



# Ministerial Advisory Council on Disability

Independent adviser to the  
WA Minister for Disability Services

Keeping government informed

Annual  
Work  
Report  
2013

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Published by the Ministerial Advisory Council on Disability, Western Australia.

April 2014

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146 – 160 Colin Street, West Perth, Western Australia 6005.

*This report covers the 2013 calendar year, following a decision by Council to align its planning and reporting timelines.*

The terms Council or MACD have been used interchangeably throughout this report and refer to the Ministerial Advisory Council on Disability (Western Australia).

This Report is available in alternative formats upon request - please contact the Council office.

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## **Executive Report**

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The Ministerial Advisory Council on Disability has an important and legislated role to keep the Minister for Disability Services and through them the government, informed about major issues affecting the lives of Western Australians with disability, their families, carers and the sector. As an independent body, we are led by the issues that arise for people with disabilities as well as by direction from the Minister.

The previous year, 2013, has seen the Council continue with some very complex areas of work from our 2012 work plan, as well as tackle some new issues that are emerging in the changing landscape of the disability services reform process.

In November 2012 we took the time to decide on our priority areas and plan how to address them. These priority areas are worked on throughout the year and, in addition, the Council also addresses other issues that arise regularly and require action. In my Chair's report I will highlight some aspects of our work during the year; however the annual work report as a whole provides the comprehensive detail of the work of Council, both planned and reactive.

### **Council Activities**

With the State election held early in the year there was a period of time when as a Council we could not start anything new or provide advice. This, plus a large changeover of members in the middle of the year reduced our capacity somewhat for the year.

In 2013, Council spent the start of the year finalising two major reports from 2012: *Sharing Healthy Conversations* and our *Employment issues paper*, both of which are now available on our website.

*Sharing Healthy Conversations* was a joint project with the Carers Advisory Council and involved extensive consultation. There were many issues that came out of our consultation to do with general lack of awareness of disability and the expertise held by people with disability, families and carers. Our recommendations and the whole report have been given to the Disability Health Network, Department of Health, Disability Services Commission and The Office of the Public Advocate. With the establishment of the Disability Health Network last year and Council's involvement in its launch, we hope this information will assist in improving services for people with disability families and carers. We were also pleased to take part in the Disability Liaison Officer Consultation and provide them with our report as well.

Employment of people with disability is an issue that becomes very complex when you take into account the diversity of disability, the problems in education and training, and the current infrastructure and attitudes in our community. Our paper on employment touched on all these areas while also identifying some potential areas where further specific work could be done.

In 2014, the Council will be looking in more detail at some of the specific projects identified that could increase employment opportunities for people with disability.

Another complex area that affects people with disability, families and carers is the availability of accessible and affordable housing. Council has recognised that there are many aspects to housing and has been keenly following the work of the Commission with its Liveable Housing Design project. This year we have also been involved in the steering group of the National Disability Services Project on Home Ownership and Affordability. We have provided advice to the Minister on the ambiguity around rates exemptions and charitable status for disability and community housing providers, and we have highlighted the need for more accessible housing in the community. This topic will be looked at in more detail in 2014.

Our last major piece of work for 2013 was to provide advice to the Minister on a no fault insurance scheme for traffic accidents in Western Australia. As part of the reform, process that will see the introduction of the NDIS and My Way trials, there is an expectation that catastrophic injury will be covered through state no fault insurance schemes. Covering traffic accidents is the first step for WA to put it into line with many of the other states and will result in potentially better outcomes for people who acquire permanent disability from a catastrophic injury.

The Council also has many guest speakers to stay up to date on areas we have identified as watching briefs and members also represent the Council on a range of external committees. For committee representation and further detail on the Priorities and Watching Briefs refer to the 'Report on Council Activities' section in this report.

### **Chair's role and activities**

As chairperson I am also a member of the Disability Services Commission Board, and I am often asked to present at events or participate on committees or reference groups. Some highlights of the chairperson role were:

- **WA NDIS Reference Group** - The beginning of this year was very busy for the entire sector with the advent of the NDIS legislation and rules. As part of the WA Reference group Greg Madson and I were able to feedback views from the Council as well as our broader networks.
- **Self Directed Services** – Our consultation and report completed in 2012 on self directed services provided material for a presentation to service providers at a breakfast hosted by Price Waterhouse Coopers on the future of the sector and also material for the Self Directed Services Reference Group.
- **Home Ownership and Affordability Steering Group** – NDS invited me to participate in this group. Researchers from Curtin University have done interviews and surveys with people with disabilities and families who own homes or want to, and are now in the final stages of completing a report on the unique barriers which prevent people with

disabilities being on a level playing field in the housing market, and with housing schemes (e.g. Keystart).

- **Perth Stadium Access Users Group** - This group was convened by the Department of Sport and Recreation to discuss and give input on the design features of the proposed stadium and precinct (the area surrounding the stadium). The brief for the tender for the stadium will include a section on Universal Design Principles, which will highlight the issues that have been discussed at the meetings.
- **NDS Pre-budget submission 2014 Reference group** - NDS put together a reference group to assist in the development of proposals and issues to put in their pre-budget submission for 2014-15. It was great to give input from a consumer perspective.
- **Parent Managed Early Childhood Intervention Project Reference Group** - This reference group also included Rachel Skoss. The aim of the reference group was to choose which option the project would use to be the most flexible, but also provide the best outcomes for the families who would take part.
- **Count Me In Ambassador Showcases and Forum** - The Count Me In Ambassador program held showcases during the year and a forum to explore how Ambassadors can promote Count Me In and brainstorming ways Ambassadors can have more influence and gain more media exposure.
- **National Disability Strategy and Disability Advisory Bodies** – As Chair I took part in a meeting which brought together all of the chairs of each state and territory disability advisory body to discuss the National Disability Strategy and how it could be implemented and monitored. We provided discussion papers and brought back recommendations to share with the Minister on topics of national interest and areas for future work at the State level.
- **Disability Commission Service's Board** - As a member of the Board of the Disability Services Commission the chair of the Ministerial Advisory Council has a role in bringing issues to the Board from the Council. Our major reports have been passed on to the Commission and the Board. We have also continued to raise stakeholder engagement as a serious issue in particular around the voice of people with disability, family and carers being engaged early and meaningfully in change processes. Briefing notes were provided to the Board on 'Engagement' and on 'The role of self advocacy and peer support'. Rachel Skoss attended meetings I was unable to attend and also visited the Local Area Coordinators, services and people with disability and families in Geraldton as a Board member on my behalf.

I was also pleased to attend a number of events including International Women's Day breakfast, Lotterywest's 80 years celebration, Department of Arts events and Count Me In Ambassador events as chair.

## Membership

The Council has a rolling membership, which allows for new ideas and experiences to come on to Council regularly. In 2013 our membership was stable for the first half of the year. In March it was with great sadness we farewelled Noreen Flynn, Greg Madson, Melissa Northcott, Crispin Roberts, Ranil Ratnikye and Ishtar Beetham. Ranil and Ishtar were unfortunately unable to continue their full terms due to work and family commitments; however their insight into school transition issues and rural health issues in particular was very valuable. Noreen left Council as Deputy Chair and her great experience with the Home and Community Care services, the CAP process and her knowledge of policy assisted with many reports. Greg is an expert from lived experience and interested in employment and technology. His input was extremely useful in our Employment issues report and when looking at alternative communication. Melissa was able to give us a young person's perspective on disability and her intimate knowledge of the health system assisted in much of our work. Crispin was able to keep us updated on the work done in Sport and Recreation. As Chair I was very lucky to have such great expertise during my term and their input throughout the year and over their terms on Council was most valuable.

In August, we welcomed six new members to Council: Tom Armington, Mohammed Jehangir, Darren Lomman, Alison White, Jethro Hepton and Wendy Dimer. Each person who comes to Council is chosen based on their experience, expertise and connections to the wider disability and mainstream sectors. These new members bring a wealth of knowledge and ideas that is already being seen. They will be ably assisted in the new year by current members including Helen Dullard, Jacqueline Reid and Rachel Skoss who have all been reappointed for a second term. Philip Badger decided not to continue with a second term on Council and he was farewelled at our November meeting. Philip's willingness to share his experiences with home ownership and open employment as a person with a cognitive disability assisted Council in many of its reports, and we sincerely appreciated his input.

Unfortunately, during the year I had a stay in hospital which meant I missed three meetings. The Deputy Chair, Rachel Skoss very ably took over my role for that period. I am very pleased that Rachel has been appointed Chair of the Council by the Minister as I now finish my term. My vacancy will be filled by Stuart Jenkinson, and Philips vacancy by Eloise Bolam, both who will start in January 2014.

Our thanks go to Minister Morton who has given us clear direction on issues of importance as well as heard the issues we have brought to her. It was very helpful for the Council to do its role knowing Minister Morton retained her portfolio after the election in March and we congratulate her on retaining office. Our role has been valued and Council appreciates the Ministers commitment to reform and improvement for the lives of people with disability, their families and carers in WA.

The work of the Council would not be possible without our wonderful dedicated staff. Gail Ambrose has been with Council for many years as our

Executive Officer and decided to take a break and has moved into other areas of work at the Disability Services Commission. We thank her for her support and advice over the years. Carol Ambridge, the Liaison Officer also retired this year, and I would like to thank Carol, Christen Smith and Roslyn Creed who have all provided administrative support and vital assistance at Council meetings throughout the year. Thanks also go to Denise Berry who has been able to lend a helping hand when she could and Peta Kenworthy who has been Acting Executive Officer in the second half of the year. Thank you for your dedication.

Finally I would like to thank the Council members' of 2013, for their enthusiasm, commitment, expertise and belief that the Council has an important role to play and can make a difference, and wish Rachel Skoss and all the new members the best for 2014.

A handwritten signature in black ink, appearing to read 'S. Jenkinson', written in a cursive style.

**Samantha Jenkinson**  
Chairperson

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## About Us

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The Ministerial Advisory Council on Disability is an independent body constituted under the Disability Services Act 1993 to provide advice to the State Minister for Disability Services on matters affecting or likely to affect people with disability, their families and carers. The Council was established in accordance with Part 3 and Schedule 5 of the Act.

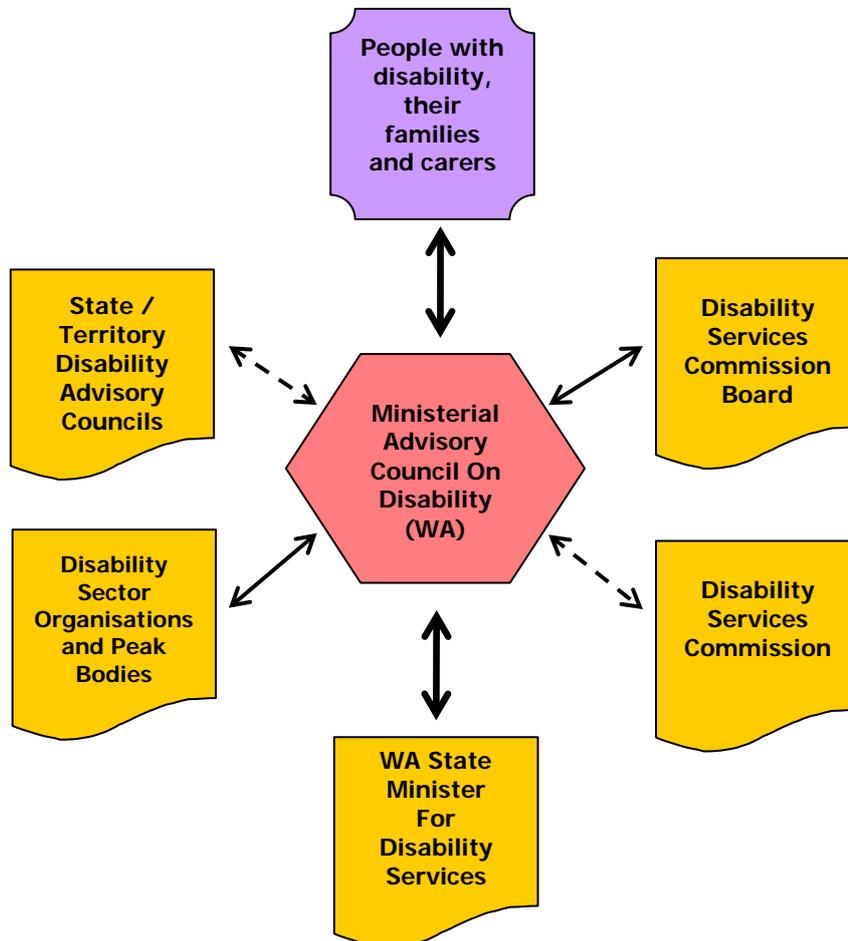
Council is comprised of 14 members selected and appointed by the Minister. Membership must reflect the spectrum of people with a disability and includes people with disability, family members, carers, advocates and service providers.

The Council's Strategic Framework assists the Council to deliver a strategic approach when providing valuable information and advice to the Minister. The framework includes the five Focus Areas:

- **Focus Area 1 - Getting Everyone's Input**  
This focus area describes how the Council will consult with people with disability, their families and carers, advocates and the wider community of Western Australia as required by the State Disability Services Act 1993.
- **Focus Area 2 - Connecting with Government and the Community**  
This focus area describes how the Council will connect with Government and the community of Western Australia to create positive changes for people with disability, their families and carers.
- **Focus Area 3 - Increasing Awareness**  
This focus area describes how the Council will work to increase community awareness regarding people with disability, their families and carers.
- **Focus Area 4 - Working together with the Minister**  
This focus area describes how the Council works together with the State Minister for Disability Services and Ministerial staff.
- **Focus Area 5 - How the Council works**  
This focus area describes how the Council manages its role.

For further details visit our website and go to 'Publications'  
[www.macd.wa.gov.au](http://www.macd.wa.gov.au)

The Council undertakes its work through consultation with the community through the members' community networks and linkages and through formal consultation processes. The diagram below shows the links and flow of information gathering:



**Description of diagram for screen readers:**

The diagram above includes three shapes in a central vertical position and four other shapes (two to either side). The top shape represents people with disability, their families and carers with an arrow to the Council in the centre, followed by a downwards pointing arrow to the WA State Minister for Disability Services. This represents the flow of information and advice coming from the community through the Council and onto the Minister. The other four shapes depict secondary links to State and Territory Disability Advisory Councils, Disability Sector Organisations and Peak Bodies, the Disability Services Commission Board and the Disability Services Commission.

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## Report on Council Activities in 2013

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### Annual Work Plan

In November 2012, the Council conducted a planning session for work to be undertaken in 2013. The following Annual Work Plan was developed and includes Priorities, Watching Briefs and member representation on External Committees.

#### Priorities

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##### Employment

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The Council identified that a stronger focus is needed to improve employment opportunities for people with disability. The September 2012 Council meeting had a focus on employment that included presentations from a range of individual and industry representatives. A list of issues and barriers experienced by individuals and employers was developed and the report has been completed in 2013.

Some of the main issues identified were transitioning stages, meaningful employment, recruitment processes, challenges faced in country areas, job readiness and supports and resources required for skills building.

##### Health

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##### **Joint project with Carers Advisory Council – Sharing Healthy Conversations Consultation**

The Ministerial Advisory Council on Disability and the Carers Advisory Council (CAC) undertook this project in partnership. The Councils wanted to bring together people with disability, carers and health professionals to explore effective communication practice for all involved in health settings/situations. The project was also looking at best practice consultation processes and a variety of methods of providing comment was developed, or provided, to meet the needs of all people including those with communication challenges.



The information was collated and analysed to find common themes which may inform future policies, procedures and education of people with disability, carers and health professionals. The report was completed in 2013 and placed on the MACD website. For further information go to [www.macd.wa.gov.au](http://www.macd.wa.gov.au) in the archived news section.

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## **Disability Research Audit**

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Preliminary work has been undertaken to conduct an audit of the current research occurring in WA that is related to any aspect of disability.

The purpose of this audit is to determine what research is being done, what the research priorities are, and identify any knowledge gaps. The audit may help improve links between research and government so as to make better use of the knowledge currently available.

This work will continue in 2014.

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## **Housing**

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Council commenced investigation into affordable housing opportunities for people with disabilities. This project continues into 2014.

Members also participated in and monitored the activities of the Home Ownership and Affordability of Housing for People with Disability Reference Group.

Issues identified for monitoring include affordable housing, location and access of housing to public amenities, local government rate exemptions and people with high medical support needs.

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## **Stakeholder Negotiation/Consumer Engagement**

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Due to the reduced Council membership for much of the year discussions commenced on this project in September 2013. Work continues on this project in 2014 to research and make recommendations to achieve effective consultation with people with disability; particularly those with intellectual disability.

The working group will be reviewing current guidelines and processes to identify gaps.

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## **Watching Briefs**

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The following items were listed as Watching Briefs. The Council received updates on the activities for each area below and monitored the impacts that these activities had on people with disability, their families and carers. Where able, Council members provided comment in a variety of ways.

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## **Disability Health Network (DHN) and Disability Liaison Officers (DLO)**

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**Disability Health Network:** Council continues to participate in and to monitor the activities of the DHN into 2014.

**Disability Liaison Officers:** The project is being conducted over two years.

The Senior Project Officers who are working on the Disability Liaison Officer project presented to a Council meeting in July.

Council provided lots of feedback based on case studies of their own experiences and of that of others whom they have heard about as patients with disability in hospital. The project officers were also given a copy of the MACD report *Sharing Healthy Conversations*.

The Council will continue to monitor the implementation and ongoing work of both initiatives.

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## **National Disability Insurance Scheme and National Injury Insurance Scheme**

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The Council is strongly supportive of the above schemes and their proposed directions.

The Council prepared a briefing to the Minister proposing the following:

- establish a pool of people with disability, their families and carers, and representatives from peak bodies who have knowledge and lived experience in the areas of building blocks of the National Disability Insurance Scheme; and
- establish a series of roundtable discussions with selected people to inform activity on the National Disability Insurance Scheme.

In addition the Council submitted a paper to the Minister highlighting limitations and opportunities of existing and proposed support systems. In particular the potential for some people to be ineligible for funded supports; access to alternative services and supports; and the potential for loss of services.

### **National Disability Strategy (NDS)**

The NDS outlines a ten-year national policy framework, which all levels of government have committed to, to drive improvement across mainstream policies, programs, services and infrastructure, as well as specialist disability services.

The Disability Advisory Body Chairs of each state and territory meet twice a year to assist with the monitoring of the NDS implementation.

The MACD Chair, Samantha Jenkinson attended a meeting in Melbourne in June 2013. Other attendees included members of the Disability Officials Working Group who are from each state and territory government disability policy area and representatives from the Human Rights Commission, Australian Local Government Association and FaHCSIA. The purpose of the meeting was for Disability Advisory Body Chairs from each state and territory to provide feedback on the suggestions for future work on the NDS and to gain feedback on the first meeting of the National Disability Strategy Implementation Reference Group (NDSIRG).

One Agenda item 4: Stakeholder Consultation Framework was unable to be addressed at the meeting and was brought back for out of session feedback. The Council provided written feedback that was combined with the Disability Services Commission feedback.

The group is due to meet again in 2014.

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## **Sport and Recreation**

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The Council has continued to monitor the Department of Sport and Recreation (DSR) and noted they had conducted a review of their *Disability Review Implementation Plan*.

Throughout 2014, the Council will continue to monitor the DSR's Disability and Recreation Review Implementation Plan with particular emphasis on access to all types of recreation which aims to improve the health and wellbeing of people with disability and their families and alternatives to respite.

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## **Education**

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The Council monitored the More Support for Students with Disabilities Initiative (MSSD).

We attended the National VET Equity Advisory Council (NVEAC) consultation for training providers as part of the Equity Blueprint process. The Equity Blueprint highlights the VET systems and processes which, if reformed, will make a real difference to the lives and futures of learners who experience disadvantage, while making the VET system stronger for all learners.

Council will continue to monitor new strategies in Education throughout 2014.

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## **Transport**

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While Council continued to monitor transport issues and was satisfied that the Public Transport Authority / Transperth is actively working toward reasonable measures to provide an accessible public transport service. Due to budget constraints initiatives will take time to be put in place.

## External Committee Representation

Council's representation on various committees/working parties in 2013 included the following:

- Consultative forum on health and Older Australian, Disability and Carers (Centrelink)
- Curtin University's Disability Access and Inclusion Plan Implementation Committee
- Carers Recognition Act Reference Group (Disability Services Commission)
- Disability Services Commission's Disability Access and Inclusion Plan Implementation Steering Committee
- National Disability Service (NDS) WA Training and Professional Development Reference Group
- National Disability Service (NDS) WA Disability Employment Services Sub Committee
- Positive Behaviour Framework Guiding Committee (Disability Services Committee)
- You're Welcome Access Initiative Committee and WA Accessible Tourism Reference Group
- Home Ownership and Affordability of Housing for People with Disability Project Steering Committee
- Independent Living Centre's Emerging Technology Partnership Group
- Parent Managed Early Childhood Intervention Project Reference Group
- Clinical and Allied Health Sub Committee
- WA National Disability Insurance Scheme Reference Group

## Meetings

Council members participate in a range of meetings within the sector. Several are standing meetings and meetings that provide an opportunity for Council to have input into a range of strategies and initiatives. It also allows the members to network and raise awareness of the Council within the community.

### Ministerial Advisory Council on Disability

The Council meets on the last Friday of each month (excluding December). Items of discussion at the Council meetings are outlined throughout this report.

Below is an overview of those who attend regular Council meetings:

- Council members and support staff
- A representative from the Department of Social Services (formerly known as the Department for Families, Housing, Community Services and Indigenous Affairs) attends as an observer.
- The Minister and the Minister's Policy Adviser attend two meetings throughout the year. The Council Executive meets with the Minister on a regular basis.
- The Disability Services Commission's Director General and staff provide briefings to Council on specific matters.

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### Guest Speakers at Council meetings

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Council regularly invites guest speakers to meetings to inform members on priority areas, current and emerging issues or new initiatives and/or policy. This also provides an opportunity for Council to provide comment on the subject area. The following lists the speaker and subject area they presented on:

- Kylie Davis and Lara Stone, Disability Services Commission – Sector Development Plan – Area Profiles
- Fiona Payne and Anne Hawkins, Disability Health Networks (DHN) – Brief on WA Disability Health Networks
- Dr Judy Edwards, Mr Joe Calleja and Ms Pam Gardner, Mental Health Advisory Council – Discussed issues relating to mental health
- Robyn Massey, Disability Services Commission - My Way Project
- Katrine Nehyba, South Metropolitan Health Service and Sara Woodcock, North Metropolitan Health Service – Disability Liaison Officer Project
- Mark Hutson, Disability Services Commission – Liveable Homes Project
- Marion Hailes-MacDonald, Disability Services Commission – Procurement Reform

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### Meetings between the Minister and the Council

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The Council advises the Minister on strategic issues as well as issues as they arise. Identification of issues, in accordance with the Council's legislative mandate, is carried out by close and continuous liaison with the disability community whose opinion is sought, where appropriate, on issues under consideration.

The Council provides advice to the State Minister for Disability Services through written briefings and at regular meetings with the Council Executive and the whole Council. During 2013, the Council provided information to the Minister on the following matters:

- Sharing Healthy Conversations
- Employment for people with disabilities
- Local Government Rate exemptions
- National Injury Insurance Scheme (NIIS)
- Review of members' sitting fees
- Taxis; introduction of an advanced booking fee
- Self directed services
- Inaccessible polling places

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### Written reports submitted to the Minister

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#### **Self Directed Services**

With the Economic Audit Committee report recommending changes to the delivery of human services across Western Australia and the Productivity Commission's National Disability Care and Support Scheme being worked on across Australia, the MACD considered it timely to gather opinions on what it would mean to move to a more self directed approach of service delivery.

The Council wanted to hear from people with disability on how this may impact on their lives and what would be needed to enable them to have more say and control of their services. In addition to wanting to hear from people with disability, the Council sought input from families, carers, service providers and advocates to gain a wider perspective of the issues.

The opinion gathered was summarised into a report to the Western Australian Minister for Disability Services to inform future development of self directed services.

The four key areas of the consultation included:

1. Understanding what self directed services means to an individual, their families and carers
2. What support and advice people may need to successfully self direct their services
3. What accountability and safeguards will need to be put in place
4. What impact will there be on the service sector.

### **Sharing Healthy Conversations**

The Ministerial Advisory Council on Disability and the Carers Advisory Council partnered to bring together people with disability, carers and health professionals to explore effective communication practices through a public consultation process.

The consultation was aimed at providing people with disability, carers and health professionals - the target audience, the opportunity to provide their experiences and ideas to the relevant Ministers' portfolios (Minister Robyn McSweeney, with responsibility for Carers, and Disability Services Minister Helen Morton). The intent was to explore effective communication practice for all involved in health settings/situations.

The project also looked at best practice consultation processes and a variety of methods of providing comment was developed or provided as required to meet the needs of all people including those with communication challenges. These included:

- Online survey in Plain English
- Survey in Easy English
- Graphic story telling
- Face to face group consultation
- Opportunity for individual interview in person or by phone
- Alternative format survey (Braille)
- Hearing loop and Auslan interpreters if requested

The consultation was held from August to October in 2012 with a range of methods provided for people to have their say. The information from the consultation was collated and analysed to find common themes which may inform development of policies and procedures and the further education of people with disability, carers and health professionals.

The four key areas of the consultation included:

1. Information Flow Between People
2. Effective Communication
3. Sharing Expertise
4. Confidentiality and Privacy

This report was produced and endorsed by the Ministers in 2013.

## **Employment of People with Disability**

In 2012, the Minister for Disability Services agreed as a priority for the Council to include in its Annual Planning process to research and recommend initiatives or strategies that would improve employment prospects for people with disability. The Council, in its report noted that a stronger focus is needed to increase the labour force participation of people with disability and that limited employment options for people with disability can be a major barrier for social inclusion, economic participation and undeniably a person's health and wellbeing.

The report contained a total of 18 recommended strategies in the categories of:

1. Getting ready for work
2. Getting a job and keeping it
3. Other issues
  - a. rural and remote
  - b. small business and self-employment options
  - c. minimal involvement of people with disability on committees relating to employment

## **Disability Services Commission Board**

Although the Council's mandate extends beyond the Commission we have a strong working relationship with the Commission Board and staff. The Chair of the Council is also a member of the Board of the Disability Services Commission and brings a consumer representative viewpoint to the Board.

The Council Chairperson meets regularly with the Commission's Board Chairperson, Bruce Langoulant.

The following items were discussed at meetings in 2013:

- National Disability Insurance Scheme
- My Way
- Disability Health Network
- Sharing Healthy Conversations
- Self Directed Services
- Consumer Engagement
- Local Area Coordination structure
- Accessible Adult Change facilities
- Quality Management Framework
- Disability Services Commission Chairs' Forum
- Limitations in flexibility of service providers

## Networking Events and Other Meetings

Throughout the year the Council members and staff attend various events including public forums, consultations, launches and awards. These events provide opportunities for members to network, gather information, participate in discussion and increase the profile of the Council.

Council members and staff attended the following events throughout 2013:

- Have Your Say on the NDIS Legislation
- NDS WA Disability Employment Services sub committee
- Disability Coalition
- NDIS @ People with decision making disabilities
- The Future of Employment – responding to Bill Shorten’s discussion paper
- Planning workshop
- Count Me In Ambassador program

## Council Membership and Staff

### Council Members

Membership of the Council is drawn from interested persons who have experience, skills or knowledge of disability. For member profiles visit the Council website: [www.macd.wa.gov.au](http://www.macd.wa.gov.au).

Ms Samantha Jenkinson (Chair)	3rd Term 1/1/2012 – 31/12/2013
Ms Ishtar Beetham (resigned 6/2012)	2 <sup>nd</sup> Term 8/3/2012 – 7/3/2014
Mr Philip Badger	1 <sup>st</sup> Term 1/1/2012 – 31/12/2013
Ms Samantha Connor	2 <sup>nd</sup> Term 22/11/2012 – 21/11/2014
Ms Noreen Fynn (Deputy Chair)	2 <sup>nd</sup> Term 16/3/2011 – 15/3/2013
Ms Kim Hawkins	2 <sup>nd</sup> Term 8/3/2012 – 7/3/2014
Ms Helen Dullard	1 <sup>st</sup> Term 1/1/2012 – 31/12/2013
Mr Greg Madson (Treasurer)	2 <sup>nd</sup> Term 16/3/2011 – 15/3/2013
Ms Melissa Northcott	2 <sup>nd</sup> Term 16/3/2011 – 15/3/2013
Mr Ranil Ratnayeke (resigned 10/2012)	2 <sup>nd</sup> Term 8/3/2012 – 7/3/2014
Ms Jacqueline Reid	2 <sup>nd</sup> Term 24/11/2012 – 23/11/2014
Mr Crispin Roberts	2 <sup>nd</sup> Term 16/3/2011 – 15/3/2013
Dr Rachel Skoss	1 <sup>st</sup> Term 1/1/2012 – 31/12/2013
Ms Penny Fogarty	1 <sup>st</sup> Term 1/1/2012 – 31/12/2013
Mr Tom Armington	1 <sup>st</sup> Term – 9/8/2013 – 8/8/2015
Mr Darren Lomman	1 <sup>st</sup> Term – 9/8/2013 – 8/8/2015
Mr Jethro Hepton	1 <sup>st</sup> Term – 9/8/2013 – 8/8/2015
Dr Mohammad Jehangir	1 <sup>st</sup> Term – 9/8/2013 – 8/8/2015
Ms Wendy Dimer	1 <sup>st</sup> Term – 9/8/2013 – 8/8/2015
Ms Alison White	1 <sup>st</sup> Term – 9/8/2013 – 8/8/2015

## Council Staff

Ms Gail Ambrose  
Ms Carol Ambridge  
Ms Denise Berry  
Ms Lyn Creed  
Ms Peta Kenworthy  
Ms Christen Smith

Executive Officer  
Executive Assistant  
A/Executive Officer  
A/Executive Assistant  
A/Executive Officer  
Executive Assistant