Senate Community Affairs References Committee

ANSWERS TO QUESTIONS ON NOTICE

SOCIAL SERVICES PORTFOLIO

Inquiry into the delivery of outcomes under the National Disability Strategy 2010-2020

to build inclusive and accessible communities

Topic: The Interdepartmental Committee on Disability

Hansard page: 64

Senator Carol Brown asked:

Which departments make up the Interdepartmental Committee on Disability?

Answer:

The Interdepartmental Committee on Disability is made up of the following departments:

- Attorney-General's Department
- Department of Employment
- Department of Education and Training
- Department of Finance
- Department of Health
- Department of Human Services
- Department of Social Services
- Department of Veterans' Affairs
- Department of the Prime Minister and Cabinet
- The Treasury

Topic: APS policies for the employment of people with disability

Hansard page: 67

DSS undertook to provide further information in relation to the Australian Public Service Commission's policies for the employment of people with disability across the Australian Public Service and for people with disability with complex needs.

Answer:

This question sits within the portfolio responsibilities of the Australian Public Service Commission, which has provided the following advice:

The Australian Public Service (APS) is committed to improving the representation of people with disability in its workforce.

As One: Making it Happen

- In 2016 the Australian Public Service Commission (APSC) launched *As One: Making it Happen, APS Disability Employment Strategy 2016-19* (As One). It follows on from the first As One strategy, launched in 2012.

- As One focuses on four key action areas:
    1. Expand the range of employment opportunities for people with disability.
    2. Invest in developing the capability of employees with disability.
    3. Increase the representation of employees with disability in senior roles.
    4. Foster inclusive cultures in the workplace.

- More information on As One can be found at http://www.apsc.gov.au/home/news-and-events/as-one-making-it-happen,-the-aps-disability-employment-strategy-2016-19.

Affirmative measures

- The *Australian Public Service Commissioner's Directions 2016* include an expanded affirmative measure for disability employment. This gives agencies the flexibility to identify a vacancy as open only to persons who have a disability, or a particular type of disability.

    - Since 2010 agencies have been able to create, design or identify an appropriate job for a person with disability who, while having the capacity and the work-related qualities to perform the duties specified, would find it difficult to compete in a traditional merit selection process.

- This measure has been used to recruit candidates with a range of complex needs including people with learning difficulties, acquired brain injury, intellectual disability, autism or multiple disabilities.

- Section 28 of the Directions provides for the RecruitAbility scheme. This allows an opportunity for people with disability to progress to further assessment stages in APS recruitment processes, if they declare they have a disability, apply and opt into RecruitAbility, and meet the minimum requirements for the vacancy.

- Further information on the Directions can be found at http://www.apsc.gov.au/priorities/directions.

GradAccess

- Using the affirmative measure, the APSC has developed GradAccess, a pilot centralised recruitment pathway for people with disability into APS Graduate Programs.

- Graduates recruited through GradAccess will commence with the cohort of graduates recruited through the agency's direct intake and participate in the same graduate program as their peers. The roles they undertake do not have to be disability focused.

- The legislative basis for GradAccess is section 27 (Affirmative measure — disability) of the Australian Public Service Commissioner's Directions 2016

- Further information can be found at http://www.apsc.gov.au/working-in-the-aps/gradaccess.

Disability Champions

- Disability Champions are senior leaders who champion equal access and inclusion for people with disability in their agency and provide leadership to drive disability-related employment initiatives and organisation change.

- Over 60 agencies have Senior Disability Champions. This year the APS Disability Champions Network, chaired by the Secretary of the Attorney-General's Department, has focused on driving actions aligned to the National Disability Strategy.

- The Disability Champions Network meets quarterly. Meetings in 2017 have focused on:

  o Expanding the range of employment opportunities for people with disability

  o Investing in developing the capability of employees with disability

  o Increasing the representation of employees with disability in senior roles

- Further information on Disability Champions can be found at http://www.apsc.gov.au/managing-in-the-aps/disability/disability-champions.

Topic: Disability Employment Services payments

Hansard page: 68 (proof copy)

Senator Carol Brown asked:

I may have to get that again [referring to a table showing the current Disability Employment Service (DES) program case load distributed by the payment categories that will be used in the new arrangements for DES from July 2018].

Answer:

Please see the attached Table 6 from Appendix 1 of the Industry Information Paper, published by the Department of Social Services in June 2017.

Attachment – Extract from "Disability Employment Services Reform 2018 Industry Information Paper – June 2017"

Table 6 - Number of Employment Assistance participants at 31 March 2017 by ESA, by funding band.

| ESA Name | Number of participants by band | | | | | | | | | | Average frequency of 26 week outcomes | |
| | DMS | | | | | ESS | | | | | | |
	1	2	3	4	5	1	2	3	4	5	DMS	ESS
ACT/Queanbeyan NSW	7	80	126	131	72	67	179	181	188	147	24%	28%
Adelaide Hills SA	2	18	25	45	37	6	33	41	56	73	20%	21%
Alice Springs NT	0	3	2	8	8	0	5	11	8	11	16%	19%
Bayside VIC	76	444	757	822	896	85	361	549	623	822	22%	22%
Bendigo VIC	47	145	170	174	77	18	113	121	115	94	28%	27%
Bundaberg QLD	3	44	128	162	213	14	44	90	154	196	20%	20%
Canterbury/Bankstown	27	146	238	326	374	22	102	175	258	473	21%	20%
Cairns QLD	27	157	231	318	346	33	126	177	195	238	21%	23%
Calder VIC	72	390	538	581	687	53	224	385	448	665	22%	21%
Capricornia QLD	13	54	105	135	117	11	79	142	209	221	22%	21%
Central Coast NSW	84	344	365	321	224	103	347	414	286	197	27%	29%
Chifley NSW	1	24	26	27	28	1	18	41	31	46	23%	23%
Clarence NSW	3	29	40	24	19	25	131	154	145	126	26%	24%
Coffs Harbour NSW	15	47	90	86	70	65	341	407	367	227	24%	26%
Central/West Metro	8	117	160	217	290	85	246	297	248	294	21%	26%
Central West Sydney	49	219	326	439	448	112	243	328	356	430	22%	25%
Dale WA	4	44	65	70	121	9	39	54	68	84	20%	23%
Darwin NT	10	23	49	72	75	14	35	27	44	64	22%	24%
Eastern Adelaide SA	3	41	101	134	184	59	100	118	189	279	20%	25%
East Gippsland VIC	23	71	65	42	13	38	96	70	53	30	31%	33%
East Metro WA	5	57	108	172	229	34	141	169	174	195	20%	25%
Eastern Suburbs NSW	17	74	103	101	96	10	58	83	78	132	23%	22%
Eurobodalla NSW	4	22	23	18	20	8	44	49	56	50	25%	23%
Eureka VIC	37	232	220	140	83	42	137	124	106	72	28%	29%
Fairfield NSW	9	143	250	429	685	11	68	111	219	411	18%	17%
Far West NSW	1	4	20	26	32	1	5	16	11	14	20%	22%

| ESA Name | Number of participants by band | | | | | | | | | | Average frequency of 26 week outcomes | |
| | DMS | | | | | ESS | | | | | | |
	1	2	3	4	5	1	2	3	4	5	DMS	ESS
Fleurieu/Kangaroo Is	10	21	19	28	32	4	18	40	34	37	26%	24%
Fraser Coast QLD	4	57	99	187	260	22	84	159	182	281	19%	21%
Gawler SA	4	27	54	58	65	6	23	68	80	109	21%	20%
Geelong VIC	56	246	351	295	213	57	192	262	305	281	26%	24%
Gladstone QLD	7	32	63	74	71	4	19	61	92	122	24%	19%
Gold Coast QLD	67	337	454	438	311	127	322	357	358	293	25%	28%
Goldfields/Esperance	6	22	15	9	6	18	26	13	16	5	30%	37%
Goulburn Valley VIC	9	80	141	161	162	15	100	146	130	165	22%	23%
Grampians VIC	4	27	39	40	38	6	34	51	52	37	24%	25%
Gwydir Namoi NSW	0	5	9	17	33	0	13	24	38	78	17%	16%
Gympie QLD	3	34	94	126	153	10	51	103	148	180	19%	21%
Hampden VIC	4	55	79	79	64	18	79	112	146	112	22%	24%
Hastings NSW	31	54	85	75	48	8	44	89	67	63	29%	25%
Hobart TAS	15	87	167	277	290	13	79	146	207	285	20%	20%
Hunter NSW	3	68	123	128	128	29	109	166	240	204	21%	23%
Inner Sydney NSW	24	117	157	155	131	22	80	140	159	201	24%	21%
Inner Western Sydney	13	46	87	109	109	19	51	85	88	129	22%	23%
Ipswich QLD	36	193	341	343	371	80	208	297	278	270	22%	26%
Kadina/Clare SA	5	33	64	101	144	1	7	18	48	75	19%	17%
Keepit NSW	4	17	40	82	97	8	33	60	93	136	20%	19%
Kiewa VIC	30	97	90	86	46	58	156	129	103	77	29%	30%
Kimberley WA	1	8	4	2	4	12	22	8	10	10	27%	36%
Lachlan NSW	0	10	29	22	40	1	8	15	25	26	19%	21%
Launceston TAS	6	100	187	208	200	13	77	139	144	162	22%	23%
Latrobe Valley VIC	46	160	152	104	36	112	305	277	163	110	31%	33%
Liverpool NSW	17	137	262	345	424	14	95	138	243	356	21%	20%
Logan QLD	29	178	292	346	294	113	288	402	463	348	23%	26%
Lower Hunter NSW	8	142	262	345	397	35	203	368	466	450	20%	22%
Lower South Coast	3	16	36	39	35	13	33	38	39	26	22%	26%
Macarthur NSW	17	151	206	195	170	70	169	249	232	193	24%	26%
Mackay QLD	9	81	119	123	175	18	71	106	148	195	22%	22%

ESA Name	Number of participants by band										Average frequency of 26 week outcomes	
	DMS					ESS						
	1	2	3	4	5	1	2	3	4	5	DMS	ESS
Macleay NSW	5	17	28	19	18	13	63	65	79	57	26%	25%
Manning NSW	8	77	118	111	89	7	112	137	144	110	23%	23%
Maroondah VIC	16	173	287	264	211	45	235	304	389	324	24%	24%
Mid Murray VIC	0	24	49	23	28	9	34	60	53	38	24%	23%
Midlands/Wheatbelt	0	3	26	38	62	3	13	13	35	40	19%	21%
Monash VIC	22	161	316	364	342	65	239	355	424	359	22%	24%
Mt Isa QLD	0	5	8	13	19	0	4	7	9	27	20%	17%
Murray Darling NSW	1	6	6	5	7	2	7	9	10	4	23%	24%
Murraylands SA	6	22	40	45	67	6	24	43	45	44	22%	23%
Mid West/Gascoyne	22	40	25	21	12	15	44	30	22	17	37%	31%
North Country SA	4	18	53	97	106	8	28	44	74	96	19%	19%
New England NSW	3	22	48	48	68	10	43	66	83	96	21%	21%
Nepean NSW	29	127	197	187	164	93	268	314	308	237	24%	27%
Northern Adelaide SA	19	154	336	576	828	42	177	326	580	954	19%	19%
North Brisbane QLD	37	196	289	347	292	179	470	551	548	411	24%	27%
North Coast NSW	17	78	80	73	41	11	70	74	66	48	28%	27%
North Metro WA	27	105	211	310	394	91	297	326	331	341	20%	26%
Northern Sydney NSW	31	134	199	171	150	66	207	193	196	158	24%	27%
Outer North Brisbane	23	153	291	368	346	83	247	343	422	371	22%	24%
Orana NSW	5	29	40	52	65	4	23	35	42	44	21%	24%
Ovens VIC	26	87	83	74	43	53	139	120	76	57	30%	33%
Outer Western Sydney	19	120	236	257	222	53	190	256	339	366	22%	23%
Patterson NSW	7	29	48	66	80	16	68	100	95	95	22%	23%
Peninsula VIC	32	216	390	447	379	42	139	205	200	155	23%	25%
Port Lincoln/Ceduna	0	2	14	17	32	5	11	8	12	21	17%	24%
Plenty VIC	44	243	341	389	412	80	298	398	405	546	23%	24%
Port Pirie SA	3	11	30	50	59	3	17	30	37	59	18%	21%
Richmond NSW	12	92	130	91	67	8	88	112	104	91	25%	25%
Riverland SA	2	21	40	55	72	9	20	29	55	69	20%	21%
South East SA	1	26	35	54	48	4	27	26	65	66	22%	20%

ESA Name	DMS					ESS					Average frequency of 26 week outcomes	
	1	2	3	4	5	1	2	3	4	5	DMS	ESS
St George-Sutherland	22	147	238	247	242	96	200	223	182	197	22%	30%
Shoalhaven NSW	22	152	151	135	91	20	77	92	70	58	25%	27%
Southern Adelaide SA	15	120	240	322	423	68	179	270	393	503	20%	23%
South Brisbane QLD	44	263	450	510	527	184	468	527	601	583	22%	27%
South Eastern NSW	9	68	101	120	94	8	70	83	89	80	23%	25%
Southern Ranges NSW	9	54	98	89	75	6	59	96	66	44	24%	27%
Southern WA	48	181	138	107	100	107	176	146	133	101	29%	32%
Sturt NSW	5	21	46	38	42	5	41	68	52	64	22%	23%
Sunshine Coast QLD	75	330	395	372	218	132	327	343	237	156	27%	32%
Sunraysia VIC	8	47	53	51	38	5	60	62	77	57	24%	23%
Toowoomba QLD	42	196	251	209	147	44	163	154	158	101	27%	28%
Townsville QLD	26	112	156	194	167	55	169	242	295	293	23%	25%
Tweed NSW	22	94	94	65	46	29	92	101	69	57	27%	28%
Upper Hunter NSW	0	11	23	42	61	3	12	29	53	56	18%	21%
Warwick QLD	6	52	56	67	50	6	56	79	82	70	24%	23%
Western Downs QLD	4	30	50	45	27	5	24	35	54	30	25%	26%
Western Adelaide SA	6	53	118	216	329	38	81	167	273	520	18%	19%
Western District VIC	3	26	51	55	58	4	23	30	37	67	22%	21%
Westgate VIC	110	570	846	944	1094	91	338	501	670	929	23%	22%
Windamere NSW	5	21	25	44	46	9	28	31	33	44	22%	24%
West and North West	11	106	164	175	127	12	65	97	105	77	24%	24%
Wollongong NSW	29	146	186	183	114	73	223	224	199	137	26%	30%
Yarra VIC	15	109	163	152	139	47	142	201	190	228	24%	25%

ANSWERS TO QUESTIONS ON NOTICE

SOCIAL SERVICES PORTFOLIO

Inquiry into the delivery of outcomes under the National Disability Strategy 2010-2020 to build inclusive and accessible communities

Topic: The television captioning and digital service standards

Hansard page: 75

Senator Carol Brown asked:

The captioning and digital service standard – are they voluntary as well?.

Answer:

In regards to the television captioning standard, this sits within the portfolio responsibilities of the Department of Communications and the Arts, which has provided the following advice:

Part 9D of the *Broadcasting Services Act 1992* (BSA) mandates captioning targets for free-to-air and subscription television broadcasters and associated record-keeping and reporting, and establishes the framework for captioning quality.

Under the BSA, the Australian Communications and Media Authority (ACMA) is required to determine a Television Captioning Quality Standard (the Standard) by which captioning quality can be measured. The Standard, which came into effect on 5 June 2013, requires captions to be readable, accurate and comprehensible so that they are meaningful to viewers who are deaf or hearing impaired. The ACMA reviewed the Standard in 2016. All free-to-air broadcasters and subscription television licensees must comply with the Standard.

Free-to-air and subscription television broadcasters are subject to captioning targets under the BSA. Free-to-air broadcasters are required to caption 100 per cent of non-exempt programming between 6am and midnight, and news and current affairs programs broadcast at any time, on their primary channel. Broadcasters are also required to provide captions on their multichannels for programs that have previously been broadcast with captions by the broadcaster.

Subscription television licensees are subject to captioning targets over a 24 hour period that differ according to specified categories determined by the dominant genre or type of programming. For example in 2017-18, 60 to 90 per cent of total programming for movie services is required to be captioned, 40 to 70 per cent of programming for general entertainment services and 30 per cent for news services and sports services. These targets will gradually increase until they reach 100 per cent of programming between 1 July 2019 and 1 July 2033 for each category of service.

Senate Community Affairs References Committee

ANSWERS TO QUESTIONS ON NOTICE

SOCIAL SERVICES PORTFOLIO

Inquiry into the delivery of outcomes under the National Disability Strategy 2010-2020

to build inclusive and accessible communities

In regards to the digital service standard, this sits within the portfolio responsibilities of the the Digital Transformation Agency, which has provided the following advice:

The Digital Service Standard (the Standard) is mandatory and applies to public facing Australian Government (federal) services owned by non-corporate Commonwealth entities.

The Standard applies to:
- New and redesigned government services, information and transactional
- All high volume transactional services (for example, lodging a tax return online), existing or being designed/redesigned.

<p style="text-align:center">Senate Community Affairs References Committee</p>
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Topic: Obligations for the ABC to provide services for people with disability

Hansard page: 78

Senator Carol Brown asked:

In regard to the ABC, what obligations are there upon the ABC to provide services for people with disability?

Answer:

This question sits within the portfolio responsibility of the Department of Communications and the Arts, which has provided the following advice:

Section 6 of the *Australian Broadcasting Corporation Act 1983* (the ABC Charter), sets out the ongoing functions and responsibilities of the ABC. These include:

(a) to provide within Australia innovative and comprehensive broadcasting services of a high standard as part of the Australian broadcasting system consisting of national, commercial and community sectors and, without limiting the generality of the foregoing, to provide: (i) broadcasting programs that contribute to a sense of national identity and inform and entertain, and reflect the cultural diversity of, the Australian community.

In terms of specific media accessibility obligations, the *Broadcasting Services Act 1992* sets out certain captioning obligations and standards for free-to-air commercial and national television services and subscription television services. In summary, free-to-air broadcasters, including the ABC, must provide captioning on their main channel for programs transmitted from 6am to midnight each day and news or current affairs programs transmitted at any time. Free-to-air broadcasters are required to provide a captioning service for programs transmitted on their multi-channels if the program has previously been broadcast with captions on their main channel or any of their multi-channels.