

DISABILITY SERVICE PLAN /2017-2020

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A MESSAGE FROM NEIL SCALES

As the department responsible for connecting people, places, goods and services across Queensland, we have an important responsibility to the community – almost every Queenslander uses our roads and transport system every day.

Our vision is to create a single, integrated transport network accessible to everyone, which is why I'm so pleased to introduce our latest Department of Transport and Main Roads Disability Service Plan 2017-2020 (TMR DSP).

This plan will improve the accessibility of our transport network making it easier for everyone, including people with disability, to participate in our community. The actions included in the plan contribute to the achievement of five key priorities, as set out in the All Abilities Queensland: opportunities for all (State Disability Plan 2017-2020).

This new TMR DSP builds on the achievements of our earlier plans to improve mainstream services and facilities and give people with disability increased transport options.

The plan demonstrates our continuing commitment to ensuring all Queenslanders have appropriate transport choices and fair access to the transport system.



ABOUT THE DEPARTMENT /AGENCY

The Department of Transport and Main Roads (TMR) plans, builds and maintains Queensland's road, rail, freight and maritime infrastructure while managing the use of our transport system through regulatory services. Our core business is to deliver better public transport and transport infrastructure to connect Queensland.

We achieve this through better planning and ensuring we are cost effective in our service delivery. We also ensure the roads, railways, busways and marine infrastructure we build and maintain are efficient, reliable and safe.

With a vision of creating a single integrated transport network accessible to everyone, we contribute to the Queensland Government's objectives for the community.



OUR STRATEGIC PRIORITIES INCLUDE:

- **CUSTOMER FOCUS:** a customer-centric organisation that better meets the needs of our customers.
- **INNOVATION:** an organisation that embraces change and adapts to external influences to minimise the impact of disruption.
- **LIVEABLE REGIONS AND ACTIVE CITIES:** a network that connects communities and contributes to Queensland's quality of life.
- **BUILDING PROSPERITY:** a network that advances economic prosperity across our cities and regions.
- **SUSTAINABLE FUNDING:** responsible finance and investment arrangements that deliver value for money.
- **CONTEMPORARY WORKFORCE:** a prepared and capable workforce that meets the future mobility needs of Queenslanders.

The development of the TMR DSP (2017-2020) contributes to our department's vision by furthering our commitment to deliver an integrated and inclusive transport network accessible to everyone.

Additionally, the plan supports our strategic priorities by helping ensure our transport network connects communities and contributes to Queensland's quality of life.





ABOUT DISABILITY SERVICE PLANS (DSPS)

1. Purpose of DSPs

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 DSP. 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.

2. Context

- All Abilities Queensland: opportunities for all (State Disability Plan 2017-2020) sets a vision of "Opportunities for all Queenslanders" and five priority areas being: (1) Communities for all; (2) Lifelong learning; (3) Employment; (4) Everyday services; and (5) Leadership and participation to guide action by the Queensland Government and encourage others 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. It outlines six priority areas for action: inclusive and accessible communities; rights protection, justice and legislation; economic security; personal and community support; learning and skills; and health and wellbeing.





Driving Action 2015-2018 builds on the areas in the first NDS implementation plan and outlines four areas of increased national effort being; (1) NDIS transition to full scheme; (2) improving employment outcomes for people with disability; (3) improving outcomes for Aboriginal and Torres Strait Islander people with disability; and (4) communication activities to promote the intent of the strategy throughout the community.

- DSPs and the State Disability Plan also complement Queensland's transition to the National Disability Insurance Scheme (NDIS), with full implementation in 2019 as outlined in the Bilateral Agreement between the Commonwealth and Queensland - transition to a NDIS. DSPs include actions the Queensland Government will take to support transition and also to ensure mainstream services are responsive and accessible to Queenslanders with disability.

- Additionally, DSPs and the State Disability Plan 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, requires 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.

MONITORING AND REPORTING

The department will report annually on the implementation of its 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

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COMMUNITIES FOR ALL

People with disability are welcomed, valued and respected members of our communities, and community activities, sports, arts, tourism and recreation are accessible and inclusive of all Queenslanders with disability.

CHANGING ATTITUDES AND BREAKING DOWN BARRIERS BY RAISING AWARENESS AND CAPABILITY

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Whole of Government							
Support national communication strategies and activities to promote the National Disability Strategy 2010-2020.		Ongoing		Ongoing		Queensland participates and contributes to national communication strategies and activities.	Department of Communities Department of Communities, Disability Services and Seniors (DCDSS)
Queensland Government Ministers act as champions with business, industry and organisational partners within their portfolio to raise awareness of disability and build partnerships and opportunities.		Ongoing		Ongoing		Information pack provided to Ministers to support development of partnerships.	Department of Premier and Cabinet (DPC)
Investigate and develop options to provide disability awareness training to Queensland Government frontline staff and to incorporate disability awareness training into Queensland Government induction programs.		Ongoing		Ongoing		Explore options for disability awareness training to be progressively rolled out to staff of other Queensland Government departments and induction programs.	DCDSS Public Service Commission (PSC)

CONTINUED: CHANGING ATTITUDES AND BREAKING DOWN BARRIERS BY RAISING AWARENESS AND CAPABILITY

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Transport and Main Roads							
Review TMR procurement processes to consider reference to tenderers to meet goods & services provisions of Anti – Discrimination Act: procurement standard ASEN301549.		Ongoing		Ongoing		Ensure the TMR procurement processes are aligned to ASEN301549.	Corporate Division, TMR
Recognise and celebrate events inclusive of people with disability, including Disability Action Week and International Day of People with Disabilities.		Ongoing		Ongoing		Number of events celebrating people with disability increases.	All TMR Divisions

ACCESSIBLE PLACES AND SPACES

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Whole of Government							
<p>Access for people with disability is improved by considering the needs of people with disability when buildings and venues used by the Queensland Government are refurbished or leases renewed and where possible in choosing venues for Queensland Government run events and meetings.</p>		Ongoing		Ongoing		<p>Guidance provided to staff about how to choose an accessible venue for an event or meeting.</p>	DCDSS
Action – Transport and Main Roads							
<p>Ensure Access and Inclusion plans are in place and review to ensure use of inclusive language for all diverse groups.</p> <p>Where possible use the ‘open door’ symbol to promote access and inclusion features of a venue/ building/centre.</p>		Ongoing		Ongoing		<p>All TMR Accommodation has Access and Inclusion plans in place and use of inclusive language to address diverse groups.</p> <p>Guidance provided to staff about how to choose an accessible venue for an event or meeting.</p> <p>All applicable TMR facilities use feature the ‘open door’ symbol.</p>	All TMR Divisions

ACCESSIBLE INFORMATION

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Whole of Government							
Work towards ensuring all Queensland Government information is accessible and provided in multiple formats.		Ongoing		Ongoing		All new key Queensland Government information and materials are provided in accessible formats. Existing content progressively reviewed and updated.	DCDSS
Government policies require Queensland Government websites to meet contemporary Australian Web Content Accessibility Guidelines.		Ongoing		Ongoing		All new key website content is accessible and complies with guidelines.	DCDSS
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).		Ongoing		Ongoing		Increase in the number of government websites that meet guidelines.	DCDSS
Action – Transport and Main Roads							
Increase staff awareness of services that are available for people with disability.		Ongoing		Ongoing		All TMR employees are aware of and promote services and support available for people with disability both as our customers and employees.	Corporate Division, TMR

WELCOMING AND INCLUSIVE COMMUNITIES

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Whole of Government							
Promote uptake of the Companion Card Program by businesses, including Queensland Government venues and events.		Ongoing		Ongoing		Drawn from State Disability Plan when applicable/publically available.	DCDSS
Action – Transport and Main Roads							
<p>Continued delivery of specific public transport travel products for customers who:</p> <ul style="list-style-type: none"> - travel with a carer/companion - are vision impaired - have disabilities and find it difficult to use the South East Queensland transport network - use an assistance animal - are a veteran with a Totally and Permanent Incapacitated (TPI) Pass or Extreme Disablement Adjustment (EDA) - are a school student with disability using the Student Special Program Pass. <p>Or, are a Registered Training Organisation (RTO) requiring a travel trainer card.</p>		Ongoing		Ongoing		Uptake and usage of travel products are aligned with need, and reflected in TransLink Customer data and quarterly reporting.	TransLink, TMR

RESPECTING AND PROMOTING THE RIGHTS OF PEOPLE WITH DISABILITY AND RECOGNISING DIVERSITY

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Whole of Government							
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.		Ongoing		Ongoing		New Queensland Government legislation, policies and programs demonstrate they have considered the needs of people with disability and carers in development and implementation.	Justice and Attorney General (JAG)
Work with the Department of Communities, Disability Services and Seniors to provide Government services and funded non-government services provide access to language, translating and communication services.		Ongoing		Ongoing		Language, translating and communication services are available to Queenslanders with disability when accessing Queensland Government provided and funded services.	DCDSS

CONTINUED: RESPECTING AND PROMOTING THE RIGHTS OF PEOPLE WITH DISABILITY AND RECOGNISING DIVERSITY

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Transport and Main Roads							
Regularly promote and recognise the human rights of people with disability.		Ongoing		Ongoing		Improved profile of employees with disability (with permission) and highlight community experiences via planned communication messages.	All TMR Divisions
Promote and celebrate the contribution made to the department by employees with disability (with permission).		Ongoing		Ongoing			All TMR Divisions

SAFE, HEALTHY AND RESPECTFUL RELATIONSHIPS

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Transport and Main Roads							
Recognise and reward the development and delivery of innovative services and products which uphold the human rights of people living with disability.		Ongoing		Ongoing		Innovative services and products nominated for recognition in internal and external awards.	All TMR Divisions



LIFELONG LEARNING

Queenslanders with disability have the same opportunities as everyone else to access education and learning across all stages of life.

PRIMARY, SPECIAL AND SECONDARY SCHOOLS

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
<p>Recognise in departmental actions that people with disability are affected by Domestic and Family Violence (DFV).</p> <p>Review Domestic and Family Violence Awareness (DFVA) material to ensure outcomes are for all vulnerable groups are addressed.</p>		Ongoing		Ongoing		DFV material and activities reference the support for employees with disability.	Corporate Division, TMR



EMPLOYMENT OPPORTUNITIES

Queenslanders with disability have increased access to employment opportunities.

LEADING THE WAY – INCREASING OPPORTUNITIES IN THE QUEENSLAND PUBLIC SECTOR

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Whole of Government							
Work with the Public Service Commission on implementing strategies to reach the Queensland Government target that, by 2022, eight per cent of the Queensland Public Sector 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.		Ongoing		Ongoing		The proportion of people with disability employed in the Queensland Public Sector workforce increases towards eight per cent by 2022.	PSC

INCREASING EMPLOYMENT OPPORTUNITIES FOR QUEENSLANDERS WITH DISABILITY

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Transport and Main Roads							
Investigate pathways to employment and work experience programs for people with disability.		Implement pathways to employment and work experience programs for people with disability.		Embed pathways to employment and work experience programs for people with disability.		People with disability are provided with opportunities to participate in the workplace and develop skills to assist with securing longer term employment. TMR will continue working towards improving representation of employees living with disability toward 6.5%.	Corporate Division, TMR
Action – Whole of Government							
Work with the Department of Communities, Disability Services and Seniors to promote information, resources and examples of the benefits to businesses of employing people with disability, the assistance available, how to make recruitment and employment process more accessible to improve opportunities for people with disability to participate in employment.						Information, resources and good practice case studies uploaded to the dedicated website.	DCDSS

CONTINUED: INCREASING EMPLOYMENT OPPORTUNITIES FOR QUEENSLANDERS WITH DISABILITY

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Transport and Main Roads							
Review and challenge recruitment practices to ensure accessibility for people with disability; <ul style="list-style-type: none"> – consider structural or systemic barriers to people with disability in the process (application methods) – ensure use of inclusive language, images and materials – promote and explain the (fully funded) Workforce Modification Scheme to HR practitioners and Hiring Managers – ensure role descriptions detail support for workforce modification and part-time/job share work arrangements. 		Implement changes to recruitment and selection processes to embed accessibility for people with disability.		Disability is no barrier to employment or promotion in TMR.		People with disability will be attracted to TMR as an Inclusive Employer of Choice and will be able to participate in accessible recruitment and selection processes.	Corporate Division, TMR

EVERYDAY SERVICES

Queenslanders with disability have the same opportunities as everyone else in the community to access services, as housing, health, transport, disability and community services, and justice and community safety are accessible and responsive to their needs.

TRANSPORT

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Whole of Government							
Participate and influence national processes and policy that supports the removal of barriers for people with disability using public transport (for example, ongoing reviews of the Disability Standards for Accessible Public Transport).		Ongoing		Ongoing		Active participation on national committees such as National Accessible Public Transport Advisory Committee and the Disability Standards for Accessible Public Transport (DSAPT) Modernisation Committee. TMR submission finalised and provided to Commonwealth in response to five year review of DSAPT.	All TMR Divisions

CONTINUED: TRANSPORT

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Whole of Government							
Work with our partners to ensure that Gold Coast Commonwealth Games 2018 (GC2018) facilities and services are designed to provide an equitable transport experience and promote accessible public transport and active transport as the key modes of access to GC2018 precincts.		2017-2018		N/A		Delivery of games passenger transport in accordance with operations plans which acknowledge accessibility requirements.	TransLink, TMR
<p>Continue to make the Queensland public transport network more accessible for people with disability and those with limited mobility by:</p> <ul style="list-style-type: none"> - Continuing to implement TMR’s Disability Action Plan – Improving Access 2017 - Undertaking an end of term review of the Disability Action Plan – Improving Access 2017 <p>Developing a new disability action plan to demonstrate TMR’s commitment to making the passenger transport network more accessible for people with disabilities and those with limited mobility.</p>		Ongoing		Ongoing		<p>Completion of actions contained within TMR’s Disability Action Plan – Improving Access to 2017.</p> <p>Final review report completed for TMR’s Disability Action Plan – Improving Access to 2017.</p> <p>Disability action plan for the period 2018 to 2022 developed in consultation with key stakeholders.</p>	TransLink, TMR

CONTINUED: TRANSPORT

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Whole of Government							
Continue to manage the Disability Parking Permits including improvements to services.		Ongoing		Ongoing		Ongoing scheme administration. Implementation of a new online application lodgment service for Disability Parking Permits customers.	Customer Services, Safety and Regulation Division (CSSR), TMR
Continue to engage with key stakeholders about issues relating to improving the accessibility of the Queensland passenger transport network through the Transport and Main Roads Accessibility Reference Group.		Ongoing		Ongoing		Accessibility Reference Group meetings held on a quarterly basis with meaningful agendas that include consultation opportunities for TMR projects.	All TMR Divisions
Continue to ensure people with disability have access to safe, reliable and affordable personalised transport services, including implementation of an incentive payment to drivers of wheelchair accessible taxis to meet the needs of certain customers with a disability.		Ongoing		Ongoing		Implementation of personalised transport reforms, which includes maximum fare protections for certain customer with disability. Ongoing funding of the incentive payment for drivers of wheelchair accessible taxis to prioritise services to Taxi Subsidy Scheme members identified as requiring a wheelchair to travel.	TransLink, TMR CSSR, TMR

CONTINUED: TRANSPORT

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Transport and Main Roads							
Build capability of frontline service staff to meet the needs of customers with disability.		Ongoing		Ongoing		TMR Service Centre staff and TransLink Senior Network Officers and Busways Safety Officers are able to meet the needs of customers with disability.	CSSR, TMR TransLink, TMR
Review current online service offerings and implement changes to increase accessibility of information and services provided to customers and employees with disability.		Ongoing		Ongoing		TMR’s external and internal online services are digitally inclusive and accessible.	CSSR, TMR Corporate Division, TMR TransLink, TMR

LEADERSHIP AND PARTNERSHIP

Queenslanders with disability have the same opportunities as everyone else to participate in Queensland's society and democracy, influence decisions that affect them and take up key roles in public and private organisations.

INCLUSION IN CONSULTATION, CIVIC PARTICIPATION AND DECISION MAKING AND SUPPORTING LEADERSHIP DEVELOPMENT

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Whole of Government							
As a Queensland Government agency, work with DCDSS to consult with people with disability when either developing a Disability Service Plan or implementing Disability Service Plan actions.		Ongoing		Ongoing		Queensland Government Disability Service Plans 2017-2020 include details of consultation with people with disability or details of consultation with people with disability in the implementation of actions is reflected in reporting.	DCDSS
Existing leadership programs are accessible and inclusive of Queenslanders with disability.		Ongoing		Ongoing		Application and assessment processes for Queensland Government leadership programs are accessible. Participant demographics for Queensland Government leadership programs are representative of the community.	PSC

CONTINUED: INCLUSION IN CONSULTATION, CIVIC PARTICIPATION AND DECISION MAKING AND SUPPORTING LEADERSHIP DEVELOPMENT

YEAR 1	2017-2018	YEAR 2	2018-2019	YEAR 3	2019-2020	OVERALL MEASURE	RESPONSIBLE AREA
ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE		ACTIVITIES / SUCCESS MEASURE			
Action – Transport and Main Roads							
TMR will appoint a Champion for People with Disability (DDG).		Ongoing		Ongoing		The delivery of program of work is supported by an Executive leader within the Department. This leader will be the ambassador for progress in this portfolio.	Corporate Division, TMR
Maximise opportunities for employees with disability to access leadership programs and development opportunities, including those involving travel.		Ongoing		Ongoing		Increased participation in leadership programs of employees with disability (who identify). Increased promotion of leadership programs and development opportunities for employees with disability.	Corporate Division, TMR
TMR’s Inclusion and Diversity Working Group will include representatives who are employees with disability and/or employees with family members with disability.		Ongoing		Ongoing		Actions from the Inclusion and Diversity Working Group will be reflective of the experience of employees living with disability and those with family living with disability.	Corporate Division, TMR



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