas of play, active recreation and inclusive sport, especially for tamariki and rangatahi with intellectual or invisible impairments. Sport NZ will use the Disability Fund, which will be launched in September, to reduce those inequalities.

Programme changes based on COVID-19 learnings.

Sport NZ had some delays during 2020 due to Covid-19. These have reduced in 2021 but we need to ensure that any plans must be flexible to allow for any regional lockdowns due to Covid-19.

Next Steps

Continue working with Sport NZ staff, programmes and initiatives, partners and cross government promotion of the value of play, active recreation and sport.

Launch the Disability Fund to build capability and capacity to ensure disabled tamariki and rangatahi have the opportunity to participate in play, active recreation and sport of their choice with a focus on intellectual and invisible impairments and inclusionary practices. We plan to launch the Disability Fund in September 2021.

Presenting at the Metro Local Authority hui will provide a platform to promote the value of disabled people, especially tamariki and rangatahi, participating in play, active recreation and sport of their choice.

Sport NZ will host the first Ko au, ko koe, ko tātou Disability Hui - I am you, you are me, this is us – Together we connect. This will be an opportunity for people and organisations either working in or planning to work in the area of play, active recreation and sport, with or including, disabled tamariki and rangatahi, to come together to share and learn from each other.

Outcome 4: Rights protection and justice

Our rights are protected, we feel safe, understood and are treated fairly and equitably by the justice system.

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| Name of Agency | Ara Poutama Aotearoa, Department of Corrections |
| Name of Work Programme | <ul style="list-style-type: none"> (1) Data Collection (2) Reduce forms of segregation and restraint (3) Accessible justice work programme with Ministry of Justice as the lead agency |
| Overall Status | On track or ahead |
| Programme Summary | <ul style="list-style-type: none"> (1) In April 2021 the Washington Group Short Set of Questions on Disability (WGSS) have been added to the Initial Health Assessment which is completed within 30 days of reception to an Ara Poutama Aotearoa Facility. (2) Incorporation of WGSS into all other assessments for those prior to 1 April 2021. (3) Development of Ara Poutama Aotearoa Disability Action Plan to inform services available to those people who enter our care with a disability. (4) The use of tie-down beds has been removed from all prisons. (5) Continue work with Ministry of Justice. |
| Alignment | <p>The United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) – New Zealand is a signatory (30th March 2007) and ratified party (25th September 2008) of the United Nations Convention on the Rights of Persons with Disabilities.</p> <p>The New Zealand Disability Strategy 2016-2026 represents New Zealand's approach for implementing the United Nations Convention on the Rights of Persons with Disabilities in the New Zealand context.</p> <p>The Disability Action Plan 2019-2023 is the primary vehicle for implementing the Disability Strategy in New Zealand.</p> |

| | Treaty of Waitangi - The DPO Coalition and the New Zealand Disability Strategy created an expectation that work programmes in the Action Plans give effect to commitments to Te Tiriti will be crucial to the success of the Disability Action Plan 2019-2023. | | |
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| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| Inclusion of WGSS into Initial Health Assessment for all new people coming into prison. | The IHA template within the patient management system contains the WGSS | Initial implementation delayed but now on track. | Complete |
| Inclusion of WGSS into all other health assessments for people in our care prior to April 2021 or where a current IHA is not completed | Establish the requirements for the various assessments | | On track - with minimal risks/issues |
| Development of a Corrections wide Disability Action Plan | Draft document awaiting to be finalised | Due 31 December 2021 | On track - with minimal risks/issues |
| Narrative | | | |
| The inclusion of the Washington Group Short Set of Questions on Disability has been a great milestone for Ara Poutama Aotearoa. We now have access to a robust data set that will help us to accurately identify those with disabilities and ensure the appropriate care pathways are in place to support their health and wellbeing whilst in our care. Disabilities is a | | | |

key domain within the newly established Health Services Health Outcomes Report which is produced monthly. There is now a greater range of data to help with service design and delivery of services.

Risks/Issues that are impacting or may impact progress and mitigations

The WGSS has required a change in practice by the Registered Nurse. The validity and accuracy of the data recorded is at risk without clear expectations of descriptive data that is required and expected responses to the questions. Further work is underway to review the accuracy of the data and ensuring that the data captured translates through into practice. Auditing will help establish any gaps in the process and actions required to further strengthen the data collected.

The way in which the data is included in the Health Outcomes Report is undergoing review to ensure we are able to tell the right story in a way which is useful. The means moving beyond simply counting the numbers to connections to service delivery and the outcomes for the person with a disability.

Impacts on inequities

Ara Poutama Aotearoa Health Services Disability Action Plan 2021-2023 sets three key priorities:

- Tāngata whaikaha access integrated health services that meet their individual needs and progress their goals and aspirations of oranga (wellbeing)
- Tāngata whaikaha are seen as individuals that can exercise their authority to improve their health and wellbeing
- Tāngata whaikaha experience equitable health outcomes

These priorities will help ensure tāngata whaikaha in our care feel valued, visible, acknowledged, respected, and live with dignity. This approach aligns with the expression of Te Tiriti o Waitangi in 'Mana Tangata' - equity in health and disability outcomes for tāngata whaikaha by enhancing the mana of people in our care and their whānau across their life course and contributing to their overall health and wellbeing.

Next Steps

- (1) The Washington Group Short Set of Questions on Disability will be included in all Health Service health assessments by 1 December 2021.

- (2) The newly developed Ara Poutama Aotearoa Disability Action Plan 2021 – 2023 provides the priorities and key outcomes expected within the life of the plan.
- a. The plan articulates the principles, priorities and focus areas, including short- and long-term actions.
 - b. Hōkai Rangi expresses Ara Poutama’s commitment to delivering better outcomes with and for tāngata whaikaha in our care and their whānau, so that the significant over-representation of Māori in the criminal justice system can be addressed. The plan has been developed with Hōkai Rangi as part of the foundation.
 - c. The plan has been developed with the NZ Disability Action Plan as a key determinant of the actions that Ara Poutama Aotearoa have committed to.
 - d. Whilst the plan has been going through the required internal processes, there are a number of actions that are already in train.

It is anticipated that the finalised plan will be available by 31 October 2021.

- (3) Create and install new accessible signage at Community Corrections sites. Community Corrections sites currently have inconsistent signage. Work has started to create signs that are nationally consistent, and we aim to have a programme for installation in the third quarter of 2021.

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| Name of Agency | Ministry of Justice |
| Name of Work Programme | New Zealand Crime & Victims Survey Cycle 3 Report |
| Overall Status | Complete |
| Programme Summary | <p>This report provides detailed insights and analysis of the New Zealand Crime and Victims Survey (NZCVS) Cycle 3 results. The report contains mostly descriptive statistics. It does not include analysis of relationships between variables.</p> <p>This survey is a reliable way for the Ministry of Justice to understand the full picture of victimisation in New Zealand as not all crimes are reported to the Police. Without the survey we would have little reliable information on New Zealanders' experiences with crime. The results from the survey will help government agencies to create safer neighbourhoods and communities. More information regarding how the survey is carried out, and the results of the survey, are included here.</p> <p>The Office for Disability Issues has outlined key findings from the NZCVS relating to disabilities here.</p> |
| Alignment | <p>The NZCVS prompts discussion that can lead to the improvement of justice services so that they are accessible and better understood by people with disabilities. The NZCVS aligns with recommendation 24 of the '<i>Making Disability Rights Real in a Pandemic</i>' Report; Strengthens intersectional collection and analysis of data about disabled people</p> |

| | at risk of violence in order to accurately record, monitor, and reduce violence towards them, including in situations of risk and emergency. | | |
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| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status of Actions |
| Collate results for Cycle 3 of the NZ Crime & Victims Survey. | Results have been collated. | This work programme was not affected by COVID-19. | Complete |
| Results for Cycle 3 of the NZ Crime & Victims Survey are released. | Results were released in June 2021 and can be found here . | This work programme was not affected by COVID-19. | Complete |
| Narrative | | | |
| A recent study from the University of Auckland has exposed the scale of abuse faced by one of New Zealand's most vulnerable communities, showing violence toward disabled people is much more prevalent than among the | | | |

rest of the population. The research was presented [in two papers](#) published in the [American Journal of Preventive Medicine](#). The statistics in the latest research reflected those in the Ministry of Justice's crime and victims survey, released last month. That survey found adults with a disability were at an elevated risk of violence during their lifetime, especially when having experienced both sexual assault and intimate partner violence accounting for age. It also found they were significantly more likely to experience crime.

Risks/Issues that are impacting or may impact progress and mitigations

The survey has been completed.

Impacts on inequities

It is not known what impact these findings will have on inequity yet.

Programme changes based on COVID-19 learnings

This work programme is not affected by COVID-19.

Next Steps

The New Zealand Crime and Victims Survey Cycle 4 will be initiated.

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| Name of Agency | Ministry of Justice | | |
| Name of Work Programme | Sexual Violence Legislation Bill | | |
| Overall Status | On track – with minimal risks/issues | | |
| Programme Summary | The Sexual Violence Legislation Bill amends evidence law and court procedure to reduce the re-traumatisation complainants of sexual violence experience in the trial process, while maintaining fundamental fair trial rights for defendants. This Bill seeks to remove barriers to victims engaging with and seeking resolution through the justice system. | | |
| Alignment | <p>This programme directly aligns with outcome 4 of the Disability Strategy, which is focused on protecting rights and ensuring people feel safe, understood, and treated fairly and equitably by the justice system.</p> <p>The Sexual Violence Legislation Bill aims to provide all witnesses who need it (including defendants, and whether in sexual cases or otherwise), with communication assistance when giving evidence. This expands on current entitlements, which applies to witnesses with communication disabilities. Sexual violence complainants will be automatically entitled to give their evidence in alternative ways, for example by pre-recorded video. The Bill will also mandate appropriate court facilities for sexual violence victims, considering their physical and emotional comfort and safety.</p> | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status of Actions |
| Progress through Parliament. | Completed second reading. | This work programme is not | On track – with minimal risks/issues |

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| | | affected by COVID-19. | |
| Develop and publicly consult on supporting regulations. | Supporting Regulations will be publicly consulted on with the aim of having them and the Bill ready to come into force by April 2022 | This work programme is not affected by COVID-19. | On track – with minimal risks/issues |
| Narrative | | | |
| The Bill had its second reading in February 2021. Parts of the Bill may be amended to ensure regulations are adequate and thoroughly consulted on prior to the Bill’s implementation. | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| There are several work programs underway. The Ministry’s priority is to ensure that this Bill’s final Parliamentary stages are completed successfully. | | | |
| Impacts on inequities | | | |
| Sexual violence is heavily gendered, and disproportionately affects more vulnerable members of our society. 24% of New Zealanders will experience one or more incidents of sexual violence during their lives, with women (35%) three times more likely than men (12%). Higher rates of sexual assault are also experienced by Māori (30%), LGBTQIA+ (52%), people with physical disabilities, and people with high or moderate levels of psychological distress (50% and 40% respectively). Vulnerable people also face additional barriers in accessing justice and the support they need. Men and boys who are victims of sexual violence may face additional barriers to engaging with the justice system. | | | |
| Programme changes based on COVID-19 learnings | | | |

This work programme is not affected by COVID-19.

Next Steps

The Bill is expected to progress through its remaining Parliamentary stages by the end of Quarter 3, 2021.

Supporting Regulations will then be publicly consulted on with the aim of having them and the Bill ready to come into force by April 2022.

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| Name of Agency | Ministry of Justice | | |
| Name of Work Programme | Communication Assistance Quality Framework | | |
| Overall Status | Complete | | |
| Programme Summary | <p>Communication assistance is a judge-directed service in criminal or civil proceedings where the Evidence Act 2006 applies. Following application to the court, a communication specialist assesses a participant's communication abilities and provides advice to the court on how to help them communicate to the best of their ability. These participants include defendants and witnesses who have a disability, are neuro-diverse, have experienced trauma or are vulnerable children.</p> <p>The Communication Assistance Quality Framework will be used by the Ministry, court staff, and legal and justice sector professionals to guide the operation of the communication assistance service.</p> | | |
| Alignment | The programme is aligned with outcome 4 of the Disability Strategy and Article 13 of the IMM Making Disability Rights Real Report recommendation 38(i). | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status of Actions |
| Court-appointed Communication Assistance Quality Framework consultation | A consultation document was opened on 15 January 2021 and closed on 19 February 2021. This | This work programme was not affected by COVID-19. | Complete |

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| | enabled anyone with an interest in improving access to justice, especially for vulnerable participants, to give their feedback. | | |
| Release detailed guidance for the Communication Assistance Quality Framework. | Guidance was published on 28 July 2021. You can find the published guidance here . | This work programme was not affected by COVID-19. | Complete |
| Narrative | | | |
| The Service enhances a participant's mana by respecting their abilities and contributions, supports their rangatiratanga (self-determination/autonomy) and ensures they are seen, heard, and able to meaningfully participate in court proceedings. The service enables equal access to justice for vulnerable participants as envisaged in Te Tiriti o Waitangi. | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| There are no risks or issues impacting progress in this work programme. | | | |
| Impacts on inequities | | | |
| Communication assistance can help defendants understand what is happening in court proceedings and give evidence, and witnesses to give evidence. | | | |
| Programme changes based on COVID-19 learnings | | | |
| This work programme was not affected by COVID-19 in the first half of 2021. | | | |
| Next Steps | | | |

The Ministry is developing online training modules to support communication assistants gain knowledge of the court process and expectations of professional conduct. There will be a focus on ensuring court operations act in accordance with the changes.

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| Name of Agency | Ministry of Justice |
| Name of Work Programme | Policy Community Engagement |
| Overall Status | On track – with minimal risks/issues |
| Programme Summary | <p>Ministry of Justice is engaging with the community on several key policy projects during Q3-Q4 of 2021.</p> <p>A comprehensive review and reform of New Zealand’s adoption laws; a key objective of this work is to ensure Aotearoa New Zealand meets its relevant international obligations, including under the United Nations Convention on the Rights of Persons with Disabilities.</p> <p>Māori Electoral Option: exploring Māori stakeholder views on whether the timing and frequency of the Māori Electoral Option should be changed.</p> <p>Amendments to the Human Rights Act that address speech that incites hatred, a recommendation arising from the Royal Commission of Inquiry into the terrorist attacks on the Christchurch mosques on 15 March 2019.</p> |
| Alignment | <p>Adoption Reform</p> <ul style="list-style-type: none"> • Outcome 4 – Rights protection and justice • Outcome 5 – Accessibility of the New Zealand Disability Strategy <p>Māori Electoral Option:</p> <ul style="list-style-type: none"> • Outcome 4 – Rights protection and justice • Outcome 7 – Choice and control |

| | Speech that incites hatred: | | |
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| | <ul style="list-style-type: none"> • Outcome 3 – Health and wellbeing • Outcome 4 – Rights protection and justice. | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status of Actions |
| Public consultation planning. | Discussion documents and summary documents were publicly released in June 2021. Public consultation is underway and due to be completed by the end of August 2021. | This work programme is not affected by COVID-19. | On track – with minimal risks/issues |
| Targeted engagement planning. | Engagement of a third-party supplier to undertake targeted engagement. This includes specialist advice on how to engage appropriately with the Disability Sector. Planning for the Ministry’s own targeted engagement. | This work programme is not affected by COVID-19. | On track – with minimal risks/issues |
| Accessible versions of summary documents made available: | Accessible formats made available. | This work programme is not affected by COVID-19. | On track – with minimal risks/issues |

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| <ul style="list-style-type: none"> • New Zealand Sign Language Translations Audio version • E-read and large print formats online • Braille formats available upon request • Easy Read version available online | | | |
| Narrative | | | |
| The Ministry of Justice is in the very early stages of engaging on these three projects. | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| <p>Demand on the supplier for easy read translations is resulting in delays in easy read versions being made available.</p> <p>Multiple engagements targeting the same community groups. The Ministry of Justice has coordinated its engagement approaches where possible, to reduce the time commitment/engagement fatigue for community groups.</p> | | | |

Ensuring that the engagements are accessible to all, including conducting tailored focus groups, e.g. a group specifically for the deaf and hearing impaired.

Impacts on inequities

It is not known what impact this will have on inequity yet.

Programme changes based on COVID-19 learnings

These work programmes are not affected by COVID-19.

Next Steps

Ministry of Justice will undertake a review of each engagement and seek feedback from participants on the appropriateness and accessibility of each event.

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| Name of Agency | Ministry of Justice | | |
| Name of Work Programme | Adoption Law Reform | | |
| Overall Status | On track - with minimal risks/issues | | |
| Programme Summary | The Adoption Law Reform programme involves a comprehensive review and reform of New Zealand's adoption laws, including the Adoption Act 1955, Adoption (Intercountry) Act 1997 and Adult Adoption Information Act 1985. An objective of this work is to ensure Aotearoa New Zealand meets its relevant international obligations, particularly those under the UN Convention on the Rights of the Child and the Hague Convention on the Protection of Children and Co-operation in Respect of Intercountry Adoption. This also includes international obligations under the UN Convention on the Rights of Persons with Disabilities. | | |
| Alignment | Adoption law reform - This programme aligns with; <ul style="list-style-type: none"> • Outcome 4 – Rights protection and justice • Outcome 5 – Accessibility of the New Zealand Disability Strategy. | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status of Actions |
| Public consultation planning. | Discussion document and summary document were publicly released in June 2021. | This work programme is | On track – with minimal risks/issues |

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| | Public consultation is underway and due to end on 31 August 2021. | not affected by COVID-19. | |
| Targeted engagement planning. | Analysis for third parties to undertake targeted engagement is underway. Planning for the Ministry's own targeted engagement is also underway. | This work programme is not affected by COVID-19. | On track – with minimal risks/issues |
| Narrative | | | |
| Adoption law reform was announced and public consultation and targeted engagement seeking feedback on issues with the current laws and ideas for reform have begun. | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| There are minimal risks that could affect this work programme. | | | |
| Impacts on inequities | | | |
| Adoption law reform – aspects of New Zealand's adoption laws have been found to be discriminatory based on age, sex, disability and marital status. Reform provides an opportunity to ensure adoption laws meet Aotearoa New Zealand's international human rights obligations, including the right to be free from discrimination. | | | |
| Programme changes based on COVID-19 learnings | | | |
| This work programme is not affected by COVID-19. | | | |
| Next Steps | | | |
| Adoption law reform - will continue to progress in the longer-term, with a second round of public consultation on proposals for reform expected to take place in mid-2022. Proposals for reform will consider the feedback received as part of the first round of consultation and engagement currently underway. | | | |

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| Name of Agency | Ministry of Justice | | |
| Name of Work Programme | Family Court (Supporting Children in Court) Legislation Bill | | |
| Overall Status | On track – with minimal risks/issues | | |
| Programme Summary | <p>The Family Court (Supporting Children in Court) Legislation Bill aims to enhance the participation of children in the decisions that affect them. It is one element of wider changes underway in the family justice system.</p> <p>The Bill includes requirements that children involved in care of children proceedings are given reasonable opportunities to participate in decisions affecting them, and that lawyers representing such children are suitably qualified, including by reason of their training and experience.</p> <p>The Bill's implementation will be supported by guidance from professionals in the family justice system who work with children. The Ministry is undertaking an analysis of child participation best practice to inform this guidance. One of the focus areas of the analysis will be supporting the participation of disabled children.</p> | | |
| Alignment | The Family Court (Supporting Children in Court) Legislation Bill contributes to outcome 4 of the Disability Strategy, which is focused on protecting rights and ensuring people feel safe, understood, and treated fairly and equitably by the justice system. | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status of Actions |

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| Progress through select committee. | Completed select committee and began second reading. | This work programme is not affected by COVID-19. | On track – with minimal risks/issues |
| Narrative | | | |
| The Family Court (Supporting Children in Court) Legislation Bill was reported back from the Justice Select Committee and began its second reading. | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| There are minimal risks that could affect this work programme. | | | |
| Impacts on inequities | | | |
| The Family Court (Supporting Children in Court) Legislation Bill – the legislation responds to the Te Korowai Ture ā-Whānau Report, which showed that disabled people face barriers engaging with family justice services. It noted that disabled children want to have a say in decisions about their care, but often weren't able to access the support necessary for their full participation. This legislation will help support disabled children to participate in decisions about their care. | | | |
| Programme changes based on COVID-19 learnings | | | |
| This work programme is not affected by COVID-19. | | | |
| Next Steps | | | |
| The Family Court (Supporting Children in Court) Legislation Bill - progress the Bill through its remaining stages by December 2021; progress stocktake and associated implementation guidance by late 2021/early 2022. | | | |

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| Name of Agency | Ministry of Justice | | |
| Name of Work Programme | Data and Information | | |
| Overall Status | On track – with minimal risks/issues | | |
| Programme Summary | Improving the Ministry’s capability to collect disability information will provide better insights that can inform how the Ministry supports its staff with disabilities, and its participants with disabilities. | | |
| Alignment | Improve justice services so that they are accessible and able to be understood by disabled people. | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status of Actions |
| The Ministry is updating its guidance and advice to include the disability standards (note the reference to WCAG 2.1 AA and “Washington Short | The Ministry’s Data Impact Assessment has been updated to direct the reader to the Data & Information Products and Services Guidelines for how to incorporate WCAG 2.1 AA if appropriate in either a system or collection. | This work programme is not affected by COVID-19. | Complete |

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| Set of questions"). This may lead to an update to the Ministry's Data Impact Assessment (DIA), and its products & services guidance. | | | |
| The Ministry has included the state of disability data in the Ministry's Information Asset Register. | An attribute has been added to the Information Asset Register to record whether disability information is present in the information asset. | This work programme is not affected by COVID-19. | Complete |
| The Ministry is aiming to raise data awareness capability across the Ministry. | Development of the Ministry's responsible data campaign will be implemented in 2021/22. | This work programme is not affected by COVID-19. | Off track – but low risks |
| Narrative | | | |
| Two of the three commitments have been achieved. The Ministry is currently focusing on awareness and training. | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |

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| There are minimal risks that could affect this work programme. |
| Impacts on inequities |
| It is not known what impact this will have on inequity yet. |
| Programme changes based on COVID-19 learnings |
| This work programme is not affected by COVID-19. |
| Next Steps |
| The Ministry is planning an awareness campaign on the use of the Data Impact Assessment, the Data & Information Products and Services Guidelines, and the addition of the Washington Short Set of questions. |

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| Name of Agency | Joint Venture (supported by the Joint Venture Business Unit within the Ministry of Justice) |
| Name of Work Programme | Joint Venture National Strategy |
| Overall Status | On track – with minimal risks/issues |
| Programme Summary | <p>This work programme is led by the Joint Venture. A cross-government joint venture is developing new ways of working across government, and with iwi and communities, to reduce family violence and sexual violence through an integrated response.</p> <p>The Ministry of Justice is committed to improving the accessibility of services, communication and services for disabled people and their families and caregivers who have experienced or witnessed violence. The Ministry is a member of the Family Violence and Sexual Violence Joint Venture and the Ministry hosts this business unit. The Ministry plays a key role in the whole of government response to family violence and sexual violence by administering and implementing the law, providing court services, reducing barriers to justice, and facilitating access to legal, health and social services.</p> <p>In 2020, the Disability Rights Commissioner reported to Ministers on the Government’s obligations relating to disabled people enjoying the right to be free from violence, abuse and exploitation. The Commissioner emphasised that violence towards disabled people is not well understood and that New Zealand is failing in its human rights obligations to prevent this violence from occurring.</p> |

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| | <p>The Joint Venture Business Unit, as part of the Joint Venture, has been engaging across the country on the development of a National Strategy. The engagement on the National Strategy has included hui with disabled people, their whānau and professionals who work with disabled people.</p> |
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Outcome 5: Accessibility

We access all places, services and information with ease and dignity.

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| Name of Agency | Ministry of Social Development |
| Name of Work Programme | Accelerating Accessibility work programme |
| Overall Status | On track – with minimal risks/issues |
| Programme Summary | <p>This work programme is aimed at accelerating accessibility in New Zealand. There are currently barriers to participation in New Zealand society, and these affect a wide range of people (mainly disabled people) and compromise outcomes. The outcome sought from this work programme is the creation of a more accessible New Zealand through the prevention and removal of barriers to participation and inclusion. It also attempts to change attitudes around accessibility needs, and to support businesses in adopting accessible practices.</p> |
| Alignment | <p>The Accelerating Accessibility work programme aligns with Outcome 5 (Accessibility) of the New Zealand Disability Strategy 2016-2026. This work programme also contributes indirectly towards all other outcome areas in the New Zealand Disability Strategy.</p> <p>This work programme also aligns with Article 9 (Accessibility) of the IMM Making Disability Rights Real Report and has links to the various recommendations under there. Accessibility is vital to ensure that disabled people can participate in public life, work, travel, and that they can receive information on an equal basis with others.</p> |
| Progress against Plan for the period | |

| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
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| MSD officials progressing work on detailed aspects of the legislative framework | MSD and the Access Alliance have explored a range of legislative approaches for how the new accelerating system could work. | | On track - with minimal risks/issues |
| Stakeholder consultation on proposals | From May we have been testing proposals with a range of stakeholders. The consultation process will continue into the next quarter ahead of the Cabinet paper to be considered by the Cabinet Social Wellbeing Committee in September 2021. | | On track - with minimal risks/issues |
| Final policy proposal to the Cabinet Social Wellbeing Committee in May 2021 | This final policy proposal to the Cabinet Social Wellbeing Committee is now planned for September 2021. The Minister for Disability Issues updated Cabinet on progress to date and the revised timeline in May 2021. | | On track - with minimal risks/issues We are on track to report back to the Cabinet Social Wellbeing Committee on the final policy proposal in September 2021 (revised timeframe) |
| Narrative | | | |
| The Government is committed to introducing an Accessibility for New Zealanders Act to assist disabled people and other New Zealanders with accessibility needs. The Accelerating Accessibility work programme is aligned with this Government Manifesto commitment. | | | |

Since the last Disability Action Plan update in January 2021, MSD officials and the Access Alliance have continued to examine options for the new legislative framework for accessibility, including identifying approaches for how the new system could work to remove accessibility barriers. In May 2021, the Minister for Disability Issues updated Cabinet on the progress of the Accelerating Accessibility work programme and that a proposal would be presented in September 2021.

We are on track to be in a position to seek Cabinet agreement to a complete policy proposal in September 2021. Alternate formats (Easy Read, New Zealand Sign Language, large print, audio and braille) of the document used by the Minister to update Cabinet in May 2021 are being developed and will be available on the MSD website once they're ready.

Risks/Issues that are impacting or may impact progress and mitigations

Risk 1: Key deliverable timeframes are not met, delaying final product

- Mitigation 1: Regular review of projects and timeframes, including timelines

Risk 2: Stakeholders do not buy-in to proposed approach

- Mitigation 2: Work closely with key stakeholders

Impacts on inequities

Since the proposed legislative framework aims to reduce barriers to accessibility, it will assist with addressing the challenges of inequity and disproportionate disadvantage experienced by groups such as disabled Maori, Pacific Peoples, older people, women and children. The policy work programme arising from the legislative framework should result in proposals that have positive impacts for these groups, e.g. it will support better social and economic wellbeing and outcomes.

Programme changes based on COVID-19 learnings.

In the last 6 months (January 2021- June 2021), COVID-19 has not impacted MSD officials' ability to progress the Accelerating Accessibility work programme or delayed any of the work products. Although COVID-19 has presented

additional challenges for disabled people and other population groups, officials are aware that it has also created unique opportunities to address barriers and improve accessibility in New Zealand, while supporting overall recovery efforts. As part of stakeholder consultation on the proposals, MSD officials plan to work with key stakeholders (e.g. businesses) to identify and maximise new opportunities presented within the COVID-19 context that are linked to accessibility.

Next Steps

Stakeholder consultation on proposals

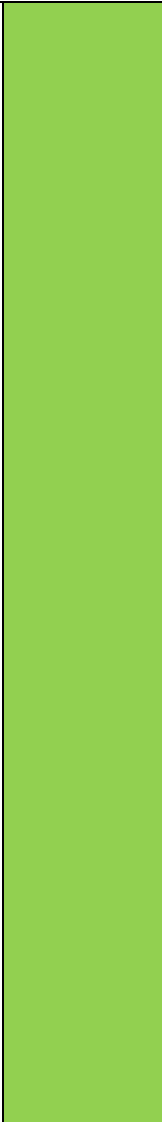
Final policy proposal to Cabinet Social Wellbeing Committee in September 2021

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| Name of Agency | Kāinga Ora – Homes and Communities |
| Name of Work Programme | Kāinga Ora Accessibility work programme |
| Overall Status | On track – with minimal risks/issues |
| Programme Summary | <p>The Kāinga Ora Accessibility work programme has three key components. The first is about increasing the number of our public housing homes that meet universal design standards. The second component aims to better meet the needs of our customers through our modifications and retrofit programmes for our existing properties. The third component focuses on improving the information we have about our customers' needs, and the accessibility of our properties.</p> |
| Alignment | <p>The Kāinga Ora Accessibility work programme aligns with the Disability Strategy's Outcome 5: Accessibility.</p> <p>The Kāinga Ora Accessibility work programme aligns with contributing to the IMM Making Disability Rights Real Report's recommendations 25, 27, and 28.</p> <p>The Kāinga Ora Accessibility work programme overlaps or aligns with these other, external programmes:</p> <ul style="list-style-type: none"> • MSD's Accelerating Accessibility programme • MSD Office for Seniors' He Oranga Kaumatua Better Later Lives Strategy 2019-2034 • Human Rights Commission's Decent Home Guidelines • Ministry of Health's Healthy Aging Strategy |

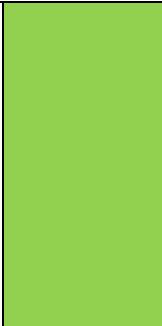
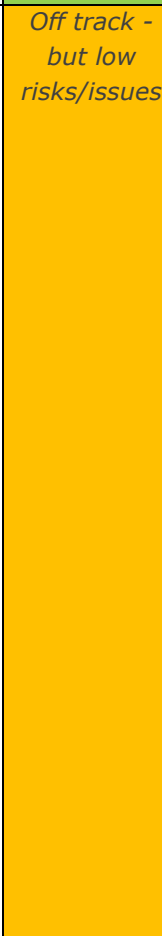
| | <ul style="list-style-type: none"> • Ministry of Health’s Enabling Good Lives transformational programme • Auckland Council’s initiative: “Age Friendly Auckland” • New Zealand Green Building Council Homestar Programme | | |
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| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| Stakeholder engagement <ul style="list-style-type: none"> • We continue to engage with stakeholders and confirm stakeholder engagement approach | <ul style="list-style-type: none"> • We continue to engage with stakeholders and confirm stakeholder engagement approach • Specifically, we have engaged with: <ul style="list-style-type: none"> ○ the Disability Rights Commissioner ○ CCS Disability Action ○ Disability Connect ○ Community Housing Collective ○ Cerebral Palsy Society of NZ ○ ACC and Ministry of Health (see also Modifications later in the report) ○ the Independent Monitoring Mechanism and Ministerial Leadership Group’s June 2021 meeting | Covid-19 has not impacted this work during this six-month reporting period. | On track or ahead |
| Improving information about our customers’ needs | Note that these actions, and the Customer Programme as a whole, are ongoing. The update below is therefore general in nature. | Covid-19 has not impacted | On track or ahead |

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| | <ul style="list-style-type: none"> • Through the Customer Programme we're rethinking how we care for our customers and their whānau. We're deepening our understanding of our customers, ensuring our customers are at the heart of what we do. • Redesigning our services and how we operate, to ensure we meet the needs of our customers. Providing a more holistic and personalised services to address both the specific whānau housing and personal support needs. • Our people will have reduced portfolio sizes, which will ensure they have more time for our customers and build stronger, trusting relationships. We understand one size does not fit all, so our people will be working with our customers to understand their needs and have conversations that truly matter. We want our customers to have choice and thrive in their home and community. • We will have increased engagement with potential customers to understand what's really important for them when deciding about the right fit for a home and community. We know how important it is to make good placement decisions and therefore we're creating a new placement team in each region, which brings together all Placement and Transfer functions under one leader. • The new placement service 'Suitable home and right support' aims to build an understanding of new (prospective) and existing customers' housing and personal support needs to ensure that the property is a suitable match to support the customer and their whanau | <p>this work during this six-month reporting period.</p> | |
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| | <p>to sustain a tenancy. This will be enabled by increased capability of a new role with expertise in identifying support needs and knowledge of where to connect, refer or advocate for customers to get the support they need.</p> <ul style="list-style-type: none"> • Customers will be empowered to make choices that suits them, and choose how and where they wish to interact with us during the placement process to ensure they feel comfortable sharing information relevant to finding a suitable home, and will be given the ability to view the inside of the home. • Once a customer has accepted a property, they will be assigned the most appropriate “Tenancy Manager” (role name to be confirmed through the decision document) who will be their main contact person for ongoing support needed to live in their homes. • The proposed changes to the Operating model and Service Delivery model will mean we are able to spend more time with our customers to build and sustain a relationship and tailor our service to meet the customer needs. We want to ensure our customers are able to live in a community where they have access to the support services they may need. | | |
| <p>Performance requirements</p> <ul style="list-style-type: none"> • Review performance requirements for new build properties in | <ul style="list-style-type: none"> • Kāinga Ora has defined the design standards required for a dwelling to be classified as meeting the Accessibility Policy commitments in relation to full universal design and accessible design categories as it applies to Kāinga Ora. These requirements were communicated to the business in | <p>Covid-19 has not impacted this work during this</p> | <p><i>On track or ahead</i></p> |

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| <p>light of Accessibility Policy</p> | <p>January 2021. Since then, a training schedule has been implemented to ensure a consistent understanding of the definitions of 'full universal design' and 'accessible' design and the specific requirements of each category. This training has been approached in two phases, phase 1 focusing on the commitments under the Accessibility Policy with Phase 2 being a deep dive into the individual requirements within each category. This training schedule is ongoing.</p> <ul style="list-style-type: none"> • Serious consideration is being given to setting an ambitious internal target for redevelopments to meet the 'accessible' category as defined by Kāinga Ora. This will be over and above the full universal design target of 'at least' 15% that Kāinga Ora has publicly committed to. • A review of the current Kāinga Ora standard plan/multi-proof suite against the full universal design and accessible category requirements has been completed. • A cultural sensitivities in design review has been commissioned that will look at our new build standards and design requirements from a cultural perspective, namely Māori and Pasifika, to ensure that we understand any cultural considerations and/or impacts. This review will include considerations relating to the lived experiences of whānau/aiga with disabilities. | <p>six-month reporting period.</p> |  |
| <p>Asset data</p> <ul style="list-style-type: none"> • Enable the collection of asset information | <ul style="list-style-type: none"> • From May 2021, we can now record full universal design and accessible housing standards (yes/no) under the property features within the internal Kāinga Ora asset | <p>Covid-19 has not impacted</p> | <p><i>On track or ahead</i></p> |

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| <p>about accessibility features within Kāinga Ora systems</p> | <p>management system. These are now mandatory fields within the system.</p> <ul style="list-style-type: none"> We are communicating internally about the changes to the asset management system and associated processes. | <p>this work during this six-month reporting period.</p> | |
| <p>'At least 15%' target</p> <ul style="list-style-type: none"> We continue planning for the implementation of recording against the 'at least 15% target' and monitoring and reporting of the target within Kāinga Ora systems. | <ul style="list-style-type: none"> We are tracking our projects due for delivery in 2021/22 and are making good progress towards meeting our initial at-least 15 percent target of public housing new builds meeting full universal design. Since January 2020, preliminary results, based on approved plans, show we have 36% of our units across 63 projects tracking to meet our full universal design standards. These are preliminary results, based on plans, but they are giving us confidence that we will exceed this initial target. We include as many universally designed features as we can in our homes. | <p>Covid-19 has not impacted this work during this six-month reporting period.</p> | <p><i>On track or ahead</i></p> |
| <p>Modifications</p> <ul style="list-style-type: none"> Continue working on internal data systems to improve information on our existing homes and their modifications attributes and status. | <ul style="list-style-type: none"> As of June 2021, around 4,500 Kāinga Ora homes have been modified to meet customers' needs. We are continuing to survey our properties and work on our internal data systems. The Kāinga Ora Principal Advisor - Accessibility met with the newly appointed ACC Lead Advisor – Disability, and separately with the Ministry of Health's Operational | <p>Covid-19 has not impacted this work during this six-month</p> | <p><i>On track - with minimal risks/issues</i></p> |

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| <ul style="list-style-type: none"> • Work with Ministry of Health and ACC on identifying how to streamline processes to support our customers/clients who need modifications. | <p>Performance Portfolio Manager to continue progressing, in partnership, the existing modifications commitments and ways forward.</p> | <p>reporting period.</p> |  |
| <p>State Housing Renewals and accessibility via the retrofit programme.</p> <ul style="list-style-type: none"> • We are continuing to run the retrofit programme pilot to learn the best way to renew the state housing portfolio. This includes the works themselves as well as the implication on costs. Lessons learned here will inform future targets. | <ul style="list-style-type: none"> • For the period 1 January 2021–30 June 2021, work on the retrofit programme has continued as planned, although fewer homes have been delivered than initially expected. • The programme has been able to improve the universal design of many of our state houses that were delivered as part of the programme. During the course of the pilot work, preliminary findings have shown retrofit work has increased alignment with the specifications in our new M-134 Performance Requirements document. This is evidence of an increased focus on providing universal design into the scope of state housing renewals. • Existing state housing has physical and practical constraints to improving accessibility. Unfortunately, the predominant kinds of homes in the region within the pilot programme have meant that it is not straightforward (and in many cases impossible) to successfully upgrade universal design features into these older properties. This finding will be important to take into consideration in the development of any future retrofit target. | <p>Covid-19 has caused some residual slowness around the pilot’s progress, because of changing alert levels earlier in 2021, and the ability to safely access properties.</p> | <p><i>Off track - but low risks/issues</i></p>  |

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| | <ul style="list-style-type: none"> • Pilot Evaluation: A paper setting out the approach to evaluating the pilot has been drafted by Kāinga Ora and work to consolidate findings commenced. Results for properties completed by 30 June 2021 will be consolidated, considering the evaluation framework, and will feed into the progress report to the Minister for Housing in September 2021. • The Kāinga Ora Board will consider subsequent investment in the renewals programme following the completed internal evaluation of the current stages of the programme. | | |
| Narrative | | | |
| <p>In addition to the progress we have made on the different parts of our accessibility work programme, we created and appointed to the role of Principal Advisor – Accessibility for Kāinga Ora during this reporting period. We also appointed an internal senior-level Accessibility Champion.</p> <p>Investigate the possibility of including various case studies in future reports highlighting the renewal programme and the accessibility considerations.</p> | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| <p>Kāinga Ora is continuing to work through the appropriate allocation of resources across the business for our accessibility work programme as a consequence of a significant reshaping, reconfiguring and realignment of our business groups and functions, which is still underway.</p> | | | |
| Impacts on inequities | | | |

- We acknowledge the proportion of Māori and Pasifika families in our homes in general, and those Māori and Pasifika families with disabled family members.
- As we have noted elsewhere in this report, we have commissioned a cultural sensitivities in-design review that will look at our new build standards and design requirements from a cultural prospective, namely Māori and Pasifika, to ensure that we understand any cultural considerations and/or impacts. This review will include considerations relating to the lived experiences of whānau/aiga with disabilities.

Programme changes based on COVID-19 learnings.

- We have not made any programme changes because of Covid-19 during the 1 January–30 June 2021 reporting period.

Next Steps

1 July–31 December 2021

- Continue preparing for the 2021 Accessibility Symposium, which will be more regionally focused.
- Begin reporting on the 'at least' 15% target of Kāinga Ora public housing new builds meeting our full universal design standards.
- Continue developing the asset data collection tool and capabilities so they are fit for purpose.
- Continue implementing our agreed performance requirements for universal design.
- Continue working to better understand the needs of our customers through the work of the Kāinga Ora Customer Programme.
- Continue to explore purpose-built supported housing options

Longer-term

State Housing Renewal Programme: Retrofitting and Accessibility

- The pilot programme is scheduled to end 30 June 2022.

- Prior to the end of the pilot we will complete a “lessons learned” exercise, taking into consideration the findings from the internal evaluation and other key elements discovered in the pilot programme.
- Work on the development of a future retrofit target will follow the completion of the internal evaluation with possible options of different targets being included for consideration by the Kāinga Ora Board in a future business case for the retrofit programme.
- Note that our Community Group Housing (CGH) Portfolio is not part of our existing State Housing Renewal Programme. We are choosing to comment on the current process with regard to this portfolio for improved context and visibility.
- Within our CGH housing portfolio there is very little movement of groups vacating properties etc. For this reason, the actual number of CGH properties in this specific portfolio which are included in any existing planned programmes of work is very limited.
- Modifications to existing CGH properties are considered on a case-by-case basis where the resident service provider at the specific property makes direct contact with Kāinga Ora to discuss the modifications they need to make with the final decision to proceed with the requested modifications being considered and made and funded by Kainga Ora with work being undertaken through our normal contractor channels.

Better knowledge about our customers’ accessibility needs

- Investigate customer lifecycle mapping to better understand the current and changing needs of our customers and their families/whānau who have accessibility requirements (or may come to have accessibility needs/requirements in the near future).

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| Name of Agency | Ministry of Social Development | | |
| Name of Work Programme | Accessible public information | | |
| Overall Status | On track – with minimal risks/issues | | |
| Programme Summary | The programme aims to increase the accessibility of information and services available to the New Zealand public. The Accessibility Charter which is signed by the 40 government agencies; 1 Local Government Agency and 1 DHB provides a mechanism to drive the commitment to accessible information. Progress is monitored and reported to the Minister every six months | | |
| Alignment | <p>This work is aligned with Outcome 5 – Accessibility</p> <p>Recommendation 8 calls for the establishment of an advisory group to advise on accessible information production best practice. Attendance at a monthly zoom meeting by the DPOs will assist with meeting this recommendation.</p> <p>This work is coordinated with our partners- DIA; Association of Blind Citizens; People First and People First. During COVID we worked with and continue to work with DPMC, Ministry of Health and MBIE. During this last six months we have had a significant increase in the number of agencies requesting alternate formats</p> | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |

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| Monthly delivery of training | Delivered and will continue to be delivered. Based on feedback the training will be updated | Delivered via zoom | On track or ahead |
| Quarterly Champions Group | Very successful first | | |
| Advice to agencies | Ongoing especially around Alternate formats process and timeframes | | On track or ahead |
| Review of the accessibility guide | Finalising the publication for downloading | | On track - with minimal risks/issues |
| Increase the number of signatories | Ongoing – Currently working with Wellington City Council and Dunedin City Council | | On track - with minimal risks/issues |
| Developing the accessibility experts' group | Terms of Reference signed off and now agreeing the process. | | On track - with minimal risks/issues |

Narrative

The work on the Accessibility Charter is collaboratively delivered by MSD in partnership with Deaf Aotearoa, Blind Citizens and the Department of Internal Affairs. Since January 2021, a further 176 people across the government sector have received the monthly training. Those who have received the training have provided very positive feedback and through the feedback we have made changes to the training. Canterbury DHB has signed the Charter and Wellington City and Earthquake Commission is in the process of signing.

We now have all 40 government agencies who have signed plus the Mental Health; Wellbeing Commission and Health and Safety Commission; Parliamentary Services and the Office Clerk; Selwyn District Council and Canterbury DHB.

In the last 6 monthly report, the number of agencies who have developed action plans has increased. This may be as a direct result of the training as people have the tools and connections to develop their plans. The first quarterly All of Government champions meeting was held. This gives agencies to share MSD operates the All of Government Alternate formats has meet 132 information requests from 23 government agencies.

Risks/Issues that are impacting or may impact progress and mitigations

The major risk is sustainability of those providing advice especially with the increasing workload because of COVID and implementation of the Accessibility Charter. The successful budget bid should assist with providing additional resources. The other major risk is that the timeframes maybe a challenge for government agencies especially when they send through requests with very short timeframes.

Impacts on inequities

Part of the budget bid was for MSD to work with People First and Te Puni Kōkiri to develop an approach to including te reo Māori.

Programme changes based on COVID-19 learnings.

The training is now delivered via zoom.

Next Steps

Monthly training will continue, and the dates have been distributed. August is already full. Preparation for the Accessibility Summit planned for December 3, 2021 will ramp up. The process for identifying the expert's

advisory group will be finalised and the members of the group and their contacts will be advised through the various channels. There will continue to be six monthly reports to the Minister.

MSD will continue to operate the All of Government Alternate Formats group. The group will review and refine how it operates ensuring that it remains agile as it did recently.

MSD will continue to work with Local Government NZ to get more local government agencies on board. MSD will also continue to work with the DHBs to increase the number of Charter signatories.

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| Name of Agency | Waka Kotahi NZ Transport Agency |
| Name of Work Programme | Waka Kotahi NZ Transport Agency’s Disability Action Plan 2019-2023: Improving accessibility to public information, employment, and the transport system to enable safe and equitable participation in social, educational, and economic opportunities for all. |
| Programme Summary | <p>The Waka Kotahi programme will address the issues faced by disabled people through internal and operational policy development, planning, and delivery, including:</p> <ul style="list-style-type: none"> • Honouring our commitment to the Government’s Accessibility Charter, by performing an audit on our communications, resources and services to ensure they are accessible to everyone. • Undertaking an audit of our internal policies and practices to ensure they are inclusive for employees with disabilities. • Ensuring consideration of issues for the transport disadvantaged is built into legislation and the Transport Agency’s policy and delivery work, and infrastructure guidelines, and • Undertaking research that will help to develop a better understanding of disabled people’s access to the transport system and ensure that the right decisions are made on issues that impact on disabled New Zealanders. |
| Alignment | <p>Programme alignment with Disability Strategy</p> <p>The Waka Kotahi Disability Action Plan 2019-2023 aligns with Outcome 5 of the Disability Strategy – Accessibility. We seek to enable disabled people to ‘access all</p> |

places, services and information with ease and dignity’.

This will be achieved through our commitment to the Accessibility Charter; by improving our internal HR policies and processes; and by improving disabled people’s access to, and experience of, the transport system and providing them with more choices and control of their journey.

Alignment with IMM Reporting and recommendations

While transport-related issues were not identified as one of the six key issues by the Independent Monitoring Mechanism (IMM), the feedback from the Disabled People’s Organisations (DPO) Coalition and disabled communities highlighted the importance of improving disabled people’s access to, and experience of, the transport system and providing them with more choices and control of their journey – access to the transport network enables safe and equitable participation in social, educational, and economic opportunities.

IMM Making Disability Rights Real in a Pandemic Report (2021)

Recommendation 2 of the report is to “*Urgently review and increase investment in fully subsidised transport schemes for disabled people who cannot access public transport and provide access to reliable and consistent transport options nationwide.*”

The Total Mobility scheme provides subsidised licensed taxi services for people of all ages who cannot use public transport because they have a physical, intellectual,

psychological, sensory or neurological disability. A 50 percent discount currently applies until a maximum subsidy is reached. The maximum subsidy varies between regions.

As part of the Government's Disability Action Plan 2019-2023, the Ministry of Transport (MoT) are undertaking an assessment of the provision of services for people with different transport needs. This includes a review of the Total Mobility scheme. MoT acknowledge the benefits that a fully subsidised Total Mobility scheme would have for Total Mobility users. However, when considering any policy changes to the Total Mobility scheme, MoT would need to determine the appropriate funding source to support these changes.

The Total Mobility scheme is currently funded out of the public transport activity class of the National Land Transport Fund (NLTF) in partnership with local government's regional rates. The NLTF is primarily made up of revenue collected from road users and is used to fund investment in land transport. Fully subsidising the Total Mobility scheme would therefore affect other items funded from the NLTF. Given the primary purpose of the Total Mobility scheme is to assist people with long-term impairments to access appropriate transport to meet their daily needs and enhance their community participation, the NLTF alone, which is already constrained, may not be the most appropriate funding source to support a fully subsidised Total Mobility scheme. A funding source dedicated to supporting the

implementation of social policies (and broader social outcomes) may be more appropriate.

Alignment with other agency programmes and partners

As noted in this report, Waka Kotahi is working closely with MoT on areas such as Total Mobility (Waka Kotahi commissioned research to build understanding of the transport experiences of disabled people to be used to inform MoT’s upcoming review of the Total Mobility Scheme) and the Accessible Streets Regulatory Package (Waka Kotahi are undertaking a Disability Impact Assessment on this work).

Waka Kotahi has been actively sharing our knowledge and experience of accessibility in various digital aspects, and the progress we have been making towards improving the accessibility of our communications across government. For example, in the last 6 months we’ve presented to IRD about our work with accessible social media, talked to MSD about the future direction of the Web Standards, given accessibility advice to people at the Ministry for Business, Innovation and Employment (MBIE), Immigration NZ, the Department of Internal Affairs (DIA) and the Department of Conservation (DoC). We also work with the Ministry of Education (MoE) to ensure school transport is delivered safely for all children.

Progress against Plan for the period

| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
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| Operational Policy actions | | | |
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| <p>Ratify and Implement the <i>Requirements for Urban Buses</i> (RUB) guidelines.</p> <p>(The RUB was initiated by the industry and its purpose is to standardise urban bus requirements across regional councils and Auckland Transport (AT) to create efficiencies and improve the usability and accessibility of buses for all customers.)</p> | <p>The RUB document was formally ratified in February 2021. Following this, additional technical feedback was received from industry and minor amendments made to the RUB (amended version will be published in Q3 2021).</p> | None to note. | On track - with minimal risks/issues |
| <p>Revised <i>Pedestrian Planning and Design Guide</i> put online in web format with consultation beginning as part of the review and update process.</p> <p>(The <i>Pedestrian Planning and Design Guide</i> provides</p> | <p>The final phase of reviewing, formatting and approving content ready in web format has taken longer than expected. As a result of the large amount of content to upload to a new web platform, we've also encountered resource challenges.</p> | None to note. | On track - with minimal risks/issues |

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| <p>guidance and best practice examples for the walking environment for all users, including those with mobility impairments.)</p> | <p>Although there has been a small delay, the project is still overall on track.</p> | | |
| <p>The first three topics of the NZ Public Transport Design Guidance to go live on the Waka Kotahi website (Corridor Clearance, Bus Layover & Driver Facilities, and Getting to and From Public Transport). Other three topics to be further progressed through various reviews.</p> <p>(Waka Kotahi is developing the <i>NZ Public Transport Design Guidance</i> to provide guidance for designing high-quality, people-focused public transport throughout New Zealand.)</p> | <p>The first three topics (Corridor Clearance, Bus Layover & Driver Facilities, and Getting to and From Public Transport) are now live on the Waka Kotahi website (www.nzta.govt.nz/ptdg) in draft format and are open for feedback until the end of August 2021.</p> <p>Subsequent three topic (Bus Stop Design, Priority & Optimisation, and Interchanges) have been progressing through reviews.</p> | <p>None to note.</p> | <p>On track - with minimal risks/issues</p> |

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| <p>To down-select two preferred suppliers for the <i>National Ticketing Solution</i> (previously Project NEXT), and to work interactively with them to identify a single supplier to take through to contract negotiation.</p> | <p>The down-select process has been completed, and we are currently working with suppliers in a series of workshops with the aim to contract with a preferred supplier by the end of 2021.</p> | <p>None to note.</p> | <p>On track - with minimal risks/issues</p> |
| <p>Continue discussions with industry stakeholders on an implementation plan for the <i>bus driver training unit standards</i> following completion of the review (with Motor Industry Training Organisation, Careerforce and MoE), and particularly how it fits with the MoT's review of public</p> | <p>The review of material is complete, and discussions have been progressing with industry as to the best way to implement, given the removal previously of the legal requirement.</p> | <p>None to note.</p> | <p>On track - with minimal risks/issues</p> |

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| transport operations and the Total Mobility Scheme. | | | |
| <i>Progress Disability Impact Assessment of Accessible Streets Regulatory Package.</i> | Officials have undertaken specific engagement with the disability sector to co-develop a Disability Impact Assessment tool. We have then met again with the sector and applied the Disability Impact Assessment tool to assess the Accessible Streets Package proposals to better understand how the proposals would affect the disability community. This was well received by the community and enabled us to fully evaluate proposals and provide feedback to MoT. | None to note. | Off track - with significant risks/issues |
| Engagement with the sector actions | | | |
| <i>Organise yearly disability presentation forum meetings at MoT for the</i> | No actions completed. | While the intention was to hold another | Off track - but low risks/issues |

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| <p>disability sector to present to transport engineers and policy makers about how accessibility affects wellbeing and liveability for disabled people. (The presentation forum held in December 2019 at MoT was very well received by the sector.)</p> | | <p>presentation in late 2020/2021, COVID-19 has meant that public health has become a priority. The intention is to hold one in late 2021/early 2022.</p> | |
| <p>Set up a <i>Disability Advisory Group</i> (DAG).</p> | <p>No actions completed.</p> | <p>While the intention was to organise the Terms of Reference for this Advisory Group this year, COVID-19 has meant that public health has become a priority. The intention is to</p> | <p>Off track - but low risks/issues</p> |

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| | | hold one in late 2021/early 2022. | |
| Data and research actions | | | |
| Update analytical data research of disabled people's access to the transport system to gain better understanding and ensure that the right decisions are made on issues that impact on disabled New Zealanders. | We've continued to collect some analytical data of disabled people's access to transport system in our ongoing monitors. | None to note. | On track - with minimal risks/issues |
| Progress research: <i>"Understanding the transport experiences of disabled people, determining what barriers exist for people wanting to use Total Mobility and</i> | The research team has received 270 responses to the survey of disabled people and around 70 in total across the provider surveys. 270 is just over 25% of the target response rate. To boost this number, the research team is working with | None to note. | On track - with minimal risks/issues Risk of not achieving desired response target from survey of disabled people |

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| <p><i>exploring new opportunities to improve outcomes"</i> (this research will inform MoT's Total Mobility scheme work).</p> | <p>disability sector organisations to have the survey sent to the mobility parking permit database (more than 70,000 people). Disabled People and Provider workshops are complete (a summary of findings will be prepared for a Steering Group meeting to be held on 24th August).</p> | | |
| <p>Progress research: <i>"Investigation of the external noise emitted from electric buses (e-buses) in NZ and the need for Acoustic Vehicle Alerting Systems (AVAS) to improve pedestrian safety"</i> (This research aims to investigate the current operating noise levels of</p> | <p>A draft specification has been prepared and discussions are being held internally to decide how to progress this project internally.</p> | <p>None to note.</p> | <p>On track or ahead</p> |

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| <p>e-buses in New Zealand urban areas, and whether there is a need to add an Acoustic Vehicle Alerting Systems (AVAS) so that these vehicles can be heard by pedestrians while still delivering overall reduced noise emission benefits).</p> | | | |
| <p>Accessibility (Channels) actions</p> | | | |
| <p>Review Waka Kotahi public-facing websites for accessibility benchmarking.</p> | <p>Our project to improve the accessibility of nzta.govt.nz is complete. The site has been re-audited to measure and demonstrate the success of the project. We also added an accessible solution for presenting video transcripts as part of this work.</p> | <p>None to note.</p> | <p>Complete</p> |

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| | <p>Our accessibility statement has been updated on nzta.govt.nz to reflect the changes we've made.</p> <p>We have also provided accessibility testing, guidance and remediation instruction for:</p> <ul style="list-style-type: none"> • Safe system learning module • RightCar website • Waka Kotahi Shift Working Fatigue app and website. <p>The testing and remediation of other sites and apps is in progress and will be listed when launched.</p> | | |
| <p>Build accessibility into our BAU processes so that we write accessible content and build accessible websites and apps.</p> | <p>Work has been undertaken across Waka Kotahi to build accessibility into our BAU.</p> <p>We have been upskilling the whole test team at Waka Kotahi to enable them to conduct accessibility testing so that accessibility is considered for all new web projects.</p> | <p>None to note.</p> | <p>On track or ahead</p> |

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| | <p>We have also coached and mentored other internal teams to deliver accessible solutions, both public and internal-facing products including:</p> <ul style="list-style-type: none"> • our intranet; • staff learning modules; and • tools used by our contact centre and other Waka Kotahi staff. <p>We continue to run internal weekly accessibility clinics to address questions, raise awareness and share knowledge.</p> <p>We are expanding our accessibility resource library for Waka Kotahi staff, and have also produced guidelines for content publishers e.g. accessible social media guidelines, caption and transcript guidelines for video, accessibility checklist for content authors.</p> | | |
| <p>Accessibility (People Group) actions</p> | | | |

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| <p>Undertake an audit of Waka Kotahi internal policies and practices to ensure they are inclusive for employees with disabilities.</p> | <p>Audit of our internal policies, practices and learning initiatives complete (by Diversity Works). We will build on their recommendations and this work will be scheduled within the Waka Kotahi Diversity & Inclusion Roadmap and resulting implementation plan (currently under development).</p> | <p>None to note.</p> | <p>On track or ahead</p> |
| <p>Begin gathering data on the number of people at Waka Kotahi who identify as having a disability and what this means for the business going forward in terms of creating an inclusive workplace.</p> | <p>The 2021 full Ask Our Team (AOT) survey identified that 5% of people at Waka Kotahi responded, "yes" to the question, "Are you a person living with a disability?"</p> <p>As part of a wider Diversity and Inclusion Learning Programme, we are developing a "Disability Awareness" eLearning module to support our people's understanding of what a disability is and its limitations, attitudes and barriers faced by those with disabilities and best practice to</p> | <p>None to note.</p> | <p>On track or ahead</p> |

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| | foster a culture of inclusion. Our new HR Information System, live from November 2021, will also provide more options for people to self-report on disability, and to make changes to this at any time. | | |
| Accessibility (IT) actions | | | |
| Ensure that new and existing products meet accessibility standards. | <p>The User Experience (UX) team has helped (and will continue to help) create accessible designs for the following products:</p> <ul style="list-style-type: none"> - Rightcar website - Journey planner website - Tolling website - Internal dashboards. <p>Product managers in the Technology group have also been ensuring new products adopted by Waka Kotahi meet the required accessibility standards. Now that the internal</p> | None to note. | On track or ahead |

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| | Quality Assurance/testing team conducts accessibility testing, this helps keep accessibility front of mind throughout the technology process. | | |
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Narrative

In addition to the substantial progress Waka Kotahi is making on the original actions in our Disability Action Plan, we have also made excellent progress in:

- cross-government collaboration and knowledge sharing;
- work towards improving support for employees with a disability at Waka Kotahi;
- collaborative work with the Disability sector on Disability Impact Assessments for the Accessible Streets Package of rule changes; and
- two new research projects have been added to the Waka Kotahi Disability Action Plan aimed at improving accessibility to public transport for people with a disability.

Cross-government collaboration and knowledge sharing (internally and externally):

Waka Kotahi is sharing our knowledge and experience of accessibility and the progress we have been making towards improving the accessibility of our communications, for example videos and social media. Because most other government agencies don't have a dedicated accessibility specialist, we often share this information with other government agencies in a variety of forums. As noted in the "Alignment" section of this report, in the last 6 months we've spoken to IRD about accessible social media, talked to MSD about the future direction of the

Web Standards, given accessibility advice to people in MBIE, Immigration NZ, DIA and DoC. Waka Kotahi also provides advice to vendors who are developing products and services on our behalf to ensure they meet accessibility standards and build accessibility testing into our test exit reports.

Due to the success of the engagement with several Waka Kotahi teams, the Accessibility Specialist role in our Channels team is pivoting towards being an expert consultant for a whole internal network of accessibility practitioners. A great example of this is the Waka Kotahi Safe Systems Learning Module (internal resource). The Learning & Development team made sure that accessibility was a focus at all stages of design and delivery.

Work towards improving support for employees with a disability and educational learning opportunities at Waka Kotahi:

As part of a wider Diversity and Inclusion Learning Programme being implemented at Waka Kotahi, we are developing a “Disability Awareness” eLearning module to support our people understanding what a disability is and its limitations, attitudes and barriers faced by those with disabilities and best practice to foster a culture of inclusion. The ongoing development of the Waka Kotahi People Group’s Diversity and Inclusion Strategy means we have a greater understanding of the diverse needs of our employees, and we have an inclusive, thriving and high performing culture where people come first, feel safe, respected, valued, and supported, regardless of differences. We give everyone equal opportunity and celebrate the different perspectives and talents that each of us brings. Feedback on accessibility for people with a disability to our Waka Kotahi buildings has also been provided to our building procurement staff.

Collaborative work with the Disability sector on Disability Impact Assessments for the Accessible Streets Package of rule changes:

A new action added to the Waka Kotahi Disability Action Plan is the work we've undertaken with the disability sector to co-produce a Disability Impact Assessment tool to assess proposals in the Accessible Streets Package of rule changes. This enabled us to gain a better understanding of the full impact the proposals would have on the sector if they went ahead as originally proposed. This was well received by the sector.

Two new research projects have been added to the Waka Kotahi Disability Action Plan aimed at improving accessibility to public transport for people with a disability:

These two new research projects are both underway (and covered in the actions in this report). Feedback from respondents on the research to understand the transport experiences of disabled people, determining what barriers exist for people wanting to use Total Mobility and exploring new opportunities to improve outcomes has alerted the Disabled Persons Assembly (DPA) and senior officials at Waka Kotahi to the need for a clear route for customers to feedback concerns on transport services. The DPA now has contact details of relevant Waka Kotahi senior officials, to share with any customers who have concerns about public transport or small passenger service providers or incidents of poor level of service experienced.

Research on the e-bus noise and potential need for Acoustic Vehicle Alerting Systems (AVAS) has commenced. The introduction of e-buses to New Zealand's roads has contributed to a welcomed overall reduction in urban pollution. However, it has also led to the unintended consequence of potential increased road safety concerns, particularly for blind and low-vision pedestrians; the deaf and hearing-impaired; and distracted pedestrians. The

research will investigate the current operating noise levels of e-buses in New Zealand urban areas and whether there is a need to add AVAS so that these vehicles can be heard by pedestrians while still delivering overall reduced noise emission benefits. We don't know what the current noise levels of e-buses operating on NZ roads and whether these are different from other jurisdictions given our pavement types etc, so New Zealand specific information will need to be gathered. This evidence will be used to support any decisions that may require the installation of additional AVAS equipment on urban buses as the transition to a zero-emission fleet takes place.

Risks/Issues that are impacting or may impact progress and mitigations

As a result of COVID-19, the creation of a Disability Advisory Group (DAG) and the organisation of another disability presentation at MoT has been delayed. While we have not yet established this group/forum, we have consulted with the sector during policy consultation to mitigate risk. We expect the actions to be progressed end of 2021/early 2022.

Waka Kotahi provided extra funding to regional councils to ensure the continuation of public transport services during the lockdown. As there was a danger of transmission of COVID-19, passengers did not pay with cash or transport ticketing cards, such as Snapper and HOP, which reduced revenue that councils would have otherwise received. Additionally, when the COVID-19 AL4 lockdown was declared, Waka Kotahi also made a decision to fully fund the additional costs of public transport service provision which has included additional cleaning, security, public communications and the provision of PPE for public transport operators' employees in order to keep these essential services operating during this time. Funding was also provided to keep the Total Mobility scheme functioning. The extra funding provided came from the National Land Transport Fund, which means that some transport projects continue to be impacted by the reduced amount of funding available.

Impacts on inequities

Officials met with CCS Disability Action’s newly appointed Māori advisor to discuss the impact the Accessible Streets Package proposals (and feed into the Waka Kotahi-led Disability Impact Assessment) would have on disabled Māori. This gave us a unique Māori perspective and insight on the barriers disabled Māori experience in relation to access to transport.

Disability data from Te Kupenga (the 2018 survey of Māori wellbeing) and results from the New Zealand Health Survey have highlighted the work that is still needed to reduce the gap between disabled adults and non-disabled adults, especially in the case of disabled people being more likely to have unmet needs for primary health care due to transport issues.

As a result, we are investigating a new Equity in Transport Framework.

Programme changes based on COVID-19 learnings.

The joint Waka Kotahi/MoT/IPSOS research on how people are impacted by COVID-19 has continued to provide very insightful and immediate feedback on current issues affecting disabled people in the research cohort, especially as we go up and down through alert levels. This data continues to provide Waka Kotahi with valuable insight into how serious crises impact the disabled community and we are using it to inform policy decisions. We are also now working to establishing an Inclusive Access Transport Knowledge Hub.

Next Steps

| Actions planned for next six months (1 July 2021 – 31 December 2021) | Six months (1 January 2022 – 30 June 2022) | Key other actions beyond 12 months (July 2022 – 31 December 2024) |
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| Operational Policy actions | | |
| The <i>Requirements for Urban Buses</i> (RUB) guidelines document will be ratified, in common use, and implemented by regional | There should be no further actions, apart from minor | RUB review, as planned, in 2024. |

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| <p>councils, with Waka Kotahi using funding as a policy lever to ensure compliance.</p> | <p>clarifications, until the next RUB review in 2024.</p> | |
| <p>Review and update the <i>Pedestrian Planning and Design Guide</i>. Guideline open for consultation then processing feedback and undertaking revisions.</p> <p>We're anticipating a go live date of July/August at this web link www.nzta.govt.nz/png</p> | <p>A continuous improvement programme put in place to update and add new guidance as it becomes available.</p> <p>An on-going training and capability programme will also support the guidance.</p> | <p>A continuous improvement programme put in place to update and add new guidance as it becomes available.</p> <p>An on-going training and capability programme will also support the guidance.</p> |
| <p>Process consultation/feedback from first three topics as part of the <i>NZ Public Transport Design Guidance</i>.</p> <p>Get second three topics live on web (Bus Stop Design, Priority & Optimisation, and Interchanges).</p> <p>Develop guidance on e-bus charging.</p> | <p>Pursue ratification for the first three topics.</p> <p>Process consultation/feedback from second three topics.</p> <p>Get draft e-bus charging guidance live on website.</p> <p>Work on 'embedding' guidance through various outreach/capability building initiatives</p> | <p>A continuous improvement programme will be in place to update and add new guidance as it become available.</p> <p>An on-going training and capability programme will also support the guidance.</p> |
| <p>Subject to approvals, funding, and a satisfactory contract & supporting business</p> | | <p>Following a detailed design phase, the National Ticketing</p> |

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| <p>case, the <i>National Ticketing Solution</i> (formerly Project NEXT) project will complete contract negotiations in this period (we aim to contract with a preferred supplier by the end of 2021).</p> | <p>Subject to contracts, the National Ticketing Solution (NTS) will move into a detailed design phase in this period.</p> | <p>Solution will begin building & implementing the solution across NZ starting with Canterbury followed by Wellington. Rollouts will occur across NZ until late 2026.</p> |
| <p>Continue discussions with industry stakeholders on an implementation plan for the <i>bus driver training unit standards</i>, and particularly how it fits with the MoT review of public transport operations and the Total Mobility Scheme.</p> | <p>Subject to the MITO (industry training organisation)-led wider review of standards and qualifications in the Passenger Services domain, Waka Kotahi will appoint a subject matter expert to guide this review and implement a shift to 'real' situational student assessments to replace simulated assessments.</p> | <p>Continue to collaborate with the sector to influence the review of standards and qualifications in the Passenger Services domain.</p> |
| <p>At the end of July 2021, we will provide the Ministry of Transport with the completed <i>Disability Impact Assessment</i> of the <i>Accessible Streets Package</i> proposals. The</p> | <p>MoT will make decisions on how to progress the <i>Accessible Streets Package</i> proposals.</p> | |

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| <p>disability sector will also have the opportunity to provide feedback on the DIAs.</p> <p>MoT will make decisions on how to progress the <i>Accessible Streets Package</i> proposals.</p> | | |
| Engagement with the sector actions | | |
| <p>Towards the end of 2021/beginning of 2022, we will get in touch with the disability sector to organise another presentation forum morning at MoT.</p> | | |
| <p>A meeting is likely to be set up with the DPO Coalition during Q3/4 2021 to discuss the ToR for the <i>Disability Advisory Forum</i> (DAG).</p> | | |
| Data and research actions | | |
| <p>Continue to collect analytical data research of disabled people's access to the transport system to gain better understanding and ensure that the right decisions are made on</p> | <p>We will continue to collect analytical data of disabled people's access to transport system in our ongoing monitors.</p> | |

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| <p>issues that impact on disable New Zealanders.</p> | | |
| <p>Research project "<i>Understanding the transport experiences of disabled people, determining what barriers exist for people wanting to use Total Mobility and exploring new opportunities to improve outcomes</i>" progressing as per the contracted project plan led by MRCagney with the DPA and Confluence Consulting.</p> <p>The summary of findings from Disabled People and Providers workshops prepared for a Steering Group meeting to be held on 24th August.</p> | <p>Research findings and final report due to be delivered early in 2022. The Research outputs will then be adapted and prepared for release in Accessible Formats – this work will be prepared by MSD with Waka Kotahi.</p> | <p>In the longer term the research findings will contribute to a MoT led review of the Total Mobility scheme.</p> |
| <p>Research project "<i>Investigation of the external noise emitted from electric buses (e-buses) in NZ and the need for Acoustic Vehicle Alerting Systems (AVAS) to improve pedestrian safety</i>" will agree specification and procurement approach.</p> | | |
| <p>Accessibility (Channels) actions</p> | | |

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| <p>Enhance public-facing websites:</p> <ul style="list-style-type: none"> • Journey planner website • Waka Kotahi design system • Safe systems learning module (internal resource). | <p>Move the audit and remediation work to the Quality Engineering team. Package up remediation projects for priority digital channels.</p> | <p>Move the audit and remediation work to the Quality Engineering team. Package up remediation projects for priority digital channels.</p> |
| <p>Internal teams continue to learn about accessibility and accessibility testing and continued teaching of the Quality Engineering team as to how to audit/review websites and apps.</p> <p>Build accessibility into how we develop products/services/documents:</p> <ul style="list-style-type: none"> • Review corporate templates to improve the accessibility of documents generated by everyone at Waka Kotahi. • Design a system developed for Waka Kotahi. <p>Reviewing our print documents standards to ensure we produce accessible print documents.</p> | <p>Continue raising awareness about accessibility issues and support the Quality Engineering team to build their own network of knowledge, champions and accessibility expertise.</p> <p>Accessibility specialist becomes the expert consultant versus sole point of expertise</p> | <p>Ensuring that what we build is accessible and becomes part of the way we do things at Waka Kotahi.</p> <p>Accessibility is factored into project timelines and budgets from the start.</p> |

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| Accessibility (People Group) actions | | |
| The broader People Group will, as part of the Diversity & Inclusion Roadmap and the resulting implementation plan, review and create policies as required. A person has been appointed to lead D&I activities and will commence their role in July 2021. | To be confirmed pending commencement of D&I consultant. | To be confirmed pending commencement of D&I consultant. |
| As part of our Diversity & Inclusion Roadmap work and the implementation of new People Technology we will be encouraging people to share more diversity information including disability. Our new HR Information System will go live from November 2021 and will provide more options for people to self-report on disability, and to make changes to this at any time. | To be confirmed pending commencement of D&I consultant. | To be confirmed pending commencement of D&I consultant. |
| Accessibility (IT) actions | | |
| User experience (UX)/user interface (UI) Team continue to champion and raise | Continue to champion accessibility for products and | Continue to champion accessibility for products and |

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| <p>awareness of accessibility within the wider Product and Technology Teams for new products and projects.</p> <p>Collaborate with developers and testers in IT to ensure accessibility standards are followed.</p> <p>Review existing products and make accessibility enhancements where possible.</p> | <p>projects in technology (existing or new).</p> <p>Ensure designs/wireframes meet accessibility standards for the projects we are assigned to, both external and internal.</p> <p>Work closely with QA/testers on projects to ensure accessibility is covered in the technology delivery process from design to development and testing.</p> <p>The team's knowledge of accessibility standards continues to grow but will still meet with the accessibility expert when needed.</p> | <p>projects in technology (existing or new).</p> <p>Ensure designs/wireframes meet accessibility standards for the projects we are assigned to, both external or internal.</p> <p>Work closely with QA/testers on projects to ensure accessibility is covered in the technology delivery process from design to development and testing.</p> <p>Team's knowledge of accessibility standards continues to grow but will still meet with the accessibility expert when needed.</p> |
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| Name of Agency | Ministry of Transport |
| Name of Work Programme | Ministry of Transport Action Plan 2019-2023 |
| Overall Status | On track – with minimal risks/issues |
| Programme Summary | Both actions have been delayed based on timeframes outlined in the Ministry of Transport Action Plan, but are still being/will still be progressed with new timeframes. |
| Alignment | <p>Ministry of Transport Action Plan 2019-2023 aligns with Outcome 5 of the Disability Strategy – Accessibility.</p> <p>While transport-related issues were not identified as one of the six key issues by the Independent Monitoring Mechanism (IMM), the feedback from the Disabled People’s Organisations (DPO) Coalition and disabled communities highlighted the importance of improving disabled people’s access to, and experience of, the transport system and providing them with more choices and control of their journey – access to the transport network enables safe and equitable participation in social, educational, and economic opportunities.</p> <p>As noted in more detail in this report, the Ministry is working closely with Waka Kotahi in a number of areas that affect/will affect those with disabilities, such as Total Mobility and the Accessible Streets Regulatory Package.</p> |

| Progress against Plan for the period | | | |
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| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| <p>Review of the Total Mobility scheme –</p> <p>Waka Kotahi has commissioned research that will seek to:</p> <ul style="list-style-type: none"> • gain a better understanding of the transport experiences of disabled people • determine what barriers exist for people wanting to use the Total Mobility scheme • explore opportunities to improve the scheme. | <p>This research is still being carried out.</p> | <p>None.</p> | <p>On track - with minimal risks/issues</p> |
| <p>Accessible Streets regulatory package</p> <p>– deliver post consultation advice to the Minister of</p> | <p>Delivered post-consultation advice to the Minister.</p> <p>In his feedback on the initial advice, the Minister provided direction on how to progress and we are working to incorporate that into our final advice to him.</p> | <p>None.</p> | <p>Off track - but low risks/issues</p> |

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| <p>Transport. Get agreement to next steps – such as how to progress rule changes and any changes to proposals and/or further work. Depending on Minister’s decisions, seek Cabinet agreement to rule changes.</p> | | | |
| Narrative | | | |
| <p>Review of the Total Mobility scheme – the Ministry of Transport is part of the steering group overlooking the research project commissioned by Waka Kotahi. Steering group members have discussed some of the issues with the Total Mobility scheme and possible ways of mitigating these issues.</p> <p>Accessible Streets regulatory package – The Ministry of Transport provided initial advice to the Minister on the outcomes of consultation on Accessible Streets and he provided direction on next steps. With this feedback we were able to begin developing our final advice to the Minister.</p> | | | |
| Risks/Issues that are impacting or may impact progress and mitigations | | | |
| <p>Review of the Total Mobility scheme – some organisations and the disability sector are calling for this review to be undertaken sooner. This risk is mitigated as the of the Waka Kotahi commissioned research (which will</p> | | | |

involve the disability sector) will focus on the Total Mobility scheme and the findings/recommendations to be completed prior to this review commencing, as the of this research will inform the review.

Accessible Streets regulatory package – the outcomes of consultation indicated diverse views on some of the proposed rule changes. The Ministry needed to undertake further work on some of the proposals in response to some of the detailed feedback received. Additionally, Waka Kotahi is undertaking further engagement with the disability sector and developing a Disability Impact Assessment. The outcomes of this assessment will help to inform the Ministry’s final advice to the Minister.

Impacts on inequities

Review of the Total Mobility scheme

Reviewing and improving the Total Mobility scheme so it’s more fit-for-purpose is expected to improve equity for some disabled people, particularly for:

- **Māori** (up to the age of 64, Māori are more likely to have a disability than other ethnicities)
- **Pacific Peoples** aged over 65 (Pacific Peoples over 65 are more likely to have a disability than other ethnicities)
- **women** (across all ethnicities, women aged over 65 are more likely to have a disability than men).

Source of data: [Stats NZ](#)

Accessible Streets regulatory package

In 2006, approximately 10 percent of people with disabilities were children (Ministry of Health). The main impacts from the proposals in Accessible Streets would be allowing **children** and young people (both disabled and non-disabled) to ride their bicycles on the footpath. We consider this change to have a positive impact on

children, as currently the NZ Police does not recommend that children under the age of 10 ride on the road, however most children outgrow the specified wheel size by the age of five or six.

None of the other proposals have children as a specific audience or are likely to impact children or young people in a considerable way. Indirectly, children may be impacted by some of the slight changes around give way rules for walking and cycling, however these planned rule changes are relatively small.

Allowing children to cycle on the footpath would enable active transport, especially for children to cycle safely to school. This increase in active transport would likely have positive health and educational benefits.

Programme changes based on COVID-19 learnings.

Review of the Total Mobility scheme

In 2020, Waka Kotahi, the Ministry of Transport and IPSOS carried out research on how people were impacted by COVID-19. This research was very insightful and provided immediate feedback on current issues affecting disabled people in the research cohort. This data provided valuable insight into how serious crises impact the disabled community, and these findings have been used to inform policy decisions (for example, making the Total Mobility scheme free up to the regional cap between April and June 2020). This was well received by the disabled community. The data also provided us with the knowledge that disabled people used public transport in greater numbers during the lockdown than other members of society.

Accessible Streets regulatory package – due to the Government’s response to COVID-19, consultation on Accessible Streets was extended. In addition, an associated reallocation of resources meant it was not possible to make rule changes prior to the 2020 General Election.

Next Steps

| Actions planned for next six months (30 June 2021 – 31 December 2021) | Actions planned for the longer term (1 January 2022 onwards) |
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| <p>Review of the Total Mobility scheme – the research that Waka Kotahi has commissioned will continue to progress.</p> | <p>Review of the Total Mobility scheme – the findings of the Waka Kotahi commissioned research will be used to inform the Ministry’s review of the Total Mobility scheme.</p> |
| <p>Accessible Streets regulatory package – provide final advice to the Minister of Transport and seek Cabinet approval to progress the package.</p> | <p>Accessible Streets regulatory package – implementation of rule changes through education and awareness campaigns. Monitoring of the impact of rule changes.</p> |

Outcome 7: Choice and control

We have choice and control over our lives

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| Name of Agency | Ministry of Health |
| Name of Work Programme | Disability Support System Transformation |
| Overall Status | On track – with minimal risks/issues |
| Programme Summary | <p>The Ministry of Health manages an annual appropriation of \$1.7 billion from Vote Health to support approximately 43,000 eligible disabled people with long-term supports provided through a suite of disability support services (DSS). This includes specialist disability services (e.g. Behaviour Support Services), support with everyday tasks (e.g. personal cares or household management) and support with accommodation (e.g. residential care). In addition, over 100,000 disabled New Zealanders with a sensory disability (i.e. hearing and vision services) access DSS equipment and modification services and supports.</p> <p>Concerns about the disability support system not working well for disabled people have been expressed by disabled people, their whānau, carers and representatives for more than thirty years. Reviews by the Social Services Select Committee in 2008 and the Productivity Commission in 2015 supported these concerns and made recommendations for change. Many of these concerns centre on the lack of choice and control disabled people have over the support they receive as a result of:</p> |

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| | <ul style="list-style-type: none"> • multiple eligibility, assessment and planning processes for accessing different types of support from several government agencies resulting in duplication of processes for disabled people • people being allocated existing contracted services, not necessarily what works best for them which means the funding is not being used as effectively as it could be • disability services being the 'hub' of their lives and placing restrictions on people, rather than helping them to connect to support available to everyone in the community and enabling them to access greater opportunities. <p>Work has been underway for over a decade to transform the disability support system, in partnership with the disability community, based on the EGL vision and principles. The transformation is about changing the purpose of the system from responding to the needs of disabled people to enabling disabled people, tāngata whaikaha, families, whānau and āiga to access the everyday things that create good lives for everyone, in order to achieve equitable outcomes for disabled people.</p> |
| Alignment | <p>This work programme responds to Outcome 7 - Choice and control of the <i>New Zealand Disability Strategy 2016-2026</i>.</p> <p>It also responds to the following recommendations from <i>IMM Making Disability Rights Real</i> report that:</p> <ul style="list-style-type: none"> • recommended that the Government advance innovative models of funding for integrated and flexible disability support, and provide adequate resourcing of those models, so that disabled people are able to enjoy the highest attainable standard of |

health, including but not limited to accelerating equitable access nationally to an Enabling Good Lives (EGL) approach

- noted IMM hui participants concern about progress on national rollout and whether there is sufficient funding to enable people to live independently
- noted that the Mana Whaikaha Whānau Ora Interface Group have been talking to Te Pūtahitanga o Te Waipounamu about aligning system transformation with the Whānau Ora approach.
- noted that Mana Whaikaha has a more systematic approach to supported decision-making, including dedicated resources for independent paid support for decision-making, but that this may only benefit a small number of disabled people initially.

System transformation work is a partnership between the Ministries of Health (MOH), Education (MOE) and Social Development (MSD) alongside the disability community. This work programme contributes to and supports many of the work programmes within the *Disability Action Plan 2019-2023*. This includes:

- the education work programme
- the *Disability Employment Action Plan*
- supported decision-making work
- work on improving access to quality healthcare and health outcomes
- funded family care work
- work to reduce the use of seclusion and restraint
- the *Play, Active Recreation and Sport Action Plan*

| | <ul style="list-style-type: none"> work related to accelerating accessibility <p>the cross-cutting action to involve disabled people in decision-making.</p> | | |
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| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| Continue Mana Whaikaha, prototype of a transformed system in MidCentral DHB region, EGL Christchurch and EGL Waikato. | Budget 2021 provided for baseline funding for the three EGL regions, meaning they are no longer operating as pilots. All staff have now been offered permanent employment with either MSD or MOH to provide certainty of employment. | Minimal | On track or ahead |
| Prepare advice to Cabinet on future transformed system in 2021 | A joint Cabinet paper from the Minister of Health and the Minister for Disability Issues is being prepared for consideration in September/October to enable decisions on the next steps for disability system transformation. This paper will seek decisions on new governance and structural arrangements for disability support, following the Health and Disability System Review decisions, and a three-to-four year roadmap | Minimal | On track or ahead |

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| | for the national implementation of an EGL approach across DSS. | | |
| Establish a Disability Governance Group to enshrine the voice of disabled people in the system. | <p>The September Cabinet paper will include advice on how to embed disabled people and whānau voice at the system level and within new structures.</p> <p>There are two key voice mechanisms to support the development of the advice.</p> <ol style="list-style-type: none"> 1. The EGL Governance Group has been established to oversee the transformation programme and comprises people from the DPO Coalition, the National EGL Leadership Group, Te Ao Mārama and Whānau Ora Interface groups, and is chaired by disabled people and whānau. 2. The Machinery of Government Working Group has been working in partnership with officials to develop new institutional and structural arrangements to support the transformed system. This is made up of disabled people and whānau member representatives, officials and a Whānau Ora commissioning agency leader. | Minimal | Off track - but low risks/issues |
| Narrative | | | |

Mana Whaikaha, EGL Christchurch and EGL Waikato continue to support disabled people and whānau to achieve outcomes that are important to them. Budget 21 provided permanent funding to transition these regions to a steady state from pilot mode. Mana Whaikaha and EGL Christchurch have both been through significant change processes to improve their operating capability.

Advice has been provided to Ministers on the work required to implement a national transformation of the disability support system. This advice was developed in partnership between officials from the Ministries of Health and Social Development and representatives of the disabled community, through the EGL Governance Group and a Machinery of Government working group. Cabinet will be considering this advice in September/October.

Risks/Issues that are impacting or may impact progress and mitigations

A key risk would be any misalignment of the disability system transition work underway with the wider health system changes. The scope and timing of any new disability-focused machinery of government structure will need to align with the creation of Health NZ and the Māori Health Authority. It will also be critical that the Ministry of Health and the new health system entities have a stronger focus on disabled people and their experience in the health system, regardless of the future location of disability support services. There will also be operational changes across the range of entities that will need to be worked through.

Impacts on inequities

The evidence from the system transformation demonstration sites shows that system transformation can improve whole-of-life outcomes for tāngata whaikaha. Tāngata whaikaha in the Mana Whaikaha prototype affirmed that a kaupapa Māori approach to DSS can help tāngata whaikaha and whānau to engage with disability support services. They also affirmed that a kaupapa Māori approach is a valid method for improving outcomes for tāngata whaikaha and their whānau, and a model for empowering all disabled people and their families and

whānau. The wider MidCentral population has been identified as having greater inequity demographically than the wider population of people using DSS nationally.

An equity lens was taken to the evidence-base gathered for the three Enabling Good Lives demonstration sites (Christchurch, the Waikato and Mana Whaikaha). While access to health services remains difficult for disabled people, those who are supported by tūhono/connectors and government liaison roles have been able to overcome some significant barriers to access. Evaluations have found that many have an increased sense of choice and control, social connectedness and have benefitted from use of flexible approaches to funding to improve their overall lives and wellbeing (Achieving Equity through systems transformation: Dr Pauline Boyles and Allen and Clarke SAMS 2021).

Programme changes based on COVID-19 learnings.

Flexibility of disability supports is an important component of system transformation. During COVID-19 we introduced flexibility in personal budgets because that flexibility supported disabled people and whānau to keep safe in their bubbles, particularly during Alert Levels 4 and 3. This greater flexibility allowed disabled people, families and whānau to buy things that would help them to achieve the purpose of the disability support, and to pay family members to provide support. This flexibility has been retained because people found it valuable.

Next Steps

- Complete Cabinet Paper for machinery of government changes and roadmap for system transformation.
- Continue implementation plan for a national scaling of an EGL approach through DSS.
- Embed the changes in the three EGL regions to continue improving the experience for disabled people and whānau in those regions.

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| Name of Agency | Ministry of Social Development | | |
| Name of Work Programme | Supported Decision making | | |
| Overall Status | On track – with minimal risks/issues | | |
| Programme Summary | The development of resources for the community on supported decision making. It is recognised that the supported decision-making needs vary. Supported decision making is recognised as one of the important practices for the effective delivery of the rights contained in the UNCRPD. | | |
| Alignment | This aligns Outcome 4 and 7 of Disability Action Plan There are no IMM recommendations that this aligns with We are working with the Ministry of Health to develop one set of resources. | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| Procure someone to Edit the Overview document which outlines what Supported decision making is | Person recruited and in the final stages of completing the document | None | On track - with minimal risks/issues |
| Narrative | | | |

During COVID, MSD in collaboration with People First worked with Ministry of Health to produce a document on supported decision making for service providers. This included a resource for service providers. It was also translated into Easy Read.

The overview is in its final stages of completion. It was sent for review and the feedback is currently been incorporated. Once completed this document along with links to How to resources will go up on the ODI website.

Risks/Issues that are impacting or may impact progress and mitigations

Making sure that there is a coordinated approach to the delivery of information by remaining connected with the Ministry of Health.

Impacts on inequities

Relevant to all sectors and especially children. Looking at a median for the delivery of the message to children. Resources will be developed for Maori disabled and the Pacific community that is culturally appropriate.

Programme changes based on COVID-19 learnings.

COVID 19 reinforced the need for information and training especially for service providers on Supported decision making. The importance of supported decision making in addressing misinformation around the COVID vaccine.

Next Steps

Finalising the document and getting it up on the Office of Disability Issues website along with links to the various resources. Working with Health around a resource for Health and Disability providers around supported decision making.

Outcome 8: Leadership

We have great opportunities to demonstrate our leadership.

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| Name of Agency | Office for Disability Issues (ODI) |
| Name of Work Programme | Nominations Database of disabled people for Government Boards / Advisory Groups |
| Overall Status | On track – with minimal risks/issues |
| Programme Summary | ODI hosts a database of disabled people who are interested in seeking positions on Government appointed Boards / Advisory Groups. ODI will work as a conduit between appointing agencies and disabled candidates to ensure more disabled people have access to self-nominate or be nominated for board and advisory group vacancies. ODI will also work with other relevant agencies towards improving the diversity of Government appointed Boards and Advisory Groups. |
| Alignment | This work programme primarily aligns with the New Zealand Disability Strategy Outcome 8: Leadership. It also aligns with Outcome 2: Employment and economic security, Outcome 5: Accessibility, and Outcome 6: Attitudes. However, if more disabled people are successful in securing positions on Government appointed Boards / Advisory Groups, it is more likely that over time, a disability perspective would be incorporated into the operations, products, services and supports that their Board / Advisory Group provide governance over or advice to. |

| | <p>ODI works closely with the other population agencies who host nominations databases including Ministry for Women (MfW), Ministry for Pacific Peoples (MPP), Ministry for Ethnic Communities (MEC), and to a lesser extent Te Puni Kōkiri (TPK). ODI is also connected with the Public Services Commission and many of the appointing agencies through MAGNET (Monitoring, appointments and governance network) including the Ministry of Business, Innovation and Employment, M(BIE), Treasury, Health, Education, Environment and the Department of Internal Affairs (DIA).</p> | | |
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| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |
| 1. Ongoing maintenance of the database and updates to ensure the data is current. | Ongoing | No major impacts | On track with minimal risks/issues. |
| 2. Ongoing promotion of the database to government agencies who manage appointments to Boards/Advisory Groups. | On Hold | No major impacts | On track with minimal risks/issues. |
| 3. Build of new database tool based on Ministry for Women system once upgraded version is available. | On Hold as now MAGNET are taking over this project. One meeting has been held with agencies in December 2021. | No major impacts | Off track but low risks/issues. |

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| | The Office for Disability Issues is investigating the possibility of updating the Survey Monkey Tool and spreadsheet it uses to collect and store data whilst the new database is under construction. | No Major Impacts | Off Track but no major risks. |
| 4. Ongoing provision of information to appointing government agencies about obligations under the United Nations Convention on the rights of Persons with Disabilities, to provide disabled people with reasonable accommodations to enable their full and effective participation on government appointed Boards/Advisory Groups. | Ongoing | No major impacts | Off track but low risks/issues. |
| Narrative | | | |

- ODI continues to promote the nominations database of disabled people to appointing agencies, both through meetings with the appointing teams, and through MAGNET, the monitoring, appointments, and governance network. Some positive connections have been established (Action 2 above).
- ODI worked in collaboration with MfW, MPP and MEC (formerly Office of Ethnic Communities) to co-host a networking session for our Wellington based nominations database members. The session was held on 23 March 2021 and was attended by approximately 90 people including representatives from appointing agencies. John Allen agreed to attend as a guest speaker with significant governance experience, along with three guest speakers from the other three populations (Women, Pacific and other Ethnic Communities) who shared their governance journey and imparted tips and tricks to attendees wanting to break into the public sector governance space. Following the speeches, and a 'from the couch' questions and answer session, there was an opportunity to mingle and share kai. While 30 disabled people from the ODI Nominations Database were invited to attend the session, only three came along. Despite this small number of people from the disabled community, those attendees said that they found the session very informative and enjoyable.

Risks/Issues that are impacting or may impact progress and mitigations

- A lack of resourcing dedicated to work programme means that ODI cannot be as responsive to appointing agencies, the database candidates, or maintaining the database. This resourcing issue is similar across the other nominations database agencies, even when they have a team managing this work. Nevertheless, ODI has continues to advise database members of opportunities to apply for board positions, and has maintained the database, removing people who no longer wish to be on the database, and adding new members. ODI will consider if additional ODI time / resource is possible in the second half of 2021 (Action 1 above).

- Building the new database has been deferred until later in 2021 as ODI was advised to wait for major upgrades to the software used by Ministry for Women. The Nominations Database continues with the Survey Monkey to Excel spreadsheet system until purchase of the upgraded database is possible (Action 3 above).
- ODI has progressed work through the Disability Data and Evidence Working Group (DDEWG), and a workshop with the Disabled Peoples Organisations Coalition (DPOs) and other stakeholders to decide on a consistent method to collect disability administrative data. These questions should be able to be used to collect disability status demographic data of board members. ODI plans to seek a Cabinet mandate from the Appointments and Honours Committee to commence data collection (Action 4 above).

Impacts on inequities

Currently there are 136 individual disabled people registered with the ODI Nominations Database These people are made up of:

Gender:

64 (47.06%) disabled Women

70 (51.46%) disabled Men

1 (0.74%) identifying as gender diverse

1 (0.74%) did not respond to the gender question

Ethnicity (note that individuals can identify with more than one ethnic group):

14 (10.3%) Maori disabled

5 (3.7%) Pasifika disabled

10 (%) disabled people identify with other ethnic groups (that are not NZ European, New Zealander or Kiwi)

Age:

4 (2.9%) disabled youth aged 25 years or younger. 8 (5.9%) in total are aged 30 years or younger.
17 (12.5%) disabled seniors turning 65 this year or older
2 disabled people chose not to disclose their age
An additional 10 individuals who identify as Carers or whanau of disabled people are also registered with the ODI Nominations Database.
A further 74 individuals have submitted incomplete surveys so are not currently registered on the database.

Programme changes based on COVID-19 learnings.

There are no planned changes to the programme due to learnings from COVID-19. Most of the work undertaken to run the Nominations Database is done online and can be continued if social distancing or contactless operations are required again in future.

Next Steps

Actions for 1 July to 31 December 2021:

ODI will continue with the ongoing maintenance and promotion of nominations database, and provision of information on reasonable accommodations where relevant (actions listed as numbers 1,2 and 4 in the table above).

ODI will continue to investigate options to move from the manual system ODI uses, to the database software used by MfW and other nominating agencies (Action 3 in the table above).

ODI will continue to work collaboratively with the other nominating agencies, appointing agencies and the Public Service Commission to work towards improving the diversity on government appointed boards and advisory committees.

ODI will proceed with steps towards collecting disability status data from Government appointed Board and Advisory Group members. This may involve seeking the mandate to commence data collection from Cabinet (new action).

Actions beyond 31 December 2021:

Continue with the above ongoing actions.

Aim to commence collection of disability status demographic of board members before the end of the 2021 calendar year if possible.

Provide further training opportunities for the ODI Nominations Database members to support them on their governance journey.

Cross-cutting: Disability data

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| Name of Agency | Ministry of Social Development | | |
| Name of Work Programme | Disability Data and Evidence | | |
| Overall Status | On track – minimal risks/issues | | |
| Programme Summary | <p>The adage if you aren't counted, then you don't count is very true. If government agencies are to be fully include disabled people into services, like any population group it is important to understand both what disabled use and their experience in using those services. This programme of work aims to get commitment from government agencies to including disability in its data collections processes. This has been highlighted as particularly important during a pandemic. Resources will be developed to assist government agencies. One area is advocating for the collection of both qualitative and quantitative research</p> | | |
| Alignment | <p>This is aligned Outcome 8 – Leadership with the Disability Strategy.</p> <p>Recommendation 14, 7 and 24 are areas where the IMM has indicated the collection of disability data is particularly important.</p> <p>This work reports the Disability Data and Evidence Working Group (DDEWG). The programme of work is managed by MSD. The quarterly meetings are chaired by Statistics NZ and ODI jointly.</p> | | |
| Progress against Plan for the period | | | |
| Actions that were planned for the period | Actions completed in the period | Note any impacts from COVID-19 | Status |

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| Six monthly reporting to the Minister on progress | In progress | | On track - with minimal risks/issues |
| Quarterly meetings of the DDEWG | Ongoing | | |
| Securing a researcher to co-ordinate the material already developed | Completed | | On track - with minimal risks/issues |
| Sign off the enduring questions | Completed | | On track - with minimal risks/issues |
| Agreement on the administrative question | Completed | | On track - with minimal risks/issues |
| Development of the NZ Disability Strategy outcomes framework | Completed and ongoing as it is a living document | | On track or ahead |

Narrative

The development of a programme of work has helped to focus attention on how work across government can be progressed. There is still a lot of work required for agencies to understand the importance of administrative data and how that can be used as opposed to survey data. The agreement on the administrative questions to be asked was an important step forward. Work will continue to get agencies who have not signed the commitment to understand their concerns. One important piece of work has been the development of the outcomes framework and identification of what is available and what is missing. This work has highlighted that there has been a lot of progress in the collection of data in the last 3 years. One area that is important is working with

Research funding facilities to push for having both qualitative and quantitative research. Coordinating all of the information in one place will be a valuable resource and help educate agencies around what data they can use especially for policy and service development.

Risks/Issues that are impacting or may impact progress and mitigations

Government departments understanding what they have committed to and that is a process is one of progressive implementation. It also highlighted that disability is not seen as a population in the same way as those with different ethnicities or gender. The big area of development is administrative data and the importance for government agencies to include any IT changes to their systems in budget requests.

Impacts on inequities

This is an important piece of work in identifying areas of inequity and the best method of effectively highlighting inequities. Qualitative information may be required because of the statistically small size of some population groups.

Programme changes based on COVID-19 learnings.

COVID 19 highlighted the lack of disability data and the importance of collecting disability data. Meetings have been conducted via zoom because of travel restrictions.

Next Steps

In the next six months, work will be progressed on the development of resources to support government agencies in their journey to include the collection of disability data. Further having clarified the questions to be asked for administrative data, a communication plan will be developed and implemented. Disability data will be one of the areas that will be discussed between Papa Pounamu and the DPOs when they meet. Other important actions are the development of an action plan to increase research funding on disability data and evidence; holding regular quarterly meetings of DDEWG to report progress.