

## Waitemata & Auckland District Health Board's Disability Strategy Implementation Plan 2016-2026

Waitemata and Auckland District Health Boards have a shared vision of being fully inclusive.

Being fully inclusive means ensuring the rights of disabled people, eliminating barriers so that people can get to, into and around our physical spaces; and everyone can access information and services that they need.



The New Zealand Disability Strategy 2016-2026 provides a framework for organisations to focus on enabling the full participation of disabled people. It has a vision of New Zealand as a non-disabling society – a place where disabled people have an opportunity to achieve their goals and aspirations and all of New Zealand works together to make this happen.

The Vision, principles and approach of the NZ Disability Strategy 2016-2026, with input from the disability sector and disability community, have shaped our joint District Health Board (DHB)s ***Disability Strategy Implementation Plan 2016-2026***.

Our ten year implementation plan aligns with the timeline of the NZ Disability Strategy 2016-2026. There will be two reviews of our Disability Strategy Implementation Plan during the ten year period – one in 2020 and one in 2023. These are an opportunity to ensure that the work being done is making a positive difference to disabled people and is supporting our goal of being fully inclusive and non-disabling.

# New Zealand Disability Strategy 2016-2026

Figure 1 | Disability Strategy Framework



## **The Disability Strategy identifies eight outcome areas -**

The outcome areas that will contribute to achieving the vision of the Strategy are:

### **Outcome 1 – Education**

We get an excellent education and achieve our potential throughout our lives

### **Outcome 2 – Employment and economic security**

We have security in our economic situation and can achieve our full potential

### **Outcome 3 – Health and wellbeing**

We have the highest attainable standards of health and wellbeing

### **Outcome 4 – Rights protection and justice**

Our rights are protected; we feel safe, understood and are treated fairly and equitably by the justice system

### **Outcome 5 – Accessibility**

We access all places, services and information with ease and dignity

### **Outcome 6 – Attitudes**

We are treated with dignity and respect

### **Outcome 7 – Choice and control**

We have choice and control over our lives

### **Outcome 8 – Leadership**

We have great opportunities to demonstrate our leadership

All eight outcomes are relevant to the work of the District Health Boards and will drive our core work over the next ten years. Our work will have a particular focus on five outcomes – Employment & economic security, Health & wellbeing, Accessibility, Attitudes and Choice & control.

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## **Influences**

There are a number of other principles, disability strategies and action plans that influence the DHB's Implementation Plan. These include:

- Te Tiriti o Waitangi / The Treaty of Waitangi
- Disability Action Plan 2014-2018
- United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)
- Whāia Te Ao Mārama: The Māori Disability Action Plan 2017-2022
- Faiva Ora: National Pasifika Disability Plan 2016–2021
- Auckland DHB, Waitemata DHB & Counties Manakau Health Annual Plans

## Disability Action Plan 2014-2018

This is a key document in the implementation of the Disability Strategy. The Disability Action Plan presents priorities set by the Ministerial Committee on Disability Issues for actions that advance the implementation of the UN Convention on the Rights of Persons with Disabilities and the New Zealand Disability Strategy 2016-2026. These priorities emphasise actions requiring government agencies to work together, as well as with disability sector organisations and others.

Five Person Directed outcomes:

- Safety/autonomy
- Wellbeing
- Self-determination
- Community
- Representation

Four main areas of focus:

- Increase employment opportunities
- Ensure personal safety (includes decision making and consent)
- Transform Disability Support system
- Promote access in the community

'Promote access in the Community' includes 11c – Access to health services and improve health outcomes for disabled people with a focus on people with learning disabilities.

## Values

The Values of Auckland and Waitemata DHBs reflect a shared vision for equity and inclusion of disabled people in their care and in the design of patient facilities and services.

The infographic features five colored speech bubbles, each containing a value and its description. The bubbles are: a large teal one for 'best care for everyone', an orange one for 'everyone matters', a purple one for 'with compassion', a blue one for 'connected', and a green one for 'better, best, brilliant...'. The Waitemata District Health Board logo is at the bottom right.

**Welcome | Haere Mai**  
*We see you, we welcome you as a person*

**Respect | Manaaki**  
*We respect, nurture and care for each other*

**Together | Tūhono**  
*We are a high performing team*

**Aim High | Angamua**  
*We aspire to excellence and the safest care*

**“best care for everyone**  
This is our promise to the Waitemata community and the standard for how we work together.  
Regardless of whether we work directly with patients/clients, or support the work of the organisation in other ways, each of us makes an essential contribution to ensuring Waitemata DHB delivers the best care for every single patient/client using our services.

**“everyone matters**  
Every single person matters, whether patients/clients, family members or staff members.

**“with compassion**  
We see our work in health as a vocation and more than a job. We are aware of the suffering of those entrusted to our care. We are driven by a desire to relieve that suffering. This philosophy drives our caring approach and means we will strive to do everything we can to relieve suffering and promote wellness.

**“connected**  
We need to be connected with our community. We need to be connected within our organisation – across disciplines and teams. This is to ensure care is seamless and integrated to achieve the best possible health outcomes for our patients/clients and their families.

**“better, best, brilliant...**  
We seek continuous improvement in everything we do. We will become the national leader in health care delivery.

**Waitemata**  
District Health Board  
Best Care for Everyone

## Monitoring and Reporting

Work is underway at the Office for Disability Issues to ensure that progress toward achieving the outcomes of the New Zealand Disability Strategy can be measured. This will involve the development of an Outcomes Framework which will specify targets and indicators that will be regularly reported on. Work on this will include getting advice from disabled people, the disability sector and other government agencies.

The Auckland and Waitemata DHBs' New Zealand Disability Strategy Implementation Plan 2016-2026 will be monitored internally and progress of actions will be reported to the Disability Support Advisory Committee (DSAC) on a quarterly basis.

We will ensure that the DHB Disability Strategy Implementation Plan continues to align with the NZ Disability Strategy, as well as other government strategies and action plans.

There will be two reviews of our Disability Strategy Implementation Plan during the ten year period – one in 2020 and one in 2023. These are an opportunity to ensure that the work being done is making a positive difference to disabled people and is supporting our goal of being fully inclusive and non-disabling.

## Current Priorities

Waitemata and Auckland DHBs are committed to the vision of being fully inclusive and non-disabling. Current work that will continue across the DHBs as part of the Disability Strategy Action Plan includes improving health literacy and enhancing the patient experience.

### Health Literacy

Waitemata and Auckland District Health Boards have made a commitment to improve health literacy across both organisations. Health Literacy means that *“people can **obtain, understand and use the health information and services** they need to enable them to make the **best decisions** about their own health or the health of a dependant family member/friend”*

This work focusses on two areas:

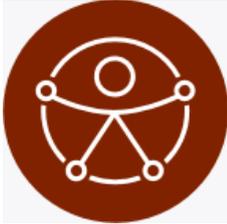
- improving health literacy of both organisations and their staff
- enabling communities to become more health literate

### Patient Experience

There is a focus on Patient Experience and Community Engagement across both DHBs. This has led to greater inclusion of disabled people in design and planning of both facilities and services. Examples of this are the Public Spaces work at Auckland DHB and the Waitemata DHB commitment to universal design as a core design principle.

## Outcomes

Of the eight outcome areas of the New Zealand Disability Strategy 2016-2026, there are five key outcome areas that align with the work of District Health Boards.

				
<b>Outcome 2: employment &amp; economic security</b>	<b>Outcome 3: health &amp; wellbeing</b>	<b>Outcome 5: accessibility</b>	<b>Outcome 6: attitudes</b>	<b>Outcome 7: choice &amp; control</b>
<i>We have security in our economic situation and can achieve our potential</i>	<i>We have the highest attainable standards of health and wellbeing.</i>	<i>We access all places, services and information with ease and dignity.</i>	<i>We are treated with dignity and respect.</i>	<i>We have choice and control over our lives.</i>



### **Outcome 2: employment & economic security**

*We have security in our economic situation and can achieve our potential*

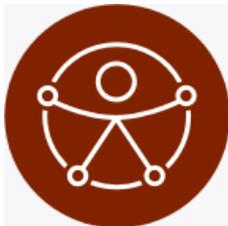
1. Increase the number of disabled people into paid employment.
2. Increase the confidence of Hiring Managers to recruit disabled people.
3. Record the number of staff with impairments working for the DHB.
4. Ensure Diversity & Equality work includes disabled people.



### **Outcome 3: health & wellbeing**

*We have the highest attainable standards of health and wellbeing.*

5. Improve the health outcomes of disabled people.
6. Robust data and evidence to inform decision making.
7. Barrier free and inclusive access to health services.
8. Increased understanding of the support needs of people with learning disabilities.
9. Better understanding of the needs of Deaf people. This includes access to interpreters, information available in NZSL and knowledge of Deaf culture.
10. Better support for young people moving from child to adult health.



### **Outcome 5: accessibility**

*We access all places, services and information with ease and dignity.*

11. Barrier free and inclusive access to health services.
12. The principles of universal design and the needs of disabled people are understood and taken into account.
13. Improve & increase accessible information across the DHB.
14. Information available in different formats, eg. Easy Read
15. Ensure physical access to DHB buildings and services, including signage and way finding.



### **Outcome 6: attitudes**

*We are treated with dignity and respect.*

16. All health and well-being professionals treat disabled people with dignity and respect.

17. Disabled people and their families respected as the experts in themselves.

18. Provide a range of disability responsiveness training.

19. Promote the Disability Awareness e-learning module to all staff across the DHBs.

20. Ensure disabled people are able to access supports that they need in hospital.

21. Increase cultural awareness of disability.



### **Outcome 7: choice & control**

*We have choice and control over our lives.*

22. Engage regularly with the disability sector and community.

23. Ensure a diverse range of disabled people are identified as stake-holders.

24. Ensure the voice of disabled people from the community is included.

25. Enable supported decision making and informed consent.

26. Ensure services are responsive to disabled people and provide choice and flexibility.

27. Improve access to screening services for disabled people.

28. Continue the implementation of the Health Passport across both DHBs.