

Disability Access and Inclusion Plan 2019 to 2021



Hospitality | Compassion | Respect | Justice | Excellence



Introduction

The presence of the Disability Access and Inclusion Plan continues to be an important feature of the Mission of St John of God Health Care.

It signals the intent of its ministry to be open to the needs of people with disability, informing a culture of service and person centeredness. The new plan, focusing on caregiver engagement, service delivery, the working environment and employment opportunities, continues to build upon existing achievements to ensure that people with disability experience a culture of hospitality and understanding.

A significant number of stakeholders including nursing, learning and development, occupational health and safety, and wellness caregivers have been engaged and the content of the plan approved.

This new plan presents three main areas of focus:

- Our caregivers
- Our service users
- Our community

Our caregivers

St John of God Health Care (SJGHC) recognises the importance of ensuring all our caregivers deepen their understanding and connection to disability matters, particularly in the areas of service delivery and workforce participation.

Recognising the innate dignity of each person, we seek to create a culture where the engagement and support of people with disability is a daily reality.

Goal

SJGHC caregivers demonstrate understanding and knowledge of issues faced by people with disability who receive services through St John of God Accord and access our services in our hospitals.

Deliverable	Due	Responsibility
<ul style="list-style-type: none"> ● Review delivery of two-day formation, Living with Honour, on disability: <ul style="list-style-type: none"> ● Formation framework reviewed and submitted to Group Manager Formation ● Module created ● Posted on formation calendar ● Creation of Living with Honour online resource 	July 2019 July 2019 July 2019 August 2019	DMI Community Services
<ul style="list-style-type: none"> ● Establish St John of God Accord as an advisory resource to SJGHC hospitals on matters or issues relating to caring for people with intellectual disability <ul style="list-style-type: none"> ● Working party formed including a cross section of St John of God Accord and hospitals ● Resource areas identified ● Platform launched with schedule of events (including advisory 'hotline', videoconference / webinars, static resources on the intranet) 	September 2019 November 2019 March 2020	DMI Community Services / Director of Accom Accord

Goal

Ensure that people with disability who apply for vacant positions are met with an informed and respectful process.

Deliverable	Due	Responsibility
<ul style="list-style-type: none"> ● Managers are able to access an online resource guiding best practice in interviewing people who have disability <ul style="list-style-type: none"> ● Working party formed ● Content created (including Disability Discrimination Act, reasonable / unreasonable adjustments, identification of barriers to employment, utilisation of disability employment services (DES), disability work experience, do's and don'ts in interviews) ● Rolled out to organisation 	February 2020 May 2020 July 2020	Director of Workforce / Hospitals

Our service users

SJGHC appreciates the importance of engaging with service users as it seeks to provide care that reflects excellence and exceeds community expectations. The contribution and inclusion of people with disability is an important element of our service development, supporting SJGHC to create environments, which are hospitable and respectful.

Goal

Enable people with disability who use our facilities to both inform and influence the services we provide and the environment in which they are delivered.

Deliverable	Due	Responsibility
<ul style="list-style-type: none"> • Inclusion of person with disability as a member of Consumer Advisory Group • All Consumer Advisory Groups have a representative with disability • All Consumer Advisory Groups have disability awareness as a standing agenda item 	July 2021 July 2021	Hospital Consumer Advisory Group Coordinator

Goal

In line with 'Good to Great strategy' resource, our caregivers monitor and ensure the physical environment in which we work and provide services is cognisant of the needs of people with disability.

Deliverable	Due	Responsibility
<ul style="list-style-type: none"> • Creation and embedding of a workplace assessment tool with a disability focus • Focus group (participants must include caregivers with disability) • Engagement process completed • Process and documentation completed 	May 2020 September 2020 March 2021	Group Manager OHS & Wellness

Our community

SJGHC recognises its role as an advocate for positive change within society through supporting increased opportunities for people with disability to access employment. Through partnership and collaboration with individuals and disability organisations, the potential to increase the employment numbers of people with disability is realised.

Goal

Increase employment opportunities for people with disability registered with DES.

Deliverable	Due	Responsibility
<ul style="list-style-type: none"> • Every SJGHC hospital to establish a collaboration agreement with a local disability employment service • Managers explore the option to 'ear mark' positions specifically for those linked to a DES • Resource created to inform managers of the 'ear mark' process • Delivered to all managers and posted on the intranet • Review and renewal of current disability promotional video 	July 2021 July 2020 November 2020 February 2020	HR Workforce HR Workforce HR Workforce Marketing

Goal

Work experience opportunities through local DES and other organisations is a recognised feature of all hospitals.

Deliverable	Due	Responsibility
<ul style="list-style-type: none"> • DES present at heads of department meetings of each hospital in order to demonstrate the support processes available to those who are employed with a disability and are linked to a DES • Schedule meetings with DES and/or other work placement organisations • Identify and schedule work placement opportunities 	March 2020	HMC Designate HMC Designate

About St John of God Health Care

St John of God Health Care is a leading Catholic not-for-profit health care group, serving communities with hospitals, home nursing and social outreach services throughout Australia, New Zealand, and the wider Asia-Pacific region.

We strive to serve the common good by providing holistic, ethical and person-centred care and support. We aim to go beyond quality care to provide an experience for people that honours their dignity, is compassionate and affirming, and leaves them with a reason to hope.