

# **Disability Service Plan 2017-2020**

**Department of Natural Resources, Mines and Energy**

**July 2018**

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# Department of Natural Resources, Mines and Energy

## Message from the Director-General

The Department of Natural Resources, Mines and Energy's Disability Service Plan 2017-2020 delivers on the Queensland Government's vision "opportunities for all Queenslanders". Our plan contributes to the strategies and actions of the *State Disability Service Plan 2017-2020 – All Abilities Queensland, opportunities for all*, developed by the Department of Communities, Child Safety and Disability Services.

Our plan seeks to ensure people with a disability have access to the same department services, information and facilities that are available to the broader community and details the actions we will be undertaking to improve this access. The plan also acknowledges the right of people with a disability to participate as equitably as others, bringing to the department a set of unique skills, experiences, perspectives and knowledge. The department will report annually on the actions outlined and contribute to the whole-of-government report.

I am pleased to support the Department of Natural Resources, Mines and Energy's Disability Service Plan 2017-2020.

A handwritten signature in blue ink, appearing to read 'James Purtill', is positioned above the printed name.

James Purtill  
Director-General

## About the department

The Department of Natural Resources, Mines and Energy (DNRME) works to help the community and the government make the best use of our renewable and non-renewable land, water, mineral and energy resources, and delivering safe, secure, affordable and sustainable energy and water.

We are committed to creating a diverse and inclusive workplace where individual differences are respected; diverse skills and knowledge are valued and utilised; and opportunities are available for all. It is our goal to ensure our workforce represents the community we serve.

At DNRME, we play an important role in contributing to Queensland's capacity to create jobs and increase private sector investment. We will continue to develop strategies that mitigate the impacts of climate change, and most importantly, we will continue to strengthen our direct engagement with communities and other stakeholders.

Under our strategic plan, we will work to achieve four strategic objectives:

- Manage Queensland's land, water, mineral and energy resources to optimise sustainable development outcomes;
- Deliver safe, secure, affordable and sustainable use of our energy and water resources;
- Engage the combined expertise of traditional owners, community, industry and government to optimise the management and use of our natural resources; and
- Build a contemporary workforce that demonstrates high levels of expertise, innovation, collaboration and leadership to improve service quality and responsiveness to customers and communities.

Our guiding principles described in the strategic plan build upon the Queensland public service values. They aim to explicitly guide our actions and represent fundamental, positive leadership standards to which each employee within DNRME can aspire:

- Safety and wellbeing
- Respect
- We deliver
- Professional excellence

## Background

The *Disability Services Act (Qld) 2006* provides a foundation for promoting the rights of Queenslanders with disability, increasing their wellbeing and encouraging their participation in community life. This legislation requires all Queensland Government departments/agencies to develop and implement a Disability Service Plan (DSP) outlining the actions they will take to improve services for people with a disability.

## Context

The purpose of DSPs is to ensure each agency has regard to the Act's human rights and service delivery principles, and the government's policies for people with disability. DSPs aim to improve access to services across government for people with disability, including more coordinated responses.

All Abilities Queensland: opportunities for all (state disability plan 2017-2020) sets a vision of "Opportunities for all Queenslanders" with five priority areas being:

1. Communities for all
2. Lifelong learning
3. Employment
4. Everyday services
5. Leadership and participation to guide action by Queensland Government and encourage other to act to bring the plan to life.

DSPs and the state disability plan align with, and will deliver on, Queensland's commitments under the National Disability Strategy 2010-2020 (NDS) and its second implementation plan, Driving Action 2015-2018. The NDS, represents a unified approach by all governments in Australia and the Australian Local Government Association to work together with business and the community towards the vision of an inclusive Australia.

DSPs and the state disability plan also complement Queensland transition to the NDIS, with full implementation in 2019 as outlined in the Bilateral Agreement between the Commonwealth and Queensland - transition to a NDIS. In addition, they contribute to meeting the Queensland Government's obligations under the United Nations Convention on the Rights of Persons with Disabilities (the Convention). The Convention, ratified by Australia on 17 July 2008, obligates all governments in Australia to work towards promoting, protecting and ensuring the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disability and to promote respect for their inherent dignity.

## Legal Context

Access to employment is protected under State and Commonwealth law through the Anti-Discrimination Act 1991 (Qld) and the Disability Discrimination Act 1992 (Cth) which prohibit direct or indirect discrimination.

Disability, as defined by the Disability Discrimination Act 1992 (Cth) means:

- a) total or partial loss of the person's bodily or mental functions; or
- b) total or partial loss of a part of the body; or
- c) the presence in the body of organisms causing disease or illness; or
- d) the presence in the body of organisms capable of causing disease or illness; or
- e) the malfunction, malformation or disfigurement of a part of the person's body; or
- f) a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- g) a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgment or that results in disturbed behaviour; and includes a disability that:
- h) presently exists; or
- i) previously existed but no longer exists; or
- j) may exist in the future (including because of a genetic predisposition to that disability); or
- k) is imputed to a person.

To avoid doubt, a disability that is otherwise covered by this definition includes behaviour that is a symptom or manifestation of the disability.

It is unlawful for an employer to discriminate against employees or applicants for a position on the grounds of the person's disability and this includes, but is not limited to:

- arrangements made for a selection process
- the terms or conditions on which employment is offered
- limiting opportunities or access to training
- not making changes to remove barriers to equal opportunity, participation or performance (also known as reasonable adjustment). Reasonable adjustments are broad by nature and might include adjustments to hours of work and leave entitlements, access to equipment or other assistance, providing training to co-workers and supervisors as examples.

## **Our commitment**

DNRME is committed to having a diverse and inclusive workforce that reflects the community we serve. The actions outlined in this document support the department's commitment as well as the Queensland Government's vision of a state where the one in five Queenslanders who have a disability can thrive and reach their full potential as equal citizens.

Our focus is on Ability – not Disability.

## **Monitoring and reporting**

The department will report annually on the implementation of the DSP and contribute to a yearly progress report on the implementation of the state disability plan.

Information from the annual progress reports on DSPs and the state disability plan will also be shared with the Australian and other state and territory governments as part of reporting on Queensland's commitment to the *National Disability Strategy 2010-2020*.

## **Contact for more information**

The Queensland Government is committed to providing accessible services to Queenslanders from culturally and linguistically diverse backgrounds. If you require assistance please call 13 QGOV (13 74 68).

For more information or to provide feedback on DNRME's Disability Service Plan, please contact the department on 13 QGOV (13 74 68). If you have a hearing or speech impairment, you may contact the National Relay Service — telephone 133 677 (TTY/Voice) / 1800 555 727 (Speak and Listen (SSR)).

You can also email your query to the department at [customerfeedback@DNRME.qld.gov.au](mailto:customerfeedback@DNRME.qld.gov.au), or write to:

Department of Natural Resources, Mines and Energy  
PO Box 15216  
CITY EAST QLD 4002

# 1. Communities for all

1.1. Changing attitudes and breaking down barriers by raising awareness and capability				
2017-2018 Activities/success measure	2018-2019 Activities/success measure	2019-2020 Activities/success measure	Overall Measure	Responsible area
<b>1.1.1. Action</b> - Contribute and promote to the whole of government website which will showcase examples of inclusive organisations and community groups, personal stories of people with disability, and resources to support business, other government and non-government organisations and community groups to be more inclusive and welcome Queenslanders with disability.				
<ul style="list-style-type: none"> <li>Promote the website (once launched) through internal and external channels.</li> </ul>	<ul style="list-style-type: none"> <li>Promote the website through internal and external channels.</li> <li>Contribute a story to the website.</li> </ul>	<ul style="list-style-type: none"> <li>Promote the website through internal and external channels.</li> <li>Review and update story on the website.</li> </ul>	<ul style="list-style-type: none"> <li>Website promoted through internal and external channels.</li> <li>Story contributed to the website.</li> </ul>	Human Resources
<b>1.1.2. Action</b> - Promote examples of the inclusive environment of DNRME to both internal and external stakeholders.				
<ul style="list-style-type: none"> <li>Identify message to promote DNRME as having an inclusive culture.</li> </ul>	<ul style="list-style-type: none"> <li>Promote stories through internal and external methods (intranet and DNRME website).</li> </ul>	<ul style="list-style-type: none"> <li>Review and update stories through internal and external methods (intranet and DNRME website).</li> </ul>	<ul style="list-style-type: none"> <li>Promotion of content across channels.</li> <li>Content is current and up to date.</li> </ul>	Human Resources
<b>1.1.3. Action</b> - Support national communication strategies and activities to promote the National Disability Strategy 2010-2020 (NDS).				
<ul style="list-style-type: none"> <li>DNRME participates and supports the whole of government NDS communication strategies and activities.</li> </ul>	<ul style="list-style-type: none"> <li>DNRME participates and supports the whole of government NDS communication strategies and activities.</li> </ul>	<ul style="list-style-type: none"> <li>DNRME participates and supports the whole of government NDS communication strategies and activities.</li> </ul>	<ul style="list-style-type: none"> <li>DNRME participates in promotion of NDIS strategies and activities.</li> </ul>	Communications
<b>1.1.5. Action</b> - Investigate and develop options to provide disability awareness training to DNRME frontline staff and to incorporate disability awareness training into Queensland Government induction programs.				
<ul style="list-style-type: none"> <li>Investigate and develop options to provide disability awareness training to DNRME employees.</li> </ul>	<ul style="list-style-type: none"> <li>Pilot program with a cohort of DNRME staff.</li> </ul>	<ul style="list-style-type: none"> <li>Explore options for disability awareness training to be progressively rolled out to all frontline DNRME staff.</li> </ul>	<ul style="list-style-type: none"> <li>Planned roll out of training to required frontline DNRME staff.</li> </ul>	Human Resources

<b>1.2. Accessible places and spaces</b>				
<b>2017-2018 Activities/success measure</b>	<b>2018-2019 Activities/success measure</b>	<b>2019-2020 Activities/success measure</b>	<b>Overall Measure</b>	<b>Responsible area</b>
<b>1.2.1 Action -</b> Access for people with disability is improved by considering the needs of people with disability when buildings and venues used by DNRME are refurbished or leases renewed and where possible in choosing venues for DNRME run events and meetings.				
<ul style="list-style-type: none"> <li>• Develop and review existing guidelines on using accessible venues, places and spaces.</li> <li>• Comply with guidelines to consider people with a disability when leasing new premises and investigate reasonable adjustment modifications as required.</li> </ul>	<ul style="list-style-type: none"> <li>• Guidance provided to staff about choosing accessible venues.</li> <li>• Continue to comply with guidelines to consider people with a disability when leasing new premises and investigate reasonable adjustment modifications as required.</li> </ul>	<ul style="list-style-type: none"> <li>• Guidance provided to staff about choosing accessible venues.</li> <li>• Continue to comply with guidelines to consider people with a disability when leasing new premises and investigate reasonable adjustment modifications as required.</li> </ul>	<ul style="list-style-type: none"> <li>• New premise leasing considered people with a disability or reasonable adjustment as required.</li> </ul>	Communications and Accommodation Services
<b>1.3. Accessible information</b>				
<b>2017-2018 Activities/success measure</b>	<b>2018-2019 Activities/success measure</b>	<b>2019-2020 Activities/success measure</b>	<b>Overall Measure</b>	<b>Responsible area</b>
<b>1.3.1 Action -</b> Work towards ensuring all Queensland Government printed and online materials are provided in multiple formats including easy-read and Auslan.				
<ul style="list-style-type: none"> <li>• All new content is in accessible formats.</li> <li>• Accessibility requirements are promoted.</li> <li>• Review existing content and commence updating key information to be made available in accessible methods.</li> </ul>	<ul style="list-style-type: none"> <li>• All new content is in accessible formats.</li> <li>• Accessibility requirements are promoted.</li> <li>• Continue updating key information to be made available in accessible methods.</li> </ul>	<ul style="list-style-type: none"> <li>• All new content is in accessible formats.</li> <li>• Accessibility requirements are promoted.</li> <li>• Continue updating key information to be made available in accessible methods.</li> </ul>	<ul style="list-style-type: none"> <li>• All new content is accessible and complies with guidelines.</li> </ul>	Communications

<b>1.3.2. Action</b> - DNRME meets contemporary Australian Web Content Accessibility Guidelines. Work continues to be undertaken to provide transcripts and/or captions are available for newly created time-based media (i.e. pre-recorded video/audio).				
<ul style="list-style-type: none"> <li>All new content is in accessible formats and requirements are promoted.</li> <li>Review existing content and commence updating key information to be available in accessible methods.</li> </ul>	<ul style="list-style-type: none"> <li>All new content is in accessible formats and requirements are promoted.</li> <li>Continue updating key information to be available in accessible methods.</li> </ul>	<ul style="list-style-type: none"> <li>All new content is in accessible formats and requirements are promoted.</li> <li>Continue updating key information to be available in accessible methods.</li> </ul>	<ul style="list-style-type: none"> <li>All new key website content is accessible and complies with guidelines.</li> </ul>	Communications
<b>1.4. Welcoming and inclusive communities</b>				
<b>2017-2018</b> Activities/success measure	<b>2018-2019</b> Activities/success measure	<b>2019-2020</b> Activities/success measure	<b>Overall Measure</b>	<b>Responsible area</b>
<b>1.4.1. Action</b> - Investigate Companion Card Program and promote use of the card where appropriate.				
<ul style="list-style-type: none"> <li>Investigate application of Companion Card Program within DNRME.</li> </ul>	<ul style="list-style-type: none"> <li>Promote uptake of Companion Card Program as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>Promote uptake of Companion Card Program as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>Investigate and promote uptake of Companion Card Program as appropriate.</li> </ul>	Natural Resources
<b>1.5. Respecting and promoting the rights of people with disability and recognising diversity</b>				
<b>2017-2018</b> Activities/success measure	<b>2018-2019</b> Activities/success measure	<b>2019-2020</b> Activities/success measure	<b>Overall Measure</b>	<b>Responsible area</b>
<b>1.5.1. Action</b> - Work towards ensuring all Queensland Government legislation, policies and programs are consistent with national commitments under international conventions, consider the needs or interests of people with disability and carers and promote and uphold the human rights of people with disability.				
<ul style="list-style-type: none"> <li>Increase internal awareness of interests and right of people with a disability through internal promotion of the DNRME Disability Service Plan.</li> <li>Promote whole of government information to DNRME staff on consulting on legislation, policies and programs with people with a disability (once available).</li> </ul>	<ul style="list-style-type: none"> <li>Continued internal awareness of interests and rights of people with a disability through internal promotion of the DNRME Disability Service Plan.</li> <li>Continue to promote whole of government information to DNRME staff on consulting on legislation, policies and programs with people with a disability (once available).</li> </ul>	<ul style="list-style-type: none"> <li>Continued internal awareness of interests and right of people with a disability through internal promotion of the DNRME Disability Service Plan.</li> <li>Continue to promote whole of government information to DNRME staff on consulting on legislation, policies and programs with people with a disability (once available).</li> </ul>	<ul style="list-style-type: none"> <li>DNRME employees are aware of how to access information in regards to consulting with people with a disability and their interests and rights of people with a disability.</li> </ul>	Strategic Policy

<b>1.5.2. Action</b> - DNRME services and funded non-government services provide access to language, translating and communication services.				
<ul style="list-style-type: none"> <li>Review what language, translating and communications information is currently provided.</li> </ul>	<ul style="list-style-type: none"> <li>Information for language, translating and communication services made available.</li> </ul>	<ul style="list-style-type: none"> <li>Information for language, translating and communication services made available.</li> </ul>	<ul style="list-style-type: none"> <li>Language, translating and communication services are available to Queenslanders with disability when accessing DNRME provided and funded services.</li> </ul>	Communications
<b>1.5.3. Action</b> - Support people with a disability, their families and carers/guardians through increased consumer awareness and ensure they have an opportunity to have their say about policies and programs that affect them.				
<ul style="list-style-type: none"> <li>Ensure people with a disability have access to energy and water literacy information.</li> </ul>	<ul style="list-style-type: none"> <li>Work with community organisations, advocacy groups and representatives to support awareness and access to energy and water information by people with a disability.</li> <li>Seek input from Queenslanders with a disability on key policies affecting them.</li> </ul>	<ul style="list-style-type: none"> <li>Work with community organisations, advocacy groups and representatives to support awareness and access to energy and water information by people with a disability.</li> <li>Seek input from Queenslanders with a disability on key policies affecting them.</li> </ul>	<ul style="list-style-type: none"> <li>Increased awareness of energy and water matters and community engagement by people with a disability.</li> </ul>	Energy Consumer Policy and Water Policy

## 2. Lifelong Learning

<b>2.1. Workplace Learning</b>				
2017-2018 Activities/success measure	2018-2019 Activities/success measure	2019-2020 Activities/success measure	Overall Measure	Responsible area
<b>2.1.1. Action</b> - Encourage and support participation of DNRME employees with a disability to participate in learning and development opportunities.				
<ul style="list-style-type: none"> <li>Review existing learning and development programs to assess accessibility for employees with a disability.</li> </ul>	<ul style="list-style-type: none"> <li>Promote learning and development opportunities to employees with a disability.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to promote learning and development opportunities to employees with a disability.</li> </ul>	<ul style="list-style-type: none"> <li>Learning and development opportunities promoted and provided to employees with a disability.</li> </ul>	Human Resources

### 3. Employment

3.1. Leading the way – increasing opportunities in the Queensland public sector				
2017-2018 Activities/success measure	2018-2019 Activities/success measure	2019-2020 Activities/success measure	Overall Measure	Responsible area
<b>3.1.1. Action</b> - Implement strategies to reach the Queensland Government target that, by 2022, eight per cent of the DNRME workforce will be people with disability, across attraction, recruitment, retention and career progression and development, for example flexible work practices and inclusion of people with disability in the government employer brand.				
<ul style="list-style-type: none"> <li>The proportion of people with disability employed in the DNRME workforce increases towards the 2022 targets.</li> <li>Investigate options for strategies and develop implementation plan.</li> </ul>	<ul style="list-style-type: none"> <li>The proportion of people with disability employed in the DNRME workforce increases towards the 2022 targets.</li> <li>Implement activities outlined in the implementation plan.</li> </ul>	<ul style="list-style-type: none"> <li>The proportion of people with disability employed in the DNRME workforce increases towards the 2022 targets.</li> <li>Report on implementation plan and continue to implement activities.</li> </ul>	<ul style="list-style-type: none"> <li>The proportion of people with disability employed in the DNRME workforce increases towards the 2022 targets.</li> </ul>	Human Resources
3.2. Increasing employment opportunities for Queenslanders with disability				
2017-2018 Activities/success measure	2018-2019 Activities/success measure	2019-2020 Activities/success measure	Overall Measure	Responsible area
<b>3.2.1. Action</b> – Promote information, resources and examples of the benefits to DNRME about employing people with disability, the assistance available, how to make recruitment and employment process more accessible to improve opportunities for people with a disability to participate in employment.				
<ul style="list-style-type: none"> <li>Investigate partnerships and opportunities to provide work experience and traineeship programs.</li> <li>Promote information, guidelines, resources and support available about recruitment and selection processes targeted to supporting people with a disability.</li> </ul>	<ul style="list-style-type: none"> <li>Promote opportunities to provide work experience and traineeships to DNRME.</li> <li>Promote information, guidelines, resources and support available about recruitment and selection processes targeted to supporting people with a disability.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to promote opportunities to provide work experience and traineeships to DNRME.</li> <li>Continue to promote information, guidelines, resources and support available about recruitment and selection processes targeted to supporting people with a disability.</li> </ul>	<ul style="list-style-type: none"> <li>Promote opportunities to provide work experience and traineeships to DNRME.</li> <li>Promote information, guidelines, resources and support available about recruitment and selection processes targeted to supporting people with a disability.</li> </ul>	Human Resources

<b>3.2.2. Action – Review departmental recruitment and selection guidelines to ensure they are non-discriminatory and provide sufficient guidance to managers and selection panels on equity and diversity factors to consider when recruiting employees.</b>				
<ul style="list-style-type: none"> <li>Review departmental recruitment and selection practices to ensure role descriptions, role requirements and other recruitment advertising is written in plain English and are non-discriminatory.</li> <li>Review support provided to panel members.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review of departmental recruitment and selection guidelines and update as required.</li> <li>Review other government agency and private organisations guidelines to improve processes and update as required.</li> <li>Provide sufficient information to panel members and promote training opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Ongoing review of departmental recruitment and selection guidelines and update as required.</li> <li>Review other government agency and private organisations guidelines to improve processes and update as required.</li> <li>Provide sufficient information to panel members and promote training opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>Review departmental recruitment and selection practices to ensure role descriptions, role requirements and other recruitment advertising is written in plain English and are non-discriminatory and sufficient support provided.</li> <li>Provide sufficient information to panel members and promote training opportunities.</li> </ul>	Human Resources
<b>3.2.3. Action – Promote flexible work practices to encourage work-life balance.</b>				
<ul style="list-style-type: none"> <li>Continue to promote flexible work practices.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to promote flexible work practices.</li> <li>Increase skills in managing flexible working arrangements.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to promote flexible work practices.</li> <li>Continue to increase skills in managing flexible working arrangements.</li> </ul>	<ul style="list-style-type: none"> <li>Increased communication about flexible work options available</li> <li>Improved skills in managing flexible working arrangements.</li> </ul>	Human Resources

## 4. Everyday Services

4.1. Disability and Community Supports				
2017-2018 Activities/success measure	2018-2019 Activities/success measure	2019-2020 Activities/success measure	Overall Measure	Responsible area
<b>4.1.1. Action – Work with the National Disability Insurance Agency to provide a smooth transition to the National Disability Insurance Scheme.</b>				
<ul style="list-style-type: none"> <li>Participate in early placement process that will apply to all vacancies for permanent positions and temporary positions of greater than 12 months.</li> <li>Contribute to whole of government requirements as required.</li> </ul>	<ul style="list-style-type: none"> <li>Participate in early placement process that will apply to all vacancies for permanent positions and temporary positions of greater than 12 months.</li> <li>Contribute to whole of government requirements as required.</li> <li>Communicate NDIS eligibility, information and transition updates as available</li> </ul>	<ul style="list-style-type: none"> <li>Participate in early placement process that will apply to all vacancies for permanent positions and temporary positions of greater than 12 months.</li> <li>Contribute to whole of government requirements as required.</li> <li>Continue to communicate NDIS information and transition updates as available.</li> </ul>	<ul style="list-style-type: none"> <li>NDIS impacted employees are placed in suitable DNRME vacancies as appropriate.</li> <li>All necessary NDIS information is available to staff.</li> </ul>	Human Resources

## 5. Leadership and participation

5.1.5.1. Inclusion in consultation, civic participation and decision making and supporting leadership development				
2017-2018 Activities/success measure	2018-2019 Activities/success measure	2019-2020 Activities/success measure	Overall Measure	Responsible area
<b>5.1.1. Action – Consultation and engagement processes are offered in a range of ways, including the use of technology, which maximise the participation opportunities for people with disability their families and carers.</b>				
<ul style="list-style-type: none"> <li>Increased participation of people with disability in consultation.</li> <li>Promote whole of government information to DNRME staff on consulting on legislation, policies</li> </ul>	<ul style="list-style-type: none"> <li>Increased participation of people with disability in consultation.</li> <li>Continue to promote whole of government information to DNRME staff on consulting on legislation,</li> </ul>	<ul style="list-style-type: none"> <li>Increased participation of people with disability in consultation.</li> <li>Continue to promote whole of government information to DNRME staff on consulting on legislation, policies and</li> </ul>	<ul style="list-style-type: none"> <li>Increased participation of people with disability in consultation.</li> <li>Options for engagement with people with a disability promoted.</li> </ul>	Communications

and programs with people with a disability (once available).	policies and programs with people with a disability (once available).	programs with people with a disability (once available).		
<b>5.1.2. Action – Queensland Government agencies consult with people with disability when either developing a Disability Service Plan or implementing Disability Service Plan actions.</b>				
<ul style="list-style-type: none"> <li>• Consult with people with a disability in drafting initial plan.</li> <li>• Begin research on establishment of an internal Disability Action Group made up of DNRME employees.</li> </ul>	<ul style="list-style-type: none"> <li>• Consult with people with a disability in yearly progress report.</li> <li>• Establish and promote internal Disability Action Group with membership for people with a disability.</li> <li>• Action group to provide input into DNRME disability service plan and consultation occurs in implementation of actions.</li> </ul>	<ul style="list-style-type: none"> <li>• Consult with people with a disability in yearly progress report.</li> <li>• Promote actions and establishment of internal disability action plan.</li> <li>• Action group to provide input into DNRME disability service plan annual report and consultation occurs in implementation of actions.</li> </ul>	<ul style="list-style-type: none"> <li>• DNRME Disability Service Plan 2017-2020 include consultation with people with disability.</li> <li>• Establish and promote internal disability action group.</li> </ul>	Human Resources
<b>5.1.3. Action – Existing leadership programs are accessible and inclusive of Queenslanders with disability.</b>				
<ul style="list-style-type: none"> <li>• Review existing leadership programs to determine accessibility.</li> <li>• Map, communicate and coordinate a suite of leadership programs delivered by any means.</li> </ul>	<ul style="list-style-type: none"> <li>• Update and amend content of leadership programs to ensure they are accessible and inclusive.</li> <li>• Continue to map, communicate and coordinate a suite of leadership programs delivered by any means.</li> </ul>	<ul style="list-style-type: none"> <li>• Update and amend content of leadership programs to ensure they are accessible and inclusive.</li> <li>• Offer a suite of leadership programs delivered by any means.</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership programs are delivered and accessible to employees with a disability.</li> </ul>	Human Resources
<b>5.1.4. Action – Promote inclusion of people with disability on DNRME boards, steering committees and advisory bodies to foster ‘change from within’.</b>				
<ul style="list-style-type: none"> <li>• Review existing processes to call for nominations and select memberships on boards and committees and update as required.</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage diversity on boards, committees and advisory bodies within DNRME.</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage diversity on boards, committees and advisory bodies within DNRME.</li> </ul>	<ul style="list-style-type: none"> <li>• Application and appointment processes for DNRME boards, steering committees and advisory bodies are accessible to employees with disability.</li> </ul>	DNRME Board

