Disability Access and Inclusion Policy

Scope

This policy applies to all persons employed within WA Health, which incorporates the following entities:

- Department of Health
- Metropolitan Health Services
- Peel Health Service
- WA Country Health Service

This is a system wide policy and supersedes all policies and guidelines related to disability access and inclusion in WA Health EXCEPT the WA Health Delivering Information According to Disability Access Regulations Policy.

Policy Statement

WA Health is committed to ensuring that people with disabilities, their families and carers are able to fully access the range of health services, facilities and information available in the public health system. The intention of WA Health is to provide people with disabilities with the same opportunities, rights and responsibilities enjoyed by other people in the community.

WA Health will also ensure that access for people with disabilities is a primary concern when health services and/or facilities are developed or modified.

To ensure this commitment, WA Health will:

- create and actively promote an environment where information, services and facilities are readily accessible to all people and do not directly or indirectly discriminate against individuals with disabilities
- consult with people with disabilities, their families and carers and disability-related organisations to ensure that barriers to access and inclusion are addressed appropriately
- work in partnership with community groups and other public authorities to facilitate the inclusion of people with disabilities in consultative forums
• develop Disability Access and Inclusion Plans (DAIPs) in accordance with the Western Australian Disability Services Act 1993 (the Act)

• ensure that contracted services for the public are provided in a manner consistent with WA Health DAIPs.

Chief Executives and Executive Directors are responsible for providing the resources and support required to develop and implement DAIPs in their organisations. WA Health’s DAIPs are implemented over 3 to 5 years, guided by an overarching set of strategies, which drive individual tasks to support the achievement of each outcome area.

In accordance with the WA Disability Services Act 1993, WA Health will submit DAIPs and provide annual achievement reports (due 31 July) to the Disability Service Commission from the following health entities:

• Department of Health – a collective DAIP incorporating all health areas other than teaching hospitals
• Sir Charles Gairdner Hospital
• Royal Perth Hospital
• Fremantle Hospital
• King Edward Memorial Hospital
• Princess Margaret Hospital.

WA Health is committed to achieving six desired outcomes listed in Schedule 3 of the WA Disability Services Regulations 2004 through the implementation of DAIPs in the various health areas. These outcomes are:

1. people with disabilities have the same opportunities as other people to access the services of, and any events organised by, the relevant public authority

2. people with disabilities have the same opportunities as other people to access the buildings and other facilities of the relevant public authority

3. people with disabilities receive information from the relevant public authority in a format that will enable them to access the information as readily as other people are able to access it

4. people with disabilities receive the same level and quality of service from the staff of the relevant public authority

5. people with disabilities have the same opportunities as other people to make complaints to the relevant public authority

6. people with disabilities have the same opportunities as other people to participate in any public consultation by the relevant public authority.
DAIPs are developed in consultation with the community and employees of WA Health and are intrinsic in meeting the overall corporate objective of ensuring safety and quality in health services.


Definitions

Disability
“A disability is any continuing condition that restricts everyday activities. Disabilities can affect a person’s capacity to communicate, interact with others, learn and get about independently. Disability is usually permanent but may be episodic.

Disabilities can be:
- **Sensory**: affecting vision and/or hearing.
- **Neurological**: affecting a person’s ability to control their movements, for example, cerebral palsy.
- **Physical**: affecting mobility and/or a person’s ability to use their upper or lower body.
- **Intellectual**: affecting a person’s judgement, ability to learn and communicate.
- **Cognitive**: affecting a person’s thought processes, personality and memory resulting, for example, from an injury to the brain.
- **Psychiatric**: affecting a person’s emotions, thought processes and behaviour, for example, schizophrenia and manic depression.

Some disabilities, such as epilepsy, are hidden, while others, such as cerebral palsy, may be visible. A physical disability is the most common (73 per cent), followed by intellectual/psychiatric (17 per cent) and sensory (10 per cent). Many people with disabilities have multiple disabilities.”

Government Access Guidelines for Information Services and Facilities:
Referred to in Premier’s Circular 2003/08. These guidelines assist State Government, business and community groups to create a more accessible and inclusive community in Western Australia.

Supporting Documents


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Printed copies can only be valid at the time of printing.

Premier’s Circulars 2002/14 and 2003/08

WA Health Delivering Information According to Disability Access Regulations Policy.

Relevant Legislation

WA Disability Services Act 1993
WA Disability Services Regulations 2004
Disability Discrimination Act 1992 (Australia)
Human Rights and Equal Opportunity Commission Act 1986 (Australia)
Equal Opportunity Act 1984 (WA) as amended

Authority

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This document has been developed in accordance with the WA Health Workforce Policy Development Framework. This policy remains effective until a subsequent version is endorsed by the Director General.

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Accessing Policies

via the Whole of Health Holli Policies link at:

Primary Contact:

Local Disability Access and Inclusion Plan Coordinators
Please Note:

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This information is available in alternative formats upon a request.