



Disability Strategy Action Plan for the Wairarapa District Health Board

2003 - 2005

Wairarapa District Health Board - New Zealand Disability Strategy Action Plan - 2003-2005

INTRODUCTION

The New Zealand Disability Strategy presents an opportunity to develop a long-term plan aimed at changing our society from a disabling to an inclusive society. Disabled people aspire to live a good life, like most other New Zealanders, but are faced with huge barriers to achieving these aspirations - when so many other New Zealanders take their aspirations for granted.

Underpinning the New Zealand Disability Strategy is a vision of a fully inclusive society. New Zealand will be fully inclusive when people with impairments can say they live in:

“A society that highly values our lives and continually enhances our full participation”

Achieving the vision of the New Zealand Disability Strategy will involve working closely with Government, the disabled community, support agencies, health and disability service providers and the general community. Achieving the vision will also involve recognising the principles of the Treaty of Waitangi.

The concept of breaking down the barriers that cause disability is also closely linked to our rights as human beings. Many international Treaties, declarations and legal acts exist to protect our human rights.

All Government Agencies, including District Health Boards are required to develop Action Plans for implementing the strategy.

LOCAL ISSUES

Older People

There continues to be a greater proportion of older people living in the Wairarapa districts. While this plan does not specifically focus on older people, they are the group most affected by disabilities.

Disability statistics show that one in five New Zealanders have a disability and that disabilities increase with age. Fifty four percent of New Zealanders aged 65 and over reported having a disability in the 1996 census. The Wairarapa is identified as an area in New Zealand where health status and life expectancy is lower than other parts of New Zealand.

The devolution of disability funding for people older than 65 years will provide the Wairarapa DHB with opportunities to develop greater incentives for health providers to add value to the way in which they apply the concepts of Integrated Continuums of Care for Older people.

Territorial Local Authorities

Three territorial local authorities serve the Wairarapa. Their District Annual Plans do not at present take any account of the impairments of disabled people.

Lack of transport, rural isolation and poor access to services create barriers for disabled people in the Wairarapa. This is exacerbated by ongoing development of our communities without consultation with disabled people.

Vocational Services

A pathway to inclusion – Improving Vocational Services for People with Disabilities, was published in September 2001. Supporting the New Zealand Disability Strategy, Pathways to Inclusion is the Government's new foundation for building vocational services. The strategy is tailored to the Department of Work and Income and the processes they adopt in helping people find meaningful employment.

During the consultation on Pathways to Inclusion, six key points were raised. The first point: "People with disabilities want to determine their own futures and be treated as valued members of society through removal of barriers to participation in the community and workforce" will be achieved if implementation of the Wairarapa DHB Disability Strategy Action Plan is successful.

Vocational Services are available in the Wairarapa, targeting people with intellectual disabilities. The missing link is a coordinated approach to providing pathways to adulthood and employment for disabled youth leaving school.

Disability Support Services for Maori

The Wairarapa DHB currently contracts Whaiora Whanui Trust to work with local disabled Maori, encouraging them to access assessment and support services. Through the cultural principle of whakama, most Maori prefer to be cared for at home by whanau, and therefore the true extent to which disability affects them is unknown. Currently less than five percent of disabled people in the Wairarapa report as being Maori, and less than one percent are funded to access residential care.

Disability Strategy Action Plan - Achievements in 2002/03

- Completion of the DHB Surveys of Residential Care, Home Support and other providers of disability support services.
- Implementation of an Equal Employment Opportunities and Employee Assistance Programme for all Wairarapa DHB staff.

- The Disability Support Advisory Committee has worked closely with the Wairarapa community – supporting activities such as the Disability Road show and presentation from the Wanganui Disability Resource Centre.
- Employment of people with disabilities

Wairarapa DHB Strategic View

This action plan builds on the Wairarapa DHB's strategic intent to work towards developing an inclusive Wairarapa. A significant focus of the plan is developing infrastructure within the Wairarapa DHB to successfully model the behaviour and attitudes required to achieve the strategic goal. This is a living plan and will be subjected to constant redevelopment. The next step is to develop mechanisms to monitor and report progress against the plan, track ongoing developments and modifications of the plan and provide early warning signals that the plan is not achieving the desired vision of inclusivity.

Action Plan Key:

The **(P)** or **(F)** located next to each milestone indicates responsibility for completion of this activity as follows:

P= Wairarapa DHB Provider Services responsibility

F= Wairarapa DHB Planning and Funding responsibility

Wairarapa DHB Disability Strategy Action Plan

This is a living plan and is expected to be continuously developed and updated

NZ Disability Strategy Objectives	Actions/Approach	Milestones	Expected Outcomes
<p>1 <i>Encourage and educate for a non-disabling society</i> 2 <i>Ensure rights of disabled people</i> 6 <i>Foster an aware and responsive public service</i></p>	<p>Wairarapa DHB will actively seek feedback from the disability community on the Hospital Development Project and other building plans.</p> <p>Government agencies and Local Authorities will be encouraged to consult with the disability community on the development of all proposed public buildings and facilities.</p>	<p>The Board consult with the DSAC prior to approving building modifications (F)</p> <p>The disability community is consulted on all Wairarapa DHB building projects. (F)</p> <p>Local Authorities and Government Agencies are also encouraged to consult.</p>	<p>Disabled people are able to gain access to new or modified Wairarapa DHB buildings and facilities.</p> <p>Disabled people are able to gain access to new or modified public buildings and facilities.</p>
<p>1 <i>Encourage and educate for a non-disabling society</i> 2 <i>Ensure rights of disabled people</i> 6 <i>Foster an aware and responsive public service</i></p>	<p>Staff training in Disability Awareness will be included in the Staff Orientation and Out Day programmes.</p> <p>All Services of the DHB to include Disability Awareness goals in their annual plans.</p>	<p>Disability Awareness will be included in the Orientation and Out day programmes by April 2004 (F+P)</p> <p>Annual plans reflect disability awareness from 2004/05</p>	<p>90% of staff attend Orientation and Out Day programmes.</p> <p>All DHB Services aware of and addressing disability issues.</p>
<p>1 <i>Encourage and educate for a non-disabling society</i> 2 <i>Ensure rights for disabled people</i> 4 <i>Provide opportunities in employment and economic development for disabled people</i> 6 <i>Foster an aware and responsive public service</i> 13 <i>Enable disabled children and youth to lead full and active lives.</i></p>	<p>Wairarapa DHB will use an inter-sectoral approach in working towards the Wairarapa becoming a non-disabling society.</p> <p>Wairarapa DHB will set an example for other Employers and continue to develop EEO policies and strengthen opportunities for employment of disabled people.</p>	<p>DHB support ongoing involvement of Disability road show (F+P)</p> <p>Wairarapa DHB EEO policy will ensure there are no barriers to employment for disabled people. (P)</p>	<p>Road show occurred and well supported. Input from DHB staff.</p> <p>Increasing number of disabled people employed by Wairarapa DHB.</p>
<p>2 <i>Ensure rights for disabled people</i> 6 <i>Foster an aware and responsive public service</i> 7 <i>Create long-term support systems centred on the individual</i></p>	<p>Wairarapa DHB Planning and Funding Directorate will ensure implementation of the New Zealand Disability Strategy is included in all health provider contracts.</p>	<p>Workshop held to inform and assist NGOs on development of Disability Action Plans by December 2004 (F)</p> <p>Contracts will include requirements</p>	<p>Attendance at Workshop</p>

NZ Disability Strategy Objectives	Actions/Approach	Milestones	Expected Outcomes
<p>9 Support lifestyle choices, recreation and culture for disabled people</p> <p>10 Collect and use relevant information about disabled people and disability issues</p> <p>11 Promote participation of disabled Maori</p> <p>12 Promote participation of disabled Pacific people</p>		to implement the NZ Disability Strategy at time of negotiation. (F)	Providers have Disability Action Plan developed
<p>7 Create long-term support systems centred on the individual</p> <p>8 Support quality living in the community by disabled people</p> <p>9 Support lifestyle choices, recreation and culture for disabled people</p> <p>11 Promote participation of disabled Maori</p> <p>12 Promote participation of disabled Pacific People</p> <p>14 Promote participation of disabled women in order to improve their quality of life</p> <p>15 Value families, Whanau and people providing ongoing support</p>	Focus on the health and disability needs of older people with disabilities in the Wairarapa.	<p>Develop Health of Older People Plan by July 2004 (F+P)</p> <p>Develop Integrated Continuum of Care for an older person that is based on knowledge, is people centred and system minded. (F+P)</p> <p>Advisory group developed by 31 July 2003 (F)</p> <p>Older People/Kaumatua forums developed by 30 December 2003 (F).</p>	<p>Plan presented approved by Board and Ministry of Health</p> <p>Effective structures in place to ensure older people have input to planning and service development.</p>
<p>2 Ensure rights for disabled people</p> <p>6 Foster an aware and responsive public service</p> <p>9 Support lifestyle choices, recreation and culture for disabled people</p>	Wairarapa DHB will ensure all disabled people accessing Provider Services are appropriately informed of their health and disability consumer rights when receiving health services.	<p>Information is available in different media (i.e. tapes, Maori, Braille, pictorially etc by 30 June 2004 (P)</p> <p>Production of Independent Living Guide (P)</p> <p>On referral from ACC, provision of Social Rehabilitation Assessment Services and non -acute in-patient rehabilitation services for ACC clients</p>	<p>Improvement in access to information.</p> <p>All clients are given a copy when they have a needs assessment.</p> <p>All ACC clients receive assessment and treatment services as required by ACC contracts.</p>
<p>1 Promote participation of disabled Maori</p>	Wairarapa DHB will work in partnership with Maori/Iwi to improve access to disability support services.	Iwi/Maori are consulted on implementation of the NZ Disability Strategy (F+P)	10% increase in the number of Maori accessing disability

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		<p>Wairarapa DHB will work co-operatively with the Ministry of Health to develop Maori specific Home Support options/services (F)</p> <p>Wairarapa DHB will work with Maori Health Providers to increase use of disability support services by Maori. (F+P)</p> <p>Introduction of whanau home help and personal care services by 30th June 2005.</p>	<p>support services by 30th June 2005.</p>
<p>13 <i>Enable disabled children and youth to lead full and active lives</i></p> <p>3 <i>Provide the best education for disabled people</i></p>	<p>Wairarapa DHB will work collaboratively to strengthen the pathway to adulthood for disabled children and youth</p>	<p>DHB liaises with the Education sector, Sport Wairarapa and the disability community (F+P)</p> <p>Transition from school to employment for youth (P)</p>	<p>Increased participation in sport and education.</p> <p>Increased access to employment opportunities</p>
<p><i>All New Zealand Disability Strategy Actions</i></p>	<p>Wairarapa DHB Provider Services will improve responsiveness to people with disabilities through their involvement in consumer surveys and service improvement.</p>	<p>Provider Services clearly identify how the New Zealand Disability Strategy will be implemented in their area (P).</p>	<p>Ongoing awareness and responsiveness to disability issues in all services.</p>