

Town of Port Hedland DAIP 2013 – 2017

**Progress Report
(Sept 2013 – March 2014)**

Town of Port Hedland DAIP 2013 - 2017

Implementation Plan

Outcome 1: People with disability have the same opportunities as other people to access services of, and any event organised by, the Town of Port Hedland.

Strategy	Task	Timeline	Responsibility	Update February 2014	Stakeholder Engagement
Ensure all policies and management practices support equitable access to services by People with disability across Council	<ul style="list-style-type: none"> Develop an overarching Disability Access and Inclusion Policy to reflect current legislative requirements and the vision of the Town as a community that embraces diversity and strives for best practice in access and inclusion. 	2013/14	Community Development	Draft policy has been developed. Completion scheduled for fourth quarter 2013/14.	Internal and external consultation to take place on the draft.
	<ul style="list-style-type: none"> Ensure that all relevant Town's policies and management practices support equitable access to services by People with disability throughout the various functions of Council (and are in Plain English). 	2013 – 17 (ongoing as policies are reviewed or created)	Governance	Prompt to be inserted on policy template on the intranet.	NA

	<ul style="list-style-type: none"> Ensure the Plan is linked with the Town's strategic plan and other Town strategies to embed inclusive practice across the organisation. 	2013 – 17 (ongoing as plans are reviewed or created)	Governance	Strategic Plan already in place. Council has endorsed a best practice approach across organisation which is driven at a managers level.	NA
	<ul style="list-style-type: none"> Become familiar with the expectations and opportunities in the State Government's Count Me In – Disability Future Directions document to guide service development. 	2013/14	Community Development	Document scheduled to be included on TOPH website. Request to be included in scheduled Disability Awareness Training in March 2014.	Count Me In document obtained from Disability Services Commission (DSC) website.
Strategy	Task	Timeline	Responsibility	Update February 2014	
Ensure that all staff and agents and contractors are aware of the relevant requirements of the Disability Services Act and implement processes to ensure these are fulfilled.	<ul style="list-style-type: none"> Develop and insert required clause into contract documents and onto Tender Section of Webpage 	2013/14	Community Development and Infrastructure Development	Clause has been developed, and inserted into tender documents. Scheduled to be included on the TOPH webpage. Also refer to EEO IOP in staff contracts.	Developed as per DSC guidelines.

	<ul style="list-style-type: none"> Provide agents and contractors with link to information booklet and reporting proforma 	2013/14	Managers Across all Departments	Education about this process has begun across the organization. Provision of information has begun eg YMCA contract for recreation facilities.	Clarifications to be provided to contractors on as needed basis. Has occurred already with YMCA.
	<ul style="list-style-type: none"> Collate contractor reports and provide data to Management group 	2013/2014	Managers Across all Departments	To be completed at end of 2013/14 financial year.	Engagement with external stakeholders (contractors) as needed.
Monitor and gather feedback on progress in relation to DAIP outcomes across council and report as and when required to the Disability Services Commission.	<ul style="list-style-type: none"> Create a field in Interplan and a consistent process for reporting on DAIP implementation 	2013/14	Governance and Community Development	Community Development has simplified internal reporting processes with simple templates provided to each department. Overall status of Interplan is pending.	NA
	<ul style="list-style-type: none"> Insert DAIP implementation as a standing item on Management Group agenda 	2013/14	Governance and Community Development	Completed	Managers meeting has been briefed.
	<ul style="list-style-type: none"> Develop annual status reports, including contractor information, and lodge with 	Annual, 2013 – 17	Governance and Community	To be completed at end of 2013/14 financial year.	Internal and external stakeholder

	Disability Services Commission by 31 July each year		Development		engagement as required.
	<ul style="list-style-type: none"> • Include annual status report in TOPH Annual report 	Annual, 2013 - 17	Governance and Community Development	To be completed at end of 2013/14 financial year.	Internal and external stakeholder engagement as required.
Ensure staff and community have access to and know about appropriate resources to plan and run Accessible Events.	<ul style="list-style-type: none"> • Make the Accessible Events guidelines and checklist available on the intranet and public web page 	2013/14	Marketing & Public Affairs	Guidelines and checklist filed and scheduled to be uploaded to website.	Guidelines obtained from DSC.
	<ul style="list-style-type: none"> • Promote to staff 	2013/14	Community Development	Relevant staff have received guidelines. Education is ongoing.	Internal - received by Marketing, Governance, Community Development.
	<ul style="list-style-type: none"> • Include information and a link to the Accessible Events resources on approvals to run a community event 	2013/14	Recreation	Completed.	Clarification to external stakeholders as required.
Develop and maintain strategic partnerships with key agencies, to maximise access to services for	<ul style="list-style-type: none"> • Develop a simple framework for community partnership engagement 	2014/15	Community Development		

people with disabilities					
	<ul style="list-style-type: none"> Ensure community partners are on information and invitation distribution lists 	2013/14	Community Development	Completed.	Contacts have been added with their permission.
Strategy	Task	Timeline	Responsibility	Update February 2014	
Consider and implement community development activities, to enhance awareness and inclusion of people with disability e.g. festivals, information expos	<ul style="list-style-type: none"> Review community development activities to identify ways of promoting awareness and inclusion 	2013/14	Community Development	<p>Ongoing process. Eg:</p> <ul style="list-style-type: none"> Inclusive play time (in partnership with Lifestyle Solutions) has been reviewed and improved. Disability Awareness Week activities to continue. 	Officers have worked in partnership with external stakeholders demonstrated as left. Another example is partnering with HCLA for Bike Week.
	<ul style="list-style-type: none"> Plan all activities and events to include components to enhance access and inclusion 	2013/14	Internal Event Managers	Ongoing process. Event and program managers aware of guidelines, and will continue to promote accessibility and inclusiveness in their initiatives.	Internal consultation ongoing.

Provide more inclusive recreation programs and school holiday programs.	<ul style="list-style-type: none"> Review current programs to identify ways of including and supporting children and adults with disabilities 	2013/14	Facility Managers: Sport and Recreation, Community Development	Ongoing process. Facility managers aware of guidelines, and will continue to promote accessibility and inclusiveness in their programs. YMCA held an inclusive swimming program at SHAC during Disability Awareness Week.	Internal consultation ongoing
	<ul style="list-style-type: none"> Adapt current programs to be more accessible 	2013/14	Facility Managers: Sport and Recreation, Community Development	Ongoing process. Facility Managers aware of guidelines, and will continue to promote accessibility and inclusiveness in their programs.	Ongoing consultation process.
	<ul style="list-style-type: none"> Seek feedback from people with disability to inform program development 	2013/14	Facility Managers: Sport and Recreation, Community Development	Input has been sought where appropriate – eg HCLA for the development of Bike Week activity	Ongoing consultation as required.
Library services to provide adaptive	<ul style="list-style-type: none"> Seek feedback from people with disability on hardware 	2013/14 to enable budgeting in	Library Services	Process to continue.	

technology to meet diverse needs	and software needs	2014/15			
	<ul style="list-style-type: none"> Investigate current technology 		Library Services	Ongoing.	NA
	<ul style="list-style-type: none"> Build a range of adaptive technology to meet diverse needs 		Library Services	Ongoing	NA
Advocate on behalf of people with disability to relevant organisations	<ul style="list-style-type: none"> Continue to actively lobby to improve transport services 	2013/14	Office of the CEO	Ongoing	Issues raised in 5 yearly review by HCLA.
	<ul style="list-style-type: none"> Liaise with relevant government agencies regarding the lack of appropriate accommodation 	2013/14	Office of the CEO	Ongoing	As above.
	<ul style="list-style-type: none"> Liaise with relevant government agencies regarding the lack of respite services, especially on weekends 	2013/14	Office of the CEO	Ongoing	As above.
	<ul style="list-style-type: none"> Facilitate training on access and inclusion for sporting groups and associations 	Immediate and Ongoing	Sport and Recreation	A request for funding has been submitted through the Sport and Recreation Department for inclusion in the 2014/15 budget.	Engagement to be undertaken as required.

Outcome 2: People with disability have the same opportunities as other people to access the buildings and other facilities of the Town of Port Hedland

Strategy	Task	Timeline	Responsibility	Update February 2014	Stakeholder Engagement
Improve access to existing buildings and facilities	<ul style="list-style-type: none"> Conduct an access audit of Town buildings and facilities, including emergency egress and signage, 	2014/15	Building Services		
	<ul style="list-style-type: none"> Integrate all remedial works identified into the works schedule 	2015 – 2017	Technical Services		
	<ul style="list-style-type: none"> Incorporate access for People with disability into the Asset Management Strategy 	2014/15	Community Development		
	<ul style="list-style-type: none"> Investigate using the You're Welcome WA website to provide the community and tourists with useful information on accessibility derived from the access audit 	2014/15	Community Development		
Ensure all new developments are accessible	<ul style="list-style-type: none"> Develop a process to ensure access and inclusion is integral to all 	2013/14	Infrastructure Development	Access and inclusion has been included in tender	NA

	projects from planning to completion			documentation, and opportunities to further intergrate into project management process are ongoing.	
	<ul style="list-style-type: none"> Ensure that the advice of an appropriately experienced Access Consultant is sought where required when planning and designing any public facilities or undertaking major refurbishments. 	Immediate and Ongoing	All Managers	<p>This process has begun. Eg:</p> <ul style="list-style-type: none"> Airport upgrade stage 1 program Proposed Colin Matheson Oval Clubroom Development to include requirement in brief 	Access Consultant engaged where appropriate.
	<ul style="list-style-type: none"> Ensure that expert advice, including from people with disabilities, is part of planning and implementation of projects, in addition to professional expertise. 	Immediate and Ongoing	All Managers	Building and Planning Services have advised this will be part of the building application and is regulated through the BCA	Ongoing consultation process through regulatory systems.
	<ul style="list-style-type: none"> Ensure adequate accessible parking to meet the demand of people with disabilities, in terms of quantity and location. 	Immediate and Ongoing	Planning Services	This will be part of the building application and is regulated through the BCA	Ongoing process through regulatory systems.

	<ul style="list-style-type: none"> Promote accessible housing, including the principles of The Liveable Homes Guidelines, for developments within the Town of Port Hedland. 	Ongoing	Planning Services	A section will be included in the Housing Study to promote accessible housing.	Action included in plan as a result of community feedback.
Provide accessible play opportunities for children, families and caregivers with disabilities	<ul style="list-style-type: none"> Develop and implement an accessible play space policy modeled on contemporary best practice. 	2014/15	Technical Services		
	<ul style="list-style-type: none"> Conduct an access audit of the Town's existing parks and play spaces, including supporting facilities such as parking and toilets. 	2014/15	Technical Services		
	<ul style="list-style-type: none"> Schedule and implement improvements according to the new policy on accessible play spaces 	2015 - 17	Technical Services		
Ensure continuous accessible paths of travel.	<ul style="list-style-type: none"> Conduct an access audit of the Town's footpaths and develop a remedial works schedule, linked with budget planning 	2014/15	Technical Services		
	<ul style="list-style-type: none"> Ensure all new footpaths are built to a high level of accessibility and comply to legislation 	Ongoing	Technical Services		
	<ul style="list-style-type: none"> Respond to requests for footpath installation or 	Ongoing	Technical Services		

	repairs as a matter of priority for people with disabilities				
Enforce parking rules for easy access parking bays.	<ul style="list-style-type: none"> Rangers to patrol bays and issue infringements 	2013/14	Ranger Services	Rangers to continue to patrol and monitor bays.	Community engagement and education during patrols.
	<ul style="list-style-type: none"> Work with shopping centre management to minimise misuse of bays 	2013/14	Ranger Services	Ranger services have met with shopping centre management, who have advised for new signs to be installed within the next two weeks.	Consultation with shopping centre management.
Educate the business community about accessibility	<ul style="list-style-type: none"> Encourage and inform business owners regarding access to their premises and services – provide with information and have resources on the website 	2014/15	Economic and Land Development Services		
	<ul style="list-style-type: none"> Invite business people to take part in relevant staff disability training. 	2013/14	Economic and Land Development Services	Department to liaise with People and Culture (Human Resources) re upcoming training.	Internal consultation process ongoing.

Outcome 3: People with disability receive information from the Town of Port Hedland in a format that will enable them to access the information as readily as other people are able to access it.

Strategy	Task	Timeline	Responsibility	Update February 2014	Stakeholder Engagement
Ensure information is provided in alternative formats on request.	<ul style="list-style-type: none"> Ensure that all public documents include a statement that the document is available in alternative formats on request. 	2013/14	Governance	Investigations are underway into programs to produce alternative formats.	NA
	<ul style="list-style-type: none"> Ensure that staff are aware of how to provide information in alternative formats on request. 	2013/14	Community Development	Information has been dispersed to Community Development team, and Marketing and Public Affairs.	Internal consultation undertaken.
Ensure people with hearing impairment are able to access information provided at events.	<ul style="list-style-type: none"> Investigate provision of Auslan interpreters for people who are deaf on request at all events. 	2014/15	Community Development (events)		
	<ul style="list-style-type: none"> Ensure an audio loop is available at key events and on request whenever amplified sound is used. 	2015/16	Community Development (events)		
Ensure all informational materials produced	<ul style="list-style-type: none"> Review the Town's Style Guide for documentation and 	2013/14	Marketing	Complete review of Style Guide to be undertaken by	Internal consultation ongoing.

by the Town meets a high level of accessibility.	promotional material and ensure it informs good practice in Accessible Information.			external contractor in the remainder of the FY 13/14.	
	<ul style="list-style-type: none"> Promote the revised Style Guide to all staff. 	2013/14	Marketing	Following completion of the above.	Internal engagement to follow.
Ensure web based information is accessible.	<ul style="list-style-type: none"> Review the website/intranet and ensure it complies with the W3C Accessibility Guidelines, including offering alternatives to PDFs. 	2013/14	Information Technology	Department has advised changes will be implemented in the development of the new website and intranet portal, which will be compliant as far as possible.	NA
Consider the use of contemporary technology and social networking for information distribution and gathering staff and community feedback.	<ul style="list-style-type: none"> Investigate available platforms for information distribution and gathering staff and community feedback. 	2013/14	Marketing	<p>The TOPH has implemented the following:</p> <ul style="list-style-type: none"> Facebook page implemented Consultation and surveys can be undertaken online, in person or over the phone on an as needs basis. 	Usage by external stakeholders to be monitored.

	<ul style="list-style-type: none"> Implement and monitor usage, benefits and concerns (with the above). 	2013/14	Marketing	The TOPH Facebook page is monitored by an external contractor. Results to be developed over a period.	
	<ul style="list-style-type: none"> Utilise key stakeholders and agencies to disperse information through the creation of a database. 	2013/14	Community Development	Community development has fed in relevant stakeholders and community members to the following databases (with permission) – Community Events and TOPH News/Information databases.	Internal and external consultation ongoing.
Strategy	Task	Timeline	Responsibility	Update February 2014	
Ensure an adequate ongoing supply of alternative format resources in the libraries	<ul style="list-style-type: none"> Library services to continue to grow its alternative format resources such as Large Print and Talking Book collections to meet community demand. 	Ongoing	Library Services	Ongoing.	

Outcome 4: People with disability receive the same level and quality of service from the staff of the Town of Port Hedland as other people receive.



Strategy	Task	Timeline	Responsibility	Update February 2014	Stakeholder Engagement
Ensure staff and elected members receive training on disability access and inclusion	<ul style="list-style-type: none"> Provide induction training on access and inclusion to new staff and elected members. 	2013/14	Human Resources	Ongoing and in place.	Internal engagement
	<ul style="list-style-type: none"> Conduct training on access and inclusion for staff across all areas, at least every two years and provide training tailored to staff requirements in different areas of Council. Include the training requested by staff in the consultation and also training on way finding, barriers and signage for outside workers. 	2013/14	Human Resources	Disability Awareness Training scheduled 13/03/2014, facilitated by the NDRC	Internal engagement
Ensure the Customer Service Charter aligns with access and inclusion principles	<ul style="list-style-type: none"> Review the Charter, and revise as required. 	2013/14	Administration	Planned to be commenced in the remainder of FY 13/14.	NA
	<ul style="list-style-type: none"> Promote the Charter to 	2013/14	Administration	To follow action	NA

	all Town staff			above.	
Ensure staff have easy access to the resources they need to implement their DAIP obligations	<ul style="list-style-type: none"> Make a range of access resources available on the intranet, such as links to the <i>Access Guidelines, Access Resource Kit, List of Access Consultants, Consumer Involvement resources</i> and other useful disability information. 	2013/14	Community Development	Scheduled to be uploaded onto the TOPH Website in the remainder of 2014.	Obtained from DSC
	<ul style="list-style-type: none"> Promote these to staff. 	2013/14	Community Development	Staff have been provided with copies of relevant information to their responsibilities.	As left

Outcome 5: People with disability have the same opportunities as other people to make complaints to the Town of Port Hedland

Strategy	Task	Timeline	Responsibility	Update February 2014	Stakeholder Engagement
Ensure the Town's Complaints Policy and staff skills provide flexibility to	<ul style="list-style-type: none"> Review the current Complaints Policy and develop a complaints mechanism to ensure that accessible processes to meet a variety of needs are 	2013/14	Marketing and Organisational Development	Undertaken as part of Customer Service Charter review. Planned to be commenced in the remainder of	As required during review.

accommodate people's access requirements	implemented, supported by staff training.			FY 13/14.	
	<ul style="list-style-type: none"> • Include the accessible complaints process into the Customer Service Charter. 	2013/14	Marketing and Organisational Development	Undertaken as part of Customer Service Charter review. Planned to be commenced in the remainder of FY 13/14.	As above
	<ul style="list-style-type: none"> • Promote the Town's accessible complaints processes to staff and the community. 	2013/14	Marketing and Organisational Development	Undertaken as part of Customer Service Charter review. Planned to be commenced in the remainder of FY 13/14.	As above

Outcome 6: People with disability have the same opportunities as other people to participate in any public consultation held by the Town of Port Hedland

Strategy	Task	Timeline	Responsibility	Update February 2014	Stakeholder Engagement
Offer a range of ways, including the use of technology, to enable interested community members and staff to advise the	<ul style="list-style-type: none"> • Promote the opportunity for interested community and staff representatives to act as an informal advisory body to the Town on disability 	2013/14	Community Development	To be completed in remainder of 2013/14.	External engagement upcoming.

Town on disability and access matters.	and access matters, on a as-needed or per-project basis				
	<ul style="list-style-type: none"> Investigate different real and virtual ways of involving people – meetings, a list of “armchair advisors” or “Community Eyes in the Street” using social media such as Twitter or Facebook and smartphone Apps such as “Snap, Send, Solve”. 	2014/15	Community Development		
Ensure we provide accessible opportunities and support People with disability to take part in all consultations.	<ul style="list-style-type: none"> Use the Town’s Community Engagement Strategy, and access guidelines and checklists on Events and Information to plan, promote and implement all consultations. 	Ongoing	Community Development	Ongoing	
	<ul style="list-style-type: none"> Follow Consumer Involvement Principles to attract and support people with disabilities, their families and carers to take part in consultations. 	Ongoing	Community Development	Lifts are offered to community members to assist attendance.	
Ensure that	<ul style="list-style-type: none"> Follow the Accessible 	Ongoing	Governance	Governance staff have	NA

People with disability can attend and take part in Council meetings.	Events and Accessible Information guidelines and checklists when planning and running Council meetings, including agendas, papers and minutes.			reviewed guidelines, and have begun to implement considerations, including investigation of improved audio system for Council meetings. Note included on advertising for all public meetings that community members of all abilities are welcome.	
Ensure that meetings and forums held as part of community consultations are planned and implemented according to best practice in accessible events.	<ul style="list-style-type: none"> Follow the Accessible Events and Accessible Information guidelines and checklists when planning and running all consultations, including venue access, agendas, information and minutes. 	2013/14	Governance and Community Development	Information has been dispersed to relevant staff to begin education and implementation process.	Internal – Marketing, Governance, Events staff.

Outcome 7: People with disability have the same opportunities as other people to obtain and maintain employment with the Town of Port Hedland

Strategy	Task	Timeline	Responsibility	Update February 2014	Stakeholder
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					Engagement
Establish evidence base and policy to inform and support the employment of people with disabilities	<ul style="list-style-type: none"> Collect diversity data to monitor and promote ongoing employment of employees with disabilities. 	Ongoing	Human Resources and Organisational Development	EEO Survey constructed and recorded electronically. Completed, ongoing with new employees.	Internal
	<ul style="list-style-type: none"> Review EEO and other HR policies and procedures to ensure they do not discriminate against people with disability. 	2013/14	Human Resources and Organisational Development	HR to review HR012 EEO, Bullying, Harassment and Grievance Handling IOP annually	Internal
HR staff to be expert resources in inclusive management practices.	<ul style="list-style-type: none"> Provide training and support to develop knowledge and expertise. 	2013/14	Human Resources and Organisational Development	<p>HR completed Disability Awareness HR Management Online Seminar:</p> <p>This is a free online seminar covering diversity training specific to disability awareness for human resource professionals. Through this seminar you will have the opportunity to learn more about current history, myths and facts, research, tips for communication, tips for interviewing and tips for accommodations, all related to employing people with disability. Please note that the following link will take you to an external website in a new window:</p> <ul style="list-style-type: none"> Worksupport.com 	Internal

				Disability Awareness HR Management Online Seminar	
				HR to attend Disability Awareness Training in March 2014.	
Ensure workplaces are accessible	<ul style="list-style-type: none"> Carry out an access audit of workplaces. 	2014/15	Infrastructure Development	HR to arrange an external access audit of the new refurbishment once completed.	External
	<ul style="list-style-type: none"> Ensure new council buildings or refurbishments meet the Access to Premises – Buildings Standard, and follow enhanced standards for fit out and other areas not covered by the BCA. 	2014/15	Infrastructure Development		
	<ul style="list-style-type: none"> Ensure meetings are held in accessible rooms – as identified in the access audit. 	2014/15	Occupational Health and Safety (Human Resources)		
Improve recruitment practices to enable more candidates with	<ul style="list-style-type: none"> Develop service agreements and advertise all positions with local DES providers. 	2013/14	Human Resources	Meetings held with Hedland Personnel 9172 2966, Bloodwood Tree Association Inc 9138 3000.	External

disabilities to enter employment with the Town.					
	<ul style="list-style-type: none"> Establish relationship with local NDRC to identify potential candidates and employment opportunities for people with disabilities. 	2013/14	Human Resources	Registered with NDRC. Regular mentoring and advertising vacancies.	External
	<ul style="list-style-type: none"> Require agencies to ensure applicants with disabilities are forwarded to HR for consideration 	2013/14	Human Resources	Bloodwood Tree and Ashburton Aboriginal Corporation send through applicants on a regular basis.	External
	<ul style="list-style-type: none"> Publish a guide on employing People with disability via DES providers. 	2014/15	Human Resources	JobAccess has these materials already published and freely available	External
	<ul style="list-style-type: none"> Implement a guaranteed interview scheme where applicants with disabilities who meet the minimum criteria are interviewed. 	2013/14	Human Resources	Implement EEO/Diversity question as screening question in Big Red Sky – TBC once BRS is live.	NA
	<ul style="list-style-type: none"> Advertising to state that the Town is an 	2013/14	Human Resources	Included the following text at the bottom of all advertising:	NA

	inclusive workplace and does not discriminate on grounds of disability, age, gender and so on.			<i>The Town of Port Hedland is an equal opportunity employer and we support diversity in our workforce. Applicants from a wide sector of the community, including women, people with disabilities and indigenous cultures are encouraged to apply.</i>	
	<ul style="list-style-type: none"> Ensure job information is available on request in alternative formats, including online. 	2013/14	Human Resources	On request this is available in hardcopy, electronically and can be translated	NA
	<ul style="list-style-type: none"> Ensure interviews are held in accessible venues, and request if any information or supports are required. 	2013/14	Human Resources	Downstairs meeting room is accessible. Ensure office refurbishment is compliant with regulations.	NA
	<ul style="list-style-type: none"> Promote work experience, training to schools and encourage students with disabilities to apply. 	2013/14	Human Resources	Work experience already offered with some local schools and work closely with OH&S to support any students with disabilities.	External
Improve retention of employees with a disability:	<ul style="list-style-type: none"> Promote an inclusive culture that supports and encourages employees with disabilities. 	2013/14	Organisational Development	EEO/Diversity training. HR to work closely with Org Dev, OH&S and Managers to support employees identified with disabilities.	Internal

	<ul style="list-style-type: none"> Promote and educate managers on the use of the Workplace Adjustment Tool to improve work options for employees with disabilities and educate managers on workplace adjustments. 	2013/14	Organisational Development	Include work design tool in EEO/Diversity training. HR, Org Dev and OH&S to work closely with Managers to support employees identified with disabilities.	Internal
	<ul style="list-style-type: none"> Ensure employees have access to adaptive equipment. 	2013/14	Organisational Development	Identified via the work design tool.	
	<ul style="list-style-type: none"> Establish employment pathways for employees with disabilities to establish clear career development opportunities. 	2014/15	Organisational Development	HR to work closely with Managers to establish clear retention/career pathways for any employees identified with disabilities. Support provided by the NDRC and Job Access.	Internal