



Ministerial Advisory Council
for
Disability Services

Western Australia

**ANNUAL REPORT
2003 - 2004**

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CHAIRPERSON'S REPORT

It has been my privilege to be Chairperson for the Council since February 2004 following on from Debbie Karasinski's able leadership.

The three major themes for the Council's work in 2003-04 have been access, awareness and advocacy.

The Council conducted a major consultation on access in March 2004 and the recommendations are well under way in terms of implementation, with the Disability Service Commission (the Commission) taking the lead role. An innovative precinct approach beginning with the Perth Central Business District will commence shortly. The goal is to have buildings and services in defined areas audited for accessibility. Another area that we are hoping will be completely accessible at the end of its five-year plan is Rottnest Island.

We are delighted to join the Minister in endeavouring to make Perth and ultimately Western Australia the most accessible state in Australia.

The Council has been active in improving disability awareness by participating in the development of a media campaign that is scheduled to commence in November 2004. The Council will continue to advocate for the need to have disability awareness raising within the education system so that no child leaves school without having some knowledge of the issues that effect the lives people with disabilities.

The Council has been keen to ensure there is more attention to systemic advocacy and is satisfied that there has been an increase to the funding. It has participated in the development of a recent video titled "Speaking Out" depicting people with disabilities successfully advocating for themselves.

It was also the Council's pleasure to host the annual meetings of the national and state disability advisory bodies this year in Fremantle. We came away thankful for the progress being made in many areas within Western Australia, the excellent relationship the Council enjoys with the Commission and the leadership taken by the Minister.

My thanks to the very professional assistance from Council staff, David Granville and Gail Ambrose, and to the Council members for contributing their time, knowledge, experience and skills.

Norma Josephs
Chairperson

EXECUTIVE OFFICER'S REPORT

The 2003 – 2004 has been a busy year for the Council with a new Chair and Deputy Chair being appointed.

Apart from the organisation of the regular monthly Council meetings, Joint meetings of the Chair's of the Council and the Commission Board and meetings with the State Minister for Disability Services, some of the major tasks that the Council staff has been involved in during the 2003 – 2004 financial year were:

- Access consultation and the subsequent "One Small Step" report for the state Minister for Disability Services;
- Organisation involved in hosting the annual meetings of the National Disability Advisory Council and State/Territories Disability Advisory Bodies; and
- Development of the Council's Strategic Framework and Operational Plan.

Of these major tasks the most time consuming, but satisfying, was the consultation on access and the subsequent report to the Minister

One of the aspects of the consultation that was different to many others undertaken in the disability sector was the use of a "drop-in day" format. Council chose this format as:

- it would allow participants the opportunity to talk, one-to-one, about access barriers they face, as large group formats are themselves sometimes a barrier to participation;
- being one-to-one people would have the time and ease to discuss issues in depth;
- extended hours would allow people the flexibility to attend at their convenience; and
- it was a method that was not often used in the disability sector.

The access consultation drop-in day, held at the Bentley Technology Park Function Centre, commenced at 10am and finished at 7pm. The day was a success, with approximately 100 people participating.

This Annual Report captures the information and advice provided to the Minister during the 2003/04 financial year and other activities undertaken to obtain pertinent information to fulfil the Council's legislative mandate and terms of reference.

David Granville
Executive Officer

OVERVIEW OF THE COUNCIL

GENERAL DESCRIPTION

The Council provides advice to the State Minister for Disability Services (the Minister) on matters affecting or likely to affect people with disabilities, their families and carers or the public perception of people with disabilities. It is a formal mechanism established to ensure that the Minister has a source of consumer-oriented advice independent of other interests. It is intended to complement the information and advice provided by the Disability Services Commission, consumers or consumer organisations and service delivery agencies.

ORIGINS

The Council was formally constituted under the Disability Services Bill of 1992 and continued in the Disability Services Act of 1993. It was renamed the Ministerial Advisory Council for Disability Services after the 1998 Review of the Disability Services Act 1993.

An advisory body existed prior to 1992. However, it had a more limited focus than the current Council, being purely focused on issues related to people with an intellectual disability.

The role of the Council has changed over time. Under the initial Commonwealth/State Disability Agreement in 1993, the Council was funded to provide advice to the Australian Government Minister for Disability Services. Under the current Commonwealth State and Territory Disability Agreement, this has altered and the Council is now funded to provide information and advice to the National Disability Advisory Council, rather than directly to the Australian Government Minister.

Though the context within which the Council operates has altered over time the rationale for an independent body to advise the Minister has remained the same. Advice provided by the Council is intended to more freely reflect the interests of people with disabilities, their families and carers and focus on the broad policy issues affecting the disability community in Western Australia.

The field of disability has also changed. The range and number of people now accessing services has increased as has the number and range of services. The role of the Disability Services Commission has subtly altered with the advent of the purchaser/provider model and competitive tendering.

These factors indicate a continuing, not a lessening, need for an independent source of consumer oriented advice for the Minister and as a consequence the Council has been retained.

The 1998 and the 2002 reviews of the Disability Services Act 1993 included feedback on the effectiveness, its functions and whether there was a need for continuation of the Council. In general terms the feedback was supportive of the need for an independent advisory body.

MANDATE OF THE COUNCIL

The Council is constituted under the Disability Services Act 1993, which specifies its membership and functions. In summary, the Council's legislative mandate is to:

- 1) Advise the Minister on the implementation of policies, services, programs and activities that:
 - affect people with a disability; and
 - inform the public and promote greater acceptance of people with a disability.
- 2) Recommend to the Minister on ways to improve services to people with a disability.
- 3) Undertake action as directed by the Minister.

From this mandate, seven Terms of Reference were developed which determine the Council's activities (please refer to page 7).

STRUCTURE AND OPERATIONS OF THE COUNCIL

The Council is an independent body constituted under the Disability Services Act 1993. However, it receives valuable administrative and other support from the Disability Services Commission. It comprises a Council of 14 members selected and appointed by the Minister. Membership must reflect the spectrum of people with a disability.

The Council meets monthly except in December, when it is in recess and meets regularly with the Minister and with the Disability Services Commission. In accordance with the Disability Services Act 1993, the Chair of the Council is also a member of the Board of the Disability Services Commission and attends meetings with the National Disability Advisory Council, Disability Advisory Bodies and with other significant stakeholders as required.

The Council advises the Minister on strategic issues as well as immediate 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. To ensure effective and efficient outputs the Council has developed a three year strategic framework.

One full time Executive Officer and a part-time Liaison Officer provide support for the Council.

TERMS OF REFERENCE

1. Advise the relevant State or Commonwealth Minister for Disability Services, their respective departments and the Disability Services Commission of Western Australia on the appropriateness of policies, programs and activities that affect people with disabilities.
2. Monitor the development and implementation of policies, services, programs, and activities that:
 - affect people with disabilities;
 - inform the general public, or any section of it, about people with disabilities; and
 - promote the acceptance by the general public, or any section of it, of the principles applicable to people with disabilities.
3. Undertake activities to increase community knowledge of, and interest in disability matters, issues and perspectives.
4. Recommend measures to improve standards of services to people with disabilities, including accountability mechanisms for all facilities and programs.
5. Facilitate consultation processes to enable community input into major policy initiatives affecting people with disabilities.
6. Provide advice on matters as may be referred by the State and Australian Government Ministers for Disability Services.
7. Establish and maintain liaison with other relevant advisory bodies, Local, State and Commonwealth Government departments, and regional, national and international organisations.

STRATEGIC FRAMEWORK

Recommended changes to the Disability Services Act 1993 included Council developing a strategic framework. Despite the fact that the Disability Services Act Amendment Bill has yet to be passed by Parliament the Council decided, with endorsement from the Minister for Disability Services, to undertake a process designed to deliver a strategic approach to its work.

A series of facilitated workshops took place over a period of four months. The purpose of the process was to ensure that the Council maximised the effectiveness of its representation of the needs of people with disabilities, their families and carers in Western Australia and in meeting the functions as specified within the Disability Services Act 1993 and the Council's Terms of Reference.

A consultant facilitated a structured process that resulted in the development of a Strategic Framework designed to guide its work for the 2003 – 2006 period.

The Strategic Framework was then used by the Council and its staff to develop a detailed Operational Plan that will guide implementation of this framework. The Strategic Framework was broken into the following five Key Result Areas:

- **Quality of Consultation Processes**

This Key Result Area describes the manner in which all stakeholders are engaged in knowledge sharing with the Council as per the recommendation in the Review of the Disability Services Act.

- **Engagement across all Government and Funded Agencies**

This Key Result Area describes how it is intended to engage with other government agencies (and their funded services) to bring about improved outcomes for people with disabilities, their families and carers.

- **Disability Awareness**

This Key Result Area describes the manner in which the Council facilitates increased community awareness of people with disabilities, their families and carers.

- **Relationship with the Minister**

This Key Result Area describes the manner in which the Council interfaces with the Minister and the Minister's office.

- **Council Effectiveness**

This Key Result Area describes the manner in which the Council manages its procedures and responsibilities.

COUNCIL KEY PRIORITIES - 2003/04

Operational priorities 1 and 2 below were developed/identified towards the end of the 2002/03 financial year and these continued into 2003/04. These priorities were in addition to the normal reactive issues that arose in the course of the year and were in addition to a number of priorities that the Council was already committed to for the year.

PRIORITIES

1) Public awareness

This was determined as a priority strategy in advancing access to services and the community by people with a disability. Though there is much being done by the Disability Services Commission and by service providers, it was considered that there were still gaps and potential actions that could be implemented. The purpose was to more clearly identify what is currently being done, address unmet need and the development of strategies for recommendation to the Minister.

Identified issues

- Awareness of the impact of a disability on a person and their needs enabling them access to the community and the services it provides;
- Awareness of the rights of people with a disability under the Disability Discrimination Act 1992, the Equal Opportunity Act and Schedules 1 and 2 of the Disability Services Act 1993;
- Awareness of the extent of the unmet needs of people with a disability. This is not just in the areas of direct services but all areas of access to required services as defined above;
- Awareness of the physical access needs of people with a disability (a specific aspect of the above point);
- Awareness of the nature and extent of discrimination;
- Awareness of the additional financial costs related to disability;
- Awareness of the issues affecting families and carers of people with a disability; and
- Awareness of how to relate to and meet the needs of people with a disability in normal face-to-face communication.

Audiences include

- General public;
- Staff of any service, whether private or public, access by people with a disability;

- Management and policy makers in agencies/organisations;
- Government officials and politicians; and
- Families, carers and others.

2) Advocacy

This major safeguarding strategy stands alone due to its importance and because it has some very specific areas of needs, these being:

- greater consumer advocacy in the development of public policy;
- additional advocacy/networks for individuals living in the community;
- more independent advocates for individuals in accommodation services, particularly instances of wrap-around services;
- greater advocacy/support enabling the making of complaints against services or on matters of discrimination; and
- better advocacy/support with legal matters.

3) Access

In February 2004, the Minister for Disability Services requested that the Council consult on areas of access that are a priority in the lives of people with disabilities, their families and carers. The outcomes were to assist the Minister in achieving her goal in making Perth the most accessible capital city in Australia and ultimately Western Australia as the most accessible State.

Council conducted a drop-in day, held on 16 March 2004, and a report (“One Small Step”) was subsequently developed that detailed the issues raised either by those who participated on the day or others who provided a separate written response.

The following is a summary of the issues raised. People who participated were asked to provide comment relating to six areas:

Barriers to physical access

Issues related to physical access barriers within the built environment, the pedestrian environment, accessible parking and public transport.

A common theme expressed by people was that they wanted to be able to move freely around in their determined environment. However, from the comments made, this was very often not possible.

The most common issue identified was that people were unable to physically access a building. This was due predominantly to barriers created by stairs or steps.

From the responses given, the majority of buildings that were inaccessible were those controlled by the private sector.

Some of the other major barriers expressed by people are difficulties with:

- heights of counters;
- accessible toilets;
- width of doors/doorways;
- shop fittings and layout;
- quality of signage;
- access to car parking;
- footpaths; and
- kerb ramps.

Barriers to communication/accessible information

Some of the major barriers expressed were:

- inadequate numbers of Auslan interpreters;
- inability to access Auslan interpreters, in particular when undertaking academic and/or vocational courses;
- limited availability of captioned movies or videos;
- lack of audible information, in particular bank ATMs, train/bus timetables, non-CAT buses, Centrelink touch screens and airport arrival/departure information screens;
- large print not always available or inadequate, in particular menus, maps, bank documentation and timetables;
- insufficient availability and limited staff who have knowledge regarding the use of audio loops;
- World Wide Web Consortium (W3C) Internet Website accessibility guidelines not universally adopted;
- lack of visual means of advising people of emergency situations in buildings; and
- lack of visual information for train announcements.

Barriers due to lack of staff awareness and skills in delivering services to people with disabilities

The main theme identified was that people believe that there is a general lack of staff awareness of the needs of people with disabilities.

The greatest number of issues raised related to the private sector, such as restaurants, shops and the tourism industry. One specific sector that stood out, in terms of lack of disability awareness by staff, was the banking sector.

Other issues related to Australian/State Government Agencies and Local Government Authorities.

Although this question related to barriers due to a lack of staff awareness, 11 participants raised the issue of a lack of awareness within the general community.

Barriers to opportunities to participate in complaints/grievances, decision-making processes and public consultations

The main barriers identified when making a complaint were:

- poor staff attitude towards people with disabilities; and
- people with disabilities continue to feel excluded while public consultations and decision-making processes continue to take place in venues and locations that are inaccessible or are unsuitable.

Other issues raised were:

- difficulties in dealing with banking staff/system;
- difficult for a person with a disability to get a positive outcome when making a complaint;
- it was often just too hard, the person got tired of complaining or there was a fear of repercussions;
- more needs to be done to ensure people with disabilities know about public consultations;
- people who are deaf or hard of hearing often cannot participate because interpreters are needed. Private organisations consider Auslan interpreters as expensive and will often not provide them; and
- concerns that the voting system is not flexible enough to provide alternative formats. For example, a person who is blind or has a vision impairment needing voting staff to complete election form for them.

Barriers related to services being adapted to ensure that they meet the needs of people with disabilities

The main theme was that “If a person has had difficulties in the past in accessing community activities, they often don’t try again.”

Recreational programs/venues

Participants raised a number of issues relating to recreational programs/venues not being adapted to meet the needs of people with disabilities. Some particular issues raised were:

- volunteers attached to community programs often have difficulty relating to a person who is non-verbal and/or high needs and often don't continue to support the person;
- inadequate funding for paid carer support for individuals wanting to participate in the community programs;
- pools/saunas not accessible;
- sport stadiums and gyms not accessible.
- not fully accessible;
- craft classes not held in accessible locations; and
- meditation classes, for example an instructor not willing to wear a portable hearing loop.

Counters/layout

Issues raised were:

- table heights;
- counter heights;
- inadequate space to manoeuvre within shops;
- table clutter within restaurants;
- accommodation providers (hotels/motels/holiday accommodation); and
- tourism industry in general.

Department of Education and Training

Participants raised issues relating to the Department of Education and Training not adapting education programs sufficiently to support the inclusion of students with a disability within the school system. Other issues related to inadequate physical access and a need for more teacher aide time.

Barriers to accessing services due to inadequate resources.

The following provides details from an overall perspective rather than by specific disability groups.

A common theme expressed was that due to inadequate resources, people felt that they had a reduced likelihood of accessing services, employment and inclusion within the general community.

Some specific issues that were raised by more than one person were:

- unable to afford the cost of community/local government programs;
- cost of incontinence pads and subsequent depletion of disposable income;
- parents with children with disabilities often incurred debt due to their child's requirements (this includes when they become an adult). With

- generally less income coming into the household, pressures are placed on families and their capacity to afford such things as private therapy;
- insufficient resources available for accommodation support, day activities, Home and Community Care services;
 - due to cost, the private sector is often unwilling to meet access requirements such as providing ramps and accessible toilet facilities;
 - the cost of hearing aids can be expensive for non-pensioners; and
 - some doctors are hesitant to provide a service to a person with a disability because of extended consultation time.

OTHER ISSUES

1) Companion Card

Some people with disabilities require individual support to access sport, recreation and community events as well as other opportunities. As a result, they are often required to pay for two tickets, their own and that of the person they need to support them. Therefore, it can cost some people twice as much to attend an event as people who are not experiencing disability.

The Council has been involved in the development of the concept of a Companion Card. The Companion Card concept will enable eligible people with disabilities, who require a companion to access sport, recreation and community events and other opportunities, to attend without having to pay for two admission tickets.

2) Review of the Disability Services Act 1993

The Council was heavily involved in this review and is keen to participate, where appropriate, in any implementation of the recommendations that may arise from the review (e.g. the ninth disability standard).

Additionally, at the request of the Minister, the Council was responsible for the review of the Principles and Objectives of the Disability Services Act 1993. One of the main changes that Council recommended was the inclusion of an additional Principle “People with disabilities have a right to an environment free from neglect, abuse, intimidation and exploitation”. These were subsequently endorsed by the Minister and incorporated within the Disability Services Amendment Bill 2004.

Ninth disability services standard

The Council provided comment and suggestion related to the development of a ninth disability services standard “Protection of human rights and freedom from abuse”.

3) Wills

The Council identified a number of issues regarding wills and testamentary capacity and provided advice to the Minister regarding:

1. people with disabilities not having a last will and testament;
2. people with disabilities, who do not have the testamentary capacity to make a will and/or cannot control the succession of his or her property and assets;
3. people with disabilities being unable to make a will, (even if there are no assets and properties) without enduring lengthy and stressful processes; and
4. families/carers not having a full understanding of the process and importance of having a will. The Council is aware that information regarding wills has been included within the Safeguards Information Package developed and delivered by People With Disabilities WA (Inc).

REPORT ON COUNCIL ACTIVITIES

ADVICE TO THE STATE MINISTER FOR DISABILITY SERVICES

During 2003/04 the Council provided formal briefing papers to the Minister on the following issues:

- Public Awareness;
- Advocacy;
- Wills and succession law;
- Consultation on Access and “One Small Step” Report;
- Companion Card;
- Review of Schedules 1 and 2 (Principles and Objectives) – As per a recommendation from the Review of the Disability Services Act 1993;
- Review of Local Area Coordination; and
- National approach regarding the provision of Auslan/English interpreting.

Additionally, the Council advised the Minister on the following matters:

- Review of Disability Services Act 1993;
 - Impact on Regional Advisory Forums
 - Implementation of the Review’s recommendations
 - Implementation Committee
- Functional Review – Effective delivery of Government Priorities;
- Impact of electric vehicles on people with disabilities;
- Disability Access and Inclusion Plans (DAIPs); and
- Continence Aids and Assistance Scheme (CAAS).

ITEMS CONSIDERED BY COUNCIL

In addition to the above, the following items were considered by Council during the financial year:

- Disability Services Commission - Health Resource and Consultancy Team;
- Department of Education and Training - Curriculum Framework;
- Residential Property Ownership for people with disabilities;
- People with disabilities and the health system;
- Concern raised with Council related to pedestrians who are blind or vision impaired, within the context of electric vehicles;
- Auslan interpreters;

- Alternatives to employment;
- Australian Government - Safety Net Public Consultations;
- Companion Card concept;
- Involved in the development of Commission Advocacy Video;
- Guardianship and Administration Board/WA State Administrative Tribunal and accessibility of new premises;
- Community Aids and Equipment Program - maintenance/repair of equipment and the processes involved;
- Planning requirements in the event of emergencies (e.g. fire, cyclone, bomb threats etc);
- Consultation Mechanisms for Council following the Review of Disability Services Act 1993;
- Commonwealth Government Welfare Reform;
- Home and Community Care (HACC) carers unable to be in persons home if the person being cared for wasn't present (related to domestic assistance);
- Disability Discrimination Act 1992 - Exemption sought by Airnorth;
- Review of Local Area Coordination;
- Council internet site; and
- Safeguard forums.

WORKING GROUPS

The following Working Groups were formed and operated during the financial year to assist Council progress its priorities:

- Consultation Mechanisms/Council Strategic Planning;
- Advocacy;
- Auslan Interpreting;
- Wills and Succession Law;
- Public Awareness; and
- Principles and Objectives (Schedules 1 and 2) of the Disability Services Act 1993.

NETWORKING EVENTS

For the Council to provide valuable, relevant and timely advice to the Minister it needs to be aware of all issues that affect people with disabilities, their families and carers. To facilitate this, Council members and staff have attended the following public forums and related events:

- "Making a Difference" Awards – September 2003;
- Launch of Disability Services Commission Advocacy video;

- ➔ Disability Services Commission's Policy and Planning Directorate Operational Planning day;
- ➔ Disability Services Commission Board function;
- ➔ Celebration of 10th Anniversary of the Disability Services Act 1993;
- ➔ Minister for Disability Services end of year function;
- ➔ Governors Prayer breakfast;
- ➔ Michael Kendrick's workshop;
- ➔ Development Disability Council AGM;
- ➔ People with Disabilities (WA) Inc. AGM;
- ➔ ACROD WA AGM;
- ➔ Heritage and Access forum;
- ➔ "International Day of People with a Disability" – December 2003;
- ➔ "Accessible Communities" Awards – December 2003;
- ➔ Six separate Disability Services Commission Lunchtime Forums;
- ➔ Individual meetings with Peak Advocacy Agencies;
- ➔ State Budget Briefing – May 2003; and
- ➔ First anniversary of the Disability Service Commission's "Accommodation Blueprint Report".

MEETINGS

- ➔ Minister for Disability Services – regular bi-monthly meetings;
- ➔ Regular monthly Council/Disability Services Commission Joint Chair's meetings;
- ➔ Joint Council and Disability Services Commission Board annual meeting;
- ➔ Meetings of Council Consultation Mechanisms Working Group;
- ➔ Meetings regarding development of Council's Strategic Framework;
- ➔ Meetings regarding the Development of Council's Operational Plan;
- ➔ Council Chair and Executive Officer attended National Disability Advisory Council and State/Territories Disability Advisory Bodies meeting in Brisbane in September 2003;
- ➔ Council Chair and Executive Officer – 3 Teleconference meeting with other State/Territories Disability Advisory Bodies;
- ➔ Auslan Working Group;
- ➔ Safeguards Working Group;
- ➔ Companionship Card Working Group; and
- ➔ Disability Services Commission Leadership and Advocacy Working Group – development of a video and resource package.

ADMINISTRATIVE MATTERS

- Development of Website (still under construction);
- Appointment of New Chair and Deputy Chair;
- Development of Council's Strategic Framework for 2003/06;
- Development of an Operational Plan; and
- Inclusion of Disability Services Commission observer at Council meetings (as per recommendation from the 2002 Review of Disability Services Act 1993).

COUNCIL MEMBERSHIP AND STAFFING

COUNCIL MEMBERS

Membership of the Council is drawn from interested persons who have skills, experience or knowledge of disability. As the term of the Chair ceased, a new Chair and Deputy Chair were elected.

Ms Norma Josephs (Chairperson)

2nd Term 01.12.02 - 30.11.04

Ms Josephs holds a Bachelor and Masters of Social Work as well as a Certificate in Health Care Management. Canadian work experience was predominantly in the rehabilitation field where she was involved in a number of innovative accommodation options and was a founding member of the Head Injury Association and the Amyotrophic Lateral Sclerosis Societies of British Columbia. Australian experience includes five years in Human Resource Management at the Water Corporation and six years in the disability field. Ms Josephs is currently the Director of the Association for Services to Torture and Trauma Survivors. Ms Josephs has an eye condition and receives services through the Association for the Blind.

Ms Kerry Allan (Deputy Chairperson)

1st Term 01.04.03 - 31.03.05

Ms Allan is currently a Disability Awareness and Communications Consultant. Ms Allan is contracted as a Lecturer at Curtin University in “Communicating with People with Disabilities” and Disability Education Training with various government and non-government agencies.

Ms Allan has held varied positions within the Cerebral Palsy Association of WA (CPA) which have included Director and Deputy Chairperson of the Board, Chairperson of the Children’s Services Committee of Management and Member of the Commercial Enterprises Committee of Management. Ms Allan has extensive community service and disability awareness experience and has addressed many and varied events as a presenter. Ms Allan is an Independent Service Standards Monitor for the Disability Services Commission has personal experience of a physical disability and is a mother of three children.

Dr Tony Buti

1st Term 01.04.03 - 31.03.05

Dr Buti holds a Bachelor of Law with Honours, Masters of Industrial Relations, Diploma of Education and Bachelor of Physical Education with Honours. He also holds a Doctorate of Philosophy (in Law) from Oxford University.

Dr Buti is currently Senior Lecturer in Law, Associate Dean (Research) and the JLV/Louis Johnson Fellow at the School of Law, Murdoch University. Dr Buti is also a Barrister and Solicitor of the Supreme Court of Western Australia and the High Court of Australia.

Dr Buti is a current member of the Management Committee of People With Disabilities (WA) Inc., the Louisa Alessandri Memorial Scholarship Committee, the Management Committee of the Gosnells Community Legal Centre, a Board member of the Armadale Redevelopment Authority and the Chair of the Community Reference Group to the Authority.

Ms Tracey Cross

2nd Term 01.12.02 - 30.11.04

Ms Cross completed a Law Degree at Murdoch University in 1994 and is currently employed as a Solicitor at Freehills in the Employee Relations section. Ms Cross has achieved success in swimming at national and international levels, representing Australia at the Paralympics.

Ms Cross has held varied positions including Disability Services Commission Board member from July 1996 to October 2000, Women's Advisory Council to the Minister for Women's Interests, Association for the Blind (WA) Consumer Advisory Committee, Vice President WA Sports Association for the Blind, member of the executive committee of Blind Citizens WA and a board member of the Royal WA Institute for the Blind.

Mr Bevan Dellar

2nd Term 01.12.02 - 30.11.04

Mr Dellar has extensive experience in Management and is currently a Human Resource Management Consultant and the Executive Officer at the McCusker Foundation for Alzheimer's Disease Research. Mr Dellar holds a Bachelor of Business (Majoring in Organisational Psychology) and Diploma of Administration (P.T.C.) He is guardian (with his wife Dianne) of his brother-in-law who has an intellectual disability.

Mr Dellar has been actively involved for almost 22 years as a member and on the Executive at local and state levels of various disability services committees and reviews.

Ms Melanie Hawkes

1st Term 01.04.03 - 31.03.05

Ms Hawkes graduated from Murdoch University with a double major in Japanese and Communication Studies in 2000. Ms Hawkes is currently employed by Murdoch University as an Administration and Support Worker and was previously employed by Rocky Bay as Assistant Conference Coordinator for the “Women On Wellness” Conference.

Ms Hawkes is currently a member of the Department for Planning and Infrastructure’s Consumer Advisory Committee and has delivered training sessions on Disability Awareness with Main Roads Western Australia. Ms Hawkes has considerable knowledge and personal experience in the areas of access and transport.

Ms Anne Jeavons

2nd Term 01.12.02 - 30.11.04

Born in England of Viennese parents, Ms Jeavons has spent a little over half her life in Australia. Trained as a Teacher of European languages, with German as her mother tongue, she has had extensive teaching experience in the secondary and TAFE systems.

Ms Jeavons currently works as Principal Lecturer in the Centre of Auslan and Deaf Studies at Central TAFE. She established this centre in 1997. Ms Jeavons has also had considerable administrative experience as Program Manager for Languages. Ms Jeavons works closely with deaf and hard of hearing people and won a Telstra Business Woman of the Year Award in 1998 in recognition of this work. In 1999 Ms Jeavons completed a Master of Education by research in the adult second language learning of Auslan in the TAFE context at Melbourne University.

Ms Jeavons has a keen interest and involvement in the access of deaf and hard of hearing people to education and employment. Due to a congenital progressive hearing loss in both ears Ms Jeavons uses Auslan interpreters, communicates using Auslan and understands the frustration and difficulties experienced by the deaf and hard of hearing.

Ms Sarah Liddelow

1st Term 09.02.04 – 08.02.06

Ms Liddelow developed bone cancer in 1998 at the age of fifteen and as a result, her right leg was amputated. Ms Liddelow has been actively involved in the promotion and management of CanTeen since diagnosis, was the 2003 WA divisional secretary, and currently holds position on the Member Support Team. Past involvement includes being a Radio Lollipop volunteer at Princess Margaret Hospital for Children and working with the Amputees in Action Youth Committee.

In 2003 Ms Liddelow was awarded a WA Youth Award for achievement in the face of adversity. Ms Liddelow is currently in her third year of a Bachelor of Psychology at Murdoch University and is on the Australian Paralympics Alpine Skiing Development Team, currently training for the 2006 Winter Paralympic Games. Continued work includes being spokeswoman for the Red Cross, promoting the importance of giving blood, providing mentoring for youth in disadvantaged circumstances, and guest speaking to groups to promote the awareness of cancer and people with disabilities.

Mr Jasbir Mann

1st Term 01.04.03 - 31.03.05

Mr Mann holds a Masters in Social Work from Curtin University and Bachelor of Arts majoring in Economics from the University of Western Australia. Mr Mann is currently employed part-time as an Advocacy Officer for the Ethnic Disability Advocacy Centre (EDAC) and as the Coordinator of the Personal Support Programme at the Multicultural Services Centre of WA. These roles have exposed Mr Mann to issues such as housing, access, employment and transport that impact on the lives of people with disabilities and in particular for people from ethnic backgrounds.

Mr Mann is currently a representative on the National Ethnic Disability Alliance (NEDA) and is involved with both Centrelink and the Department of Family and Community Services with regards to disability reform. Mr Mann was also a member of the Mental Health Act 1996 Review Committee WA as the Ethnic Disability Advocacy Centre's Proxy Representative and Management Member of the Ethnic Communities Council of WA.

Mr Mann brings to Council expertise in systemic and individual advocacy, ethnic issues, housing, access, and employment and has knowledge of issues related to people who have physical and psychiatric disabilities. Mr Mann also has personal experience of a neurological/physical disability.

Mrs Gaye Matthews

2nd Term 01.12.02 - 30.11.04

Mrs Matthews is the mother of a 34 year old woman with severe multiple disabilities. Trained as a teacher, Mrs Matthews was the inaugural Executive Officer of AAMA (now the Development Disability Council of WA), served on the Board of Activ Foundation and for three years was Vice President, was a member and later Chair of the Children's Advisory Council and has participated in numerous committees. During the past 30 years Mrs Matthews has spent much of her time advocating on behalf of her daughter and other people with disabilities.

Ms Hilary Rumley

1st Term 01.07.02 – 30.06.04

Ms Rumley is currently a self employed Anthropologist and Disability Consultant. Ms Rumley holds a Bachelor of Arts Joint Honours Degree in Anthropology and Geography, Masters in Anthropology and a Diploma of Education. Ms Rumley has widespread research skills and has provided numerous academic papers and reports to varied organisations via her Consultancy.

Ms Rumley is currently a member of the Sussex Street Community Legal Centre's Disability Discrimination Unit and is a member of the Committee of Management of People with Disabilities (WA) Inc. Ms Rumley has previously held positions on the West Australian Council of Social Service Aboriginal Disability Forum and People with Disabilities (WA) Inc. Consumer Reference Group. Ms Rumley's area of expertise is disability, indigenous and women's interests. Ms Rumley also has personal experience of a physical disability.

Dr Eamon Shanley

1st Term 01.07.02 – 30.06.04

Dr Shanley is currently Director of Walker Shanley Consultancy and holds a Bachelor of Arts with Honours, Masters in Science (Nursing Education) and a Doctorate of Philosophy. Dr Shanley has held positions of Clinical Professor of Mental Health Nursing and the Foundation Clinical Chair in Mental Health Nursing at Edith Cowan University/Graylands Hospital from 1997 – 2001.

Dr Shanley has many years experience in the mental health field in organisations and Universities in Ireland, Scotland, England and Western Australia. In addition to his experience in the clinical and academic areas of mental health nursing he has extensive experience in the development of mental health nursing education in Western Australia.

Mrs Bethel Walker

1st Term 01.07.02 – 30.06.04

Mrs Walker is retired and is currently involved with various community committees in the Goldfields region. Mrs Walker has worked for the City of Kalgoorlie-Boulder particularly in the area of access and in the co-ordination of various services to people who have a disability and seniors and has an in depth knowledge of Home and Community Care services. Since her retirement in 1996 Mrs Walker has been involved, in a voluntary capacity, in a wide range of services to people with disabilities and seniors.

Mrs Walker holds a Certificate for Care of the Elderly and a Certificate for Management, Occupational (Health) Safety Training.

Mr Michael Wright

1st Term 01.04.03 - 31.03.05

Mr Wright is a qualified social worker and has extensive experience working in the health and welfare sectors. Mr Wright is currently studying for his Masters of Applied Epidemiology Indigenous Health at the National Centre for Epidemiology and Population Health, Australian National University.

Mr Wright has previously worked as a Senior Policy Officer, Aboriginal Affairs, WA Council of Social Services, Manager, Mental Health Support Unit, and as the Aboriginal Social Worker, Royal Perth Hospital.

Mr Wright brings a depth of experience in Indigenous health and mental health, Aboriginal welfare policy and issues related to service access for Indigenous people with disabilities. Mr Wright is also the grand parent of a child with a severe developmental disability.

RETIRING COUNCIL MEMBER

Ms Debbie Karasinski (Chairperson) – February 2004

STAFFING

Executive Officer: Mr David Granville

Liaison Officer: Ms Gail Ambrose