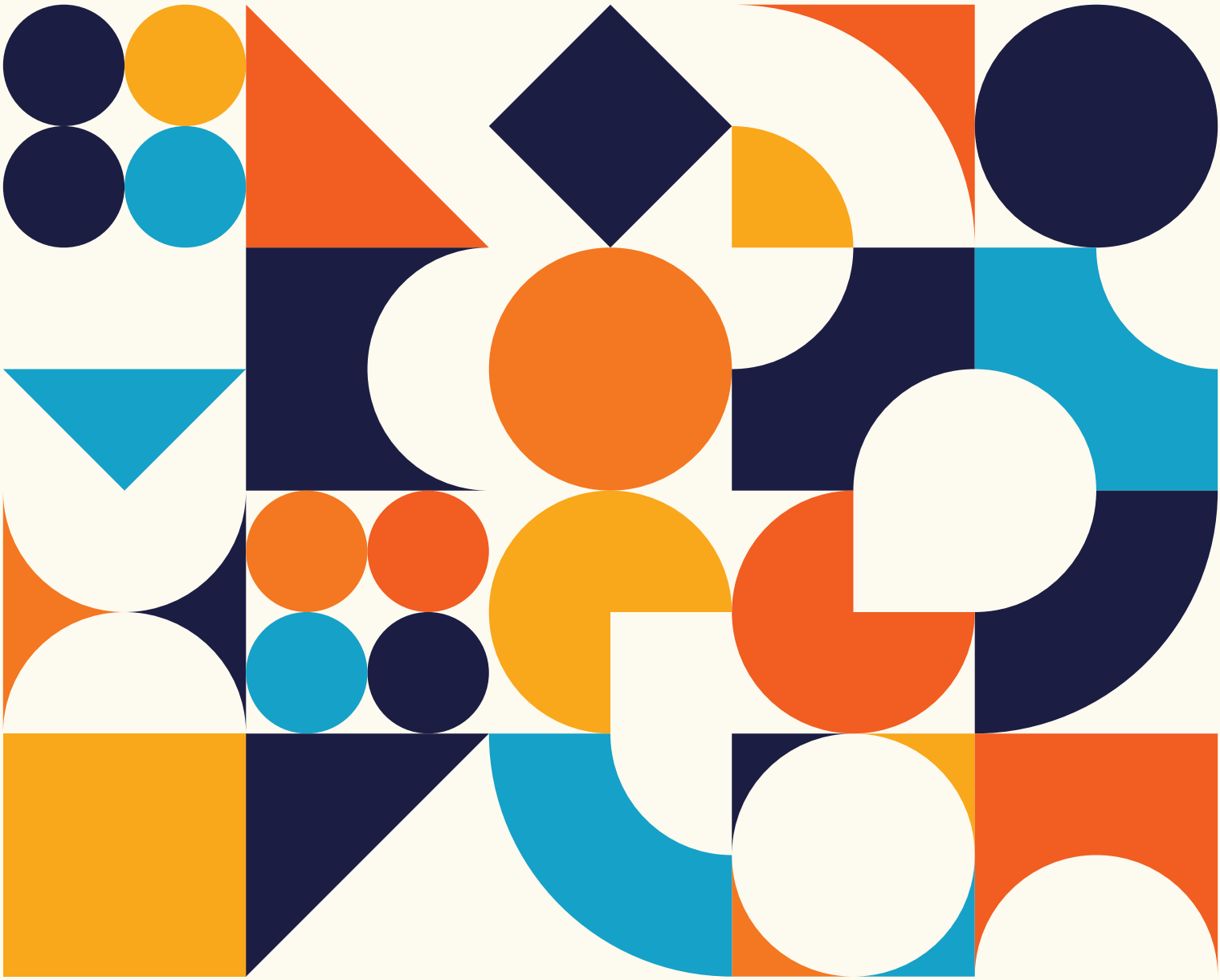
Tasmania's Disability Strategy 2025 – 2027

Disability and Reform, Policy and Reform
Department of Premier and Cabinet

Tasmanian Government



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Contents

Acknowledgment of Aboriginal People and Country	4
Acknowledgment of People with Disability and Community	4
Acronyms	5
Content Warning and Support Services	6
Opening Statement	8
Introduction	9
Vision	11
Principles	11
Language	12
Tasmanian Context	13
The Current Disability and Reform Landscape	14
Areas for Action	22
Tasmania’s Disability Strategy 2025–27 Actions	24
Implementation and Reporting	43
Governance	43
Monitoring and Evaluation	44
Endnotes	44
Appendix 1	45

Acknowledgment of Aboriginal People and Country

In recognition of the deep history and culture of this Island, we acknowledge Tasmanian Aboriginal people, the original and continuing Custodians of the Land, Sea, and Sky. We acknowledge and pay our respects to Elders past and present.

Acknowledgment of People with Disability and Community

The Tasmanian Government acknowledges the lived and living experience of people with disability and their family members, carers and supporters and acknowledge the contribution of people with lived and living experience of disability in developing this Strategy. We acknowledge the community that have paved and continue to pave the way to people with disability having their human rights recognised.

Acronyms

ABS	Australian Bureau of Statistics
ADS	Australia's Disability Strategy 2021 – 2031
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
DECYP	Department for Education, Children and Young People
DFA	Disability Framework for Action
DIAC	Disability Inclusion Advisory Council
DoJ	Department of Justice
DoH	Department of Health
DPAC	Department of Premier and Cabinet
DPFEM	Department of Police, Fire and Emergency Management
DRIS	Disability Rights, Inclusion and Safeguarding Act
DRMC	Disability Reform Ministers Council
DSG	Department of State Growth
NDDA	National Disability Data Asset
NDIA	National Disability Insurance Agency
NDIS	National Disability Insurance Scheme
NPM	National Prevention Mechanism
OPCAT	The Optional Protocol to the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment
ODC	Office of the Disability Commissioner
OPG	Office of the Public Guardian
PDAC	Premier's Disability Advisory Council
RFQ	Request for Quotation
SDA	Specialist Disability Accommodation
SDAC	Survey of Disability, Ageing and Carers
TAP	Targeted Action Plan
TASCAT	Tasmania Civil and Administrative Tribunal
WCAG 2.0	Web Content Accessibility Guidelines 2.2 Level AA

Content Warning and Support Services

The Strategy may contain information that may be uncomfortable or distressing to readers. The Department of Premier and Cabinet is continuing to integrate a trauma-informed approach to the development of this Strategy throughout consultation, development, and implementation.

If you would like support while or after reading this, please see the free services available listed below:

13 Yarn

Phone: 13 92 76 | Website: www.13yarn.org.au
24 hours a day, seven days a week.
Phone support with First Nations crisis counsellors for First Nations people.

1800RESPECT

Phone or Text: 1800 737 732 | Website: www.1800respect.org.au
24 hours a day, seven days a week
National domestic, family and sexual violence counselling

Autism Connect

Phone: 1300 308 699 | Website: https://www.amaze.org.au/autismconnect/
8am – 7pm Monday to Friday
Autism helpline to support Autistic people, their families, carers and support networks, health professionals, researchers, teachers, employers, and the broader community.

Beyond Blue

Phone: 1300 224 636 | www.beyondblue.org.au
24 hours a day, seven days a week
Councillors available for support by phone and online.

Headspace

Phone: 1800 650 890 | Website: www.headspace.org.au
24 hours a day, seven days a week
Phone and online support for young people aged 12-25 and their family and friends.

Kids Helpline

Phone: 1800 55 1800 | Website: www.kidshelpline.com.au
24 hours a day, seven days a week
Phone counselling specifically for children and young people aged 5-25.

Lifeline Crisis Support

Phone: 13 11 14 | Website: www.lifeline.org.au
24 hours a day, seven days a week
Crisis counselling, support groups and suicide prevention services.

QLife

Phone: 1800 184 527 | Website: www.qlife.org.au
3pm – 12am, seven days a week
Nationwide LGBTIQA+ peer support and referral for people in Australia wanting to talk about sexuality, gender, bodies, feelings or relationships.

Other assistance

For a more extensive list of helplines see www.healthdirect.gov.au/mental-health-helplines

Opening Statement

Thank you to everyone who has contributed towards the development of this strategy. We have highly valued your advice, input, and feedback, helping us to have developed this strategy to where it is now. Your voices, insights, and lived experiences have been instrumental in shaping this document, ensuring it reflects the needs and priorities of Tasmanians with disability.

This Strategy is designed as a short-term transitional plan replacing *Accessible Island: Tasmania's Disability Framework for Action 2018-21* (Accessible Island), filling the gap until planning and accountability framework set out in the Disability Rights, Inclusion and Safeguarding Act 2024 is fully realised.

The Strategy has been developed based on a range of consultations undertaken within the past 12 – 18 months for various reforms and processes.

State, Territory and Australian Governments continue to work together to deliver on recommendations from the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability, the Independent Review into the NDIS, along with recommendations and/or commitments to other National and State strategies and policy work that intersects with this Strategy.

In 2025, Disability Ministers from all State, Territory and Australian Governments will continue to shape the design of foundational supports and support central agencies' development of intergovernmental funding arrangements. Foundational supports will be designed with and for people with disability, with a focus on better information, capacity building and early intervention as part of a connected disability ecosystem with clear interfaces to both mainstream services and the NDIS.

The Strategy acknowledges the evolving disability and reform landscape, and while the Strategy is grounded in the present, it is informed by long-term goals, supporting a future of sustainable change for people with disability in Tasmania. The Actions outlined in the Strategy reflect what Tasmanian Government agencies are currently committed to delivering. By clearly defining these commitments, the Strategy provides clarity on the tangible steps being taken now while recognising the broader, ongoing reforms that continue to evolve.

Through this strategy, we reaffirm our commitment to building a more inclusive and equitable Tasmania where people living with disability can live with dignity, independence, and full participation in all aspects of life.

Introduction

The Tasmanian Government aspires to an inclusive community that ensures people with disability, in all their diversity, can reach their full potential as equal members of the community.

This Strategy is the first stage in aligning a whole of government approach under Tasmania's commitment to Australia's Disability Strategy 2021-2031 (ADS). This ensures all government agencies implement just and inclusive policies and practices for Tasmanians with disability.

As with the previous all-of-government approach 'Accessible Island: Tasmania's Disability Framework for Action', this Strategy continues to be based on a rights-based, social model of disability. It recognises the Australian government's commitment as signatory to the United Nations Convention on the Rights of Person's with Disability (UNCRPD). It also recognises that the exclusion of people with disability is not due to impairment or anything else about the individual, but the failure of society to remove barriers, provide opportunity and meet the needs of people with disability.

This Strategy provides a transition stage towards a stronger framework for accountability and transparency by the Tasmanian Government in relation to disability inclusion. The Tasmanian Government has recently passed the *Disability Rights, Inclusion and Safeguarding Act 2024* (TAS). The Act sets out these commitments in Law and will commence in 2025. The Act will require the Minister for Disability Services to ensure the preparation of a Disability Inclusion Plan and will require 'Defined Entities' (including Government Agencies and Government Business Enterprises) to prepare Disability Inclusion Action Plans. The next Tasmanian Disability Inclusion Plan will have a stronger focus on consultation with people with disability. Once the new Act is in place the government will have 12 months to develop the first 'Tasmanian Disability Inclusion Plan' which meets the requirements set out by the Act.

The Department of Premier and Cabinet consulted with the Premier's Disability Advisory Council (PDAC) through a series of workshops on key action themes based on the ADS Outcome Areas and Policy Priority Areas. The primary role of PDAC has been to advise, monitor and annually report on the progress of the whole-of-government Strategy. PDAC is chaired by the Premier and consists of eight community members, representing people with disability and their families, who assist the Tasmanian Government and broader community to enable full participation of people with disability in all aspects of community life, in accord with the vision outlined in this Strategy.

Since the last whole-of-government Strategy, there has been significant change in the disability space through the COVID-19 pandemic. Many lessons were learned through COVID-19 which saw a dramatic shift to online service provision, and flexible, hybrid working opportunities, highlighting barriers and gaps people with disability experience in health systems. We have seen the improvement of linkages between health and the disability sector and an increased recognition and awareness of disability (including use of language around disability). The associated restrictions and potential risks continue to have a significant impact on people with disability and how they live and participate in the community.

People with disability still experience inequality and barriers including in housing, education, health, transport, justice, family support and employment. A large focus of the Tasmanian Government during this extensive time of reform is on doing more to ensure all people with disability have full access to services needed.

Vision

Tasmanian Government's vision for the future:

A fully inclusive society that values and respects all people with disability as equal and contributing members of the community.

This will happen when people with disability:

- Can pursue their personal goals free from discrimination.
- Are included in a community that is welcoming and accessible.
- Have their needs met.
- Have their independence recognised and can make choices about decisions which impact on their lives: and
- Can participate in the development of policy and legislation that affect them.

Principles

This Strategy is based on the principles of the United Nations Convention of the Rights of Persons with Disability (UNCRPD) agreed to by the Australian Government, translated through Australia's Disability Strategy 2021- 2031 Guiding Principles:

- Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons.
- Non-Discrimination.
- Full and effective participation and inclusion in society.
- Respect for difference and acceptance of person with disabilities as part of human diversity and humanity.
- Equality of opportunity.
- Accessibility.
- Equality of people.
- Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

Language

Language is an important and powerful tool for changing community attitudes, promoting inclusion, demonstrating awareness and respect of people with disability.

Ableism

Ableism is discrimination or prejudice towards people with disability and can be a driver of violence, abuse, harm, neglect, and exploitation of people with disability. It can be described as the systemic and interpersonal exclusion and oppression of people with disability. Ableism interacts with other forms of discrimination, such as gender inequality, racism, homophobia, biphobia, transphobia, and ageism. This creates multiple and intersecting forms of systemic discrimination for Aboriginal and Torres Strait Islanders, women, LGBTIQA+ people, multicultural people, older people, and young people.

Person-first and identity-first language

Person first language (people with disability) and identity-first (disabled people) are both used in Australia. This document uses person first language across policy but recognises that many people prefer to use identity-first language. Person first language puts the person before disability.

We acknowledge how people identify is a personal preference and individual right.

The Social Model of Disability

This Strategy is built upon a social model of Disability. The social model is described by People with Disability Australia in the following way:

The social model sees 'disability' is the result of the interaction between people living with impairments and an environment filled with physical, attitudinal, communication and social barriers. It therefore carries the implication that the physical, attitudinal, communication and social environment must change to enable people living with impairments to participate in society on an equal basis.

It is important to note that the social model perspective does not deny the reality of the impairment nor its impact on the individual. However, it challenges the medical model which is deficit based and focuses on impairment or anything else about the individual which labels them disabled and needing to be 'healed, fixed, cured'. In the social model it is not impairment or anything else about the individual which creates disability. It is factors like the attitudes of others, poor communication, inaccessible environments, and lack of accommodations in providing services which build barriers and create disability.

Tasmanian Context

Tasmania is home to 573,300 people, with approximately 30 per cent[1] of all Tasmanians identifying as living with disability and many Tasmanians provide support to family members, partners and friends as unpaid and informal carers.

Our island state is made up of unique landscapes from mountain regions, the central plateau, rainforests, eucalyptus forests, coastlines, and numerous smaller islands where Tasmanians with disability live, dispersed across urban, regional, rural, and remote areas.

While most people with disability live in cities and regional town centres, Tasmania has one of the most rural and remotely dispersed population of any state or territory with 10 per cent living outside major cities and towns.

People with disability include, but are not restricted to, those who have long-term physical, mental, cognitive, intellectual, psychosocial or sensory impairments. People with disability have specific needs, priorities and perspectives based on their individual identities including their gender, age, sexuality, race, and cultural background, and can face additional barriers and inequities (Australia's Disability Strategy 2021-2031). This Strategy recognises that people with disability may have intersecting experiences of marginalisation.

Each and every person with disability experiences life differently. Some have invisible disability that may not appear "visible" to others, and some may have complex or multiple disability. For example, a wheelchair user may also be Autistic. Some people live independently, some rely on networks of support through their families, carers and support services. There are people with disability from birth, and those who have acquired disability through accident, illness, injury, or ageing. People with disability in Tasmania are diverse and this Strategy recognises this.

[1] 2022 Survey Disability, Ageing and Carers (SDAC)

The Current Disability and Reform Landscape

Tasmania's Disability Strategy has been developed in a time of extensive reform. The Strategy has been developed in the context of other state, national, international and other important areas of reform which aim to improve outcomes for people with disability.

Australia's Disability Strategy 2021-2031

The Tasmanian Government is committed under Australia's Disability Strategy 2021-2031 (ADS) and the United Nations Convention on the Rights of Persons with Disability (UN CRPD) to working with people with disability, their families, carers, disability providers and the wider community, to build a more equitable and accessible state that values and respects all people with disability as equal and contributing members of the community.

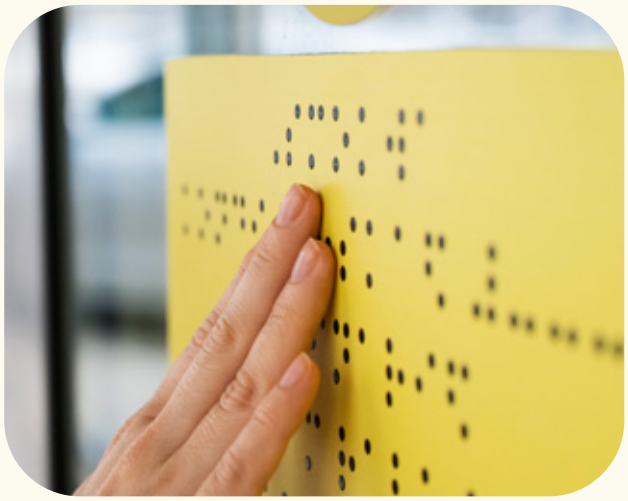
The Tasmanian Disability Strategy aligns with the ADS, which sets out practical changes in line with Australia's commitments under the UN CRPD. The Strategy, along with the UN CRPD, plays an important role in protecting, promoting, and realising the human rights of people with disability.

The ADS has a strong focus on public reporting, governance, and evaluation, and sets out priorities for governments, at all levels, to drive change and to uphold the rights, inclusion, and participation of people with disability in all areas of Australian life. Outcome Areas were identified through consultation with people with disability and are delivered and reported against. The seven Outcome Areas of the ADS are:

- Employment and Financial Security
- Inclusive Homes and Communities
- Safety, Rights and Justice
- Personal and Community Support
- Education and Learning
- Health and Wellbeing
- Community Attitudes

These areas are interrelated and necessarily connected. For example, improved education and learning outcomes lead to better employment and financial security outcomes.

Further Information: www.disabilitygateway.gov.au/ads/strategy



The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (Disability Royal Commission) is another significant area of disability reform. The Disability Royal Commission was campaigned for by people with disability and had a very broad scope, examining and exposing violence against, and abuse, neglect, and exploitation of, people with disability in all settings and contexts. The four-year Commission highlighted the extent, and risk, of harm that people with disability may experience and demonstrated the importance of protecting the rights of people with disability. This included explicitly recognising that Australia has international obligations to promote the human rights of people with disability through the UN CRPD.

In September 2023, The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability: Final Report was released with 222 recommendations. These recommendations focused on how to improve laws, policies, structures, and practices to ensure a more inclusive and just society that supports the independence of people with disability and their right to live free from violence, abuse, neglect, and exploitation. Some of these recommendations align with work already being undertaken by the Tasmanian Government. A number of Disability Royal Commission recommendations crossover with other significant reforms, including

the ADS and the NDIS Review, and the Tasmanian Government is considering, developing and implementing strategic responses which will drive meaningful and lasting change.

Further information, including the Tasmanian Response to the Disability Royal Commission Final Report, can be found at Disability Royal Commission - Tasmania

The National Disability Insurance Scheme (NDIS) Review

A review of the NDIS commenced in October 2022 with three overarching objectives: to put people with disability back at the centre of the NDIS: to restore trust, confidence and pride in the NDIS and ensure the sustainability of the NDIS for future generations.

The review was overseen by an Independent NDIS Review Panel co-chaired by Professor Bruce Bonyhady and Ms Lisa Paul AO and reported directly to the Disability Reform Ministerial Council (DRMC). Over the 12-month review process, the Review panel consulted broadly with people with disability, their families and carers, providers and other key stakeholders, receiving over 3,850 submissions.

Five key challenges were identified through the Review consultation: the NDIS is an “oasis in the desert”; inconsistent and inequitable decisions regarding ‘reasonable and necessary’ supports; more young children are entering the NDIS than expected; NDIS markets are not working, and the NDIS is not sustainable into the future.

Following consideration by DRMC and National Cabinet, the NDIS Review final report: *Working together to deliver the NDIS* (the Report) was released on 7 December 2023. It makes 26 recommendations. National Cabinet acknowledged the need for NDIS reform and agreed to work together to:

- Implement legislative and other changes to improve the experience of participants and restore the original intent of the Scheme to support people with permanent and significant disability, within a broader ecosystem of supports.
- Adjust state and territory NDIS contribution escalation rates in line with Scheme growth, capped at 8 per cent, commencing from July 2028.
- Jointly design and commission foundational supports.

The Tasmanian Government is working together with the Australian and state and territory governments to progress this work including a joint response to the Review recommendations. There remains an ongoing commitment to engage with the Tasmanian disability community as we work to make changes that create a fairer and more inclusive Australia and improve outcomes for all people with disability, not just NDIS participants.

Further Information: www.ndisreview.gov.au/

National Autism Strategy 2025-2031

The National Autism Strategy sets out the vision for a safe and inclusive society for all Autistic people. The strategy is a framework for improving outcomes for all Autistic people in the years ahead. It includes a vision, goal and guiding principles. The strategy focuses on actions and enabling change in social and economic inclusion, diagnosis, services and supports, and physical and mental health via the Autism Health Roadmap. The National Autism Strategy's vision is "for a safe, inclusive society." In which, "all Autistic people are able to fully participate in all aspects of life, in line with international human rights."

Further Information: National Autism Strategy | Department of Social Services

Disability Rights, Inclusion and Safeguarding Act 2024 (TAS)

The *Disability Rights, Inclusion and Safeguarding Act 2024* was passed by the Tasmanian Parliament on 17 October 2024. Royal Assent of the Act was given on 8 November 2024. The new Act will commence mid 2025.

The Act will advance and safeguard the rights of all people with disability and will advance the full and effective inclusion of all people with disability.

The *Disability Rights, Inclusion and Safeguarding Act 2024* implements a number of new measures for Tasmania, including:

- creating the position of a Tasmanian Disability Commissioner – the first for Tasmania;
- establishing a mechanism for the formal inclusion of people with disability in leadership through the creation of a Disability Inclusion Advisory Council;
- promoting a social model of disability and the human rights expressed within the United Nations Convention on the Rights of Persons with Disability (UNCRPD) and Australia's Disability Strategy (ADS);
- formalising requirements relating to consultation, planning and reporting of progress in delivering actions through a legislated Tasmanian Disability Inclusion Plan and associated action plans for defined entities such as Government Departments and GBEs;
- elevating the role of the Senior Practitioner to that of decision maker for the authorisation of restrictive practices used by disability service providers and regulates the use of restrictive practices by disability service providers; and
- making provision for a Community Visitor Scheme to be established in the future in response to a recommendation from the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

Many measures in the Act align with the recommendations handed down by the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability.

Consultation on the Disability Inclusion and Safeguarding Bill was conducted in 2022 and over August and September in 2023. Thank you to people with disability, their carers, disability advocates and supporters who provided valuable feedback during the consultation.

Many of the activities required to implement the Act are included in this Strategy.

Further Information www.dpac.tas.gov.au/divisions/cpp/community-and-disability-services

The National Agreement on Closing the Gap

Aboriginal and Torres Strait Islanders' understanding of disability is important to consider within this Strategy. The National Agreement on Closing the Gap (the National Agreement) and the Disability Sector Strengthening Plan that sits under it were developed through national consultation with the Coalition of Aboriginal and Torres Islander Peak Organisations, all Australian governments, and the Aboriginal community-controlled sector.

The objective of the National Agreement is to overcome the entrenched inequality faced by too many Aboriginal and Torres Strait Islander people so that their life outcomes are equal to all Australians. Parties have committed to mobilising all avenues and opportunities available to them to meet the objectives of the National Agreement framed by four Priority Reform Areas: 1. Formal partnerships and shared decision-making, 2. Building the community-controlled Sector, 3. Transforming government organisations, and 4. Shared access to data and information at a regional level. Therefore, the commitment to Closing the Gap intersects with and helps shape this Strategy.

Further Information: www.closingthegap.gov.au/national-agreement

National Plan to End Violence against Women and Children 2022-2032

The National Plan to End Violence against Women and Children 2022-2032 (The National Plan) is the overarching national policy framework that will guide actions towards ending violence against women and children over the next 10 years. It aligns with Outcome Areas in Australia's Disability Strategy regarding women and girls with disability. The National Plan highlights how all parts of society, including governments, businesses and workplaces, media, schools and educational institutions, the family, domestic and sexual violence sector, communities, and all individuals, must work together to achieve the shared vision of ending gender-based violence in one generation.

Further Information: www.dss.gov.au/ending-violence

Commission of Inquiry into the Tasmania's Responses to Child Sexual Abuse in Institutional Settings (Commission of Inquiry).

The Commission of Inquiry is a momentous event in Tasmania's history in which the Tasmanian Government is committed to making a real difference in the way we see, listen to, value, and keep children safe. Implementation of Commission of Inquiry recommendations, like other areas of the Tasmania's major reform agenda, will impact and help shape this Strategy.

Established in 2021, the Commission of Inquiry investigated the responses of Tasmanian Government Agencies in relation to the management of allegations of child sexual abuse in institutional settings. The Tasmanian Government responded with a commitment to implementing all 191 recommendations and addressing 75 findings over a substantial program of work over six years. With more than 20 percent of children in out of home care identified a living with disability and disability mentioned across multiple recommendations.

Further Information: www.commissionofinquiry.tas.gov.au/home

Other Alignments

This Strategy was approached using an intersectional lens, recognising the specific barriers individuals with disability may face or have faced, considering the ways multiple barriers overlap to create unique experiences for the individual. These include but are not limited to Department of Premier and Cabinet whole of government strategies and action plans such as:

- 'It Takes a Tasmanian Village'- Tasmanian's first Child and Youth Wellbeing Strategy for 0-25 year olds
- Equal means Equal: Tasmanian Women's Strategy 2022-2027
- LGBTIQ+ Whole of Government Framework,
- Our Multicultural Island Tasmania's Multicultural Policy and Action Plan,
- Strong, Liveable Communities: Tasmania's Active Ageing Plan
- Supporting Tasmanian Carers: Tasmanian Carer Action Plan
- Survivors at the Centre: Tasmania's Third Family and Sexual Violence Action Plan
- National Mental Health and Suicide Prevention Agreement
- National Disability Advocacy Framework | Department of Social Services

While these are whole-of-government strategies, frameworks and plans, many Tasmanian Government Agencies develop and implement their own disability, diversity, and inclusion plans. For example, The Department of State Growth Disability Access and Inclusion Plan 2024-25. As far as practical Agencies will align plans with this whole of government Tasmanian Disability Strategy.

Areas for Action

Outcome Areas

There are seven outcome areas outlined within Australia's Disability Strategy 2021–31 (ADS) developed through consultation with people with disability identified as specific areas that need to improve. The Outcome Areas are:

- **Employment and Financial Security** - Providing jobs and career opportunities for people with disability and making sure they have enough income to meet their needs.
- **Inclusive Homes and Communities** - Increasing the number of accessible, affordable, and well-designed homes and creating a community that is inclusive and accessible.
- **Safety, Rights and Justice** - Ensuring the rights of people with disability are promoted, upheld, and protected, and people with disability feel safe and enjoy equality before the law.
- **Personal and Community Support** - Providing people with disability access to supports so they can live independently and engage in their communities.
- **Education and Learning** - Supporting people with disability to access education and learning throughout their lives so they reach their full potential.
- **Health and Wellbeing** - Increasing support and capability in the healthcare sector to meet the needs of people with disability, and ensuring disaster preparedness and emergency responses include the needs of people with disability.
- **Community Attitudes** - Community attitudes support equality, inclusion, and participation in society for people with disability.

Targeted Action Plans

The Targeted Action Plans (TAPs) are the means by which the ADS is implemented, with additional outcome areas reported against through annual Targeted Action Plans Reports.

TAPs are responsive to the changing environment and voices of people with disability and aim to maintain trust and accountability by being published on the ADS Hub website. In January 2025 three new TAPs were released for Community Attitudes, Inclusive Homes and Communities and Safety, Rights and Justice.

Data Improvement Plan

The ADS Data Improvement Plan (DIP) sets out how to improve the data needed to track progress against the ADS Outcomes Framework, with a focus on collecting data for future measures.

Data for the Outcomes Framework will come from various sources, including:

- Survey data, including from the Survey of Disability, Aging and Carers (SDAC), other ABS surveys, and Australia's Disability Strategy Survey on community attitudes towards people with disability.
- Administrative data, including from the National Disability Insurance Scheme (NDIS), and state and territory health education departments.

- Linking datasets together to improve data quality and comparability to create a wide range of new insights through mechanisms including the National Disability Data Asset (NDDA).

The Tasmanian Government is committed to improving the collection and reporting of data. Australian, state and territory governments are working with the disability community on the National Disability Data Asset. This will help governments better understand the experiences of people with disability and support people with disability, their carers, and the broader community.

Tasmania's Disability Strategy 2025–27 Actions

ADS Outcome Area 1: Employment and Financial Security

Outcome:

People with disability have economic security, enabling them to plan for the future and exercise choice and control over their lives.

Policy Priorities:

1. Increase employment of people with disability.
2. Improve the transition of young people with disability from education to employment.
3. Strengthen financial independence of people with disability.

What does the ADS say:

Employment and financial security are central to improving outcomes for people with disability. This includes providing jobs and career opportunities and having adequate income for people to meet their needs.

Table 1: Employment and Financial Security

Actions		Agency
1.1	Establish disability champions within DPFEM to engage with disability employment services. Indicator of success - Relationships with disability employment service providers are established. This action will be an ongoing activity.	DPFEM
1.2	Conduct an audit of data capture processes and reporting capacity regarding employment of people with disability and identify opportunities for improvement. Indicator of success - The Tasmanian Government's understanding of disability employment to enable targeted improvements is enhanced. This action will be an ongoing activity.	DPAC
1.3	Engage with Australia's Disability Network to promote and improve a disability confident workforce. Indicator of success - The Tasmanian Government's employed workforce has a greater understanding and confidence of disability in the workplace. This will be achieved in 2025.	DPAC

Actions		Agency
1.4	As per the DRC recommendation and response (Rec 6.2) Tasmania is committed to working with our national colleagues and consulting with people who use Auslan or Deaf interpreters on what would need to be in a strategy to boost this workforce. Indicator of success - A national Auslan interpreter workforce strategy is developed. This will be achieved in 2026-2027	DPAC
1.5	Increase representation of people with disability in the Tasmanian State Service. Indicator of success - Increase in per cent of State Service employees with disability in the last 12 months. This action will be an ongoing activity.	DPAC/SSMO
1.6	Ensure State Service policies, processes and programs better respond to people with disability. Indicator of success - People with disability are consulted in developing and review of Disability Inclusion Action Plans. This action will be an ongoing activity.	DPAC/SSMO
1.7	Value the contribution people with disability make to the State Service workforce . Indicator of success - Increase in affirmative actions in recruitment, retention, and awareness across the Tasmanian State Service. This action will be an ongoing activity.	DPAC/SSMO
1.8	Review and identify improvements for Tasmanian State Service data capture processes regarding employment of people with disability. Indicator of success - Data capture processes and reporting capacity regarding employment of people with disability are evolved. This action will be an ongoing activity.	DPAC/SSMO
1.9	Deliver Employment agenda under DSG's Disability Access and Inclusion Plan. Indicator of success - Improvement of employment security for Tasmanians with disability. This will be achieved in 2025.	DSG

ADS Outcome Area 2: Inclusive Homes and Communities

Outcome:

People with disability live in inclusive, accessible, and well-designed homes and communities.

Policy Priorities:

1. Increase the availability of affordable housing.
2. Housing is accessible and people with disability have choice and control about where they live, who they with, and who comes into their home.
3. People with disability are able to fully participate in social, recreational, sporting, religious and cultural life.
4. The built and natural environment is accessible.
5. Transport systems are accessible for the whole community.
6. Information and communication systems are accessible, reliable and responsive.

What does the ADS say:

Having appropriate housing, and a community that is accessible and inclusive, is central to how people with disability live, work and socialise.

Accessible housing, transport, communication, and the built environment are key factors supporting the participation of people with disability. Accessible public buildings, facilities, parks and events all support the inclusion of people with disability in community life.

Table 2: Inclusive Homes and Communities

Action		Agency
2.1	Release an RFQ to seek advice on Homes Tasmania's SDA registration and enrolment. Indicator of success - RFQ released. This will be achieved in 2025.	Homes Tasmania
2.2	Review and expand Homes Tasmania's Design Policy for Social Housing to ensure universal design principles are used in the delivery of all new social housing projects. Indicator of success - New Housing Design Policy released. This will be achieved in 2025.	Homes Tasmania
2.3	Deliver 2000 social homes by 30 June 2027 at a minimum meet Silver Liveability Standard. Including more accessible homes that meet Gold Liveability Standard. Indicator of success - Delivery of 2000 social homes by 2027. This will be achieved in 2027.	Homes Tasmania

Action		Agency
2.4	Further consider concessions for Stamp Duty under the specific circumstances identified in PDAC's recommendations. Indicator of success - Stamp Duty concessions related to the specific circumstances per PDAC's recommendations are considered. PDAC's recommendation is to review and establish a firm timeline for abolishing home purchase stamp duty in situations where a person with disability's existing privately owned home is no longer suitable and cannot be viably modified at a reasonable cost to meet their needs thereby necessitating purchase of a more suitable property. This will be achieved in 2026.	Treasury
2.5	Audit existing DPFEM buildings to assess compliance against the Disability Discrimination Act 1992 (Cth) and prioritise upgrades in the Department's Strategic Asset Management Plan. Indicator of success - Access to DPFEM buildings for people with disability is improved. This action will be an ongoing activity.	DPFEM
2.6	Provide improved communication with people with disability in respect of personal safety and the reporting of offences. Indicator of success - The new Tasmania Police Community Engagement unit will establish relationships with key disability-related groups. Tasmania Police will introduce the ability to report serious crimes online. This action will be an ongoing activity.	DPFEM
2.7	DECYP to develop a process to ascertain requirements for long term planning of functional access for all children and young people to education sites. Indicator of success - Enhanced understanding of each site and the minimum access needs informs future requirements. A Review of the Disability Access Minor Works program and the ongoing ability to respond to the access needs of students enrolled in DECYP schools. A Review of the accessible bathroom provisions in design of new buildings and renovations. This action will be an ongoing activity.	DECYP
2.8	Continue improvements to disability access to Justice buildings. Review of Department accessibility reports and process for actioning recommendations to ensure premises are accessible. Indicator of success - Increased access for those with a disability to Justice services. Continuous improvements to access to old infrastructure at Supreme Court. New Burnie Court complex designed with improved disability access for clients and stakeholders. This will be achieved in 2026.	DoJ
2.9	Commence planning and delivery of new Changing Places across Tasmania. Indicator of success - $300,000 has been committed over two years to add to existing Commonwealth funding. Double the number of accredited Changing Places facilities within Tasmania. This will be achieved in 2027.	DPAC
2.10	Publish information in accessible formats, ensuring people with disability can engage actively and equally. Indicator of success - Guideline published and available. Published information is accessible. This will be achieved in 2025.	DPAC

Action		Agency
2.11	Work with the Australian Government to engage stakeholders and community in the consultation on nationally consistent principles for assistance animals. Indicator of success – Nationally consistent principles are agreed. This will be achieved in 2025-2026.	DPAC
2.12	Consider information about disability awareness, support measures and adjustments for courts and legal practitioners. Review current practice and information available to courts and legal practitioners on disability awareness, support measures and adjustments for people with disability. Engage with disability organisations and people with disability to identify any gaps. Consider outcomes of the review and views of people with disability. Indicator of success - Review completed, with direct input from disability organisations and people with disability. Identify next steps post review, including resourcing requirements to support the implementation of identified changes. Implement next steps. This action will be achieved in 2026.	DoJ
2.13	Develop a workplan for the inclusion of accessible information on the Department's websites. Develop a plan for ensuring information published on the Department's websites complies with Tasmanian Government requirements on accessibility. Indicator of success - Websites are updated. This will be achieved in 2026.	DoJ
2.14	Provide opportunities for all Tasmanians to participate and engage in lifelong learning, to be connected to their local community and pursue life opportunities. Indicator of success - Universal access to Libraries Tasmania's collections that caters to a diverse range of need. A Diversity and Inclusion Stakeholder Plan for the public library network is developed. More people are supported to improve their literacy and numeracy skills including digital literacy. Design library programs and services to meet the needs of diverse audiences. This will be achieved in 2027.	DECYP
2.15	Providing guidelines on how to produce accessible digital content on the DECYP intranet. Indicator of success - Guidelines are created. This action will be an ongoing activity.	DECYP
2.16	Our DECYP public website meets WCAG 2.2 AA, as well as other associated DECYP public websites. Working towards exceeding the industry benchmark of 84% compliance aiming for 94% for all DECYP websites (excluding schools). Indicator of success - Websites updated and meet the WCAG 2.2 AA standard. This action will be an ongoing activity.	DECYP

ADS Outcome Area 3: Safety, Rights and Justice

Outcome:

The rights of people with disability are promoted, upheld and protected, and people with disability feel safe and enjoy equality before the law.

Policy Priorities:

1. People with disability are safe and feel safe from violence, abuse, neglect and exploitation.
2. Policies, processes, and programs provide better responses to people with disability who have experienced trauma.
3. Policies, processes, and programs for people with disability promote gender equality and prevent violence against groups at heightened risk, including women and their children.
4. The rights of people with disability are promoted, upheld and protected.
5. People with disability have equal access to justice.
6. The criminal justice system responds effectively to the complex needs and vulnerabilities of people with disability.

What does the ADS say:

People with disability are experts in their own lives and have the same rights as people without disability. Community acceptance of these rights and experiences will maximize individual power and autonomy, and support economic participation, social inclusion, safety and equality.

Australia's Disability Discrimination Act 1992 (DDA) makes discrimination on the basis of disability unlawful in areas including employment, education, and access to premises, goods, services and facilities. Disability advocacy can enable and support people with disability in ways which protect and uphold their rights. Despite this, rights protection, safety, and discrimination of people with disability continue to be areas requiring improvement.

Table 3: Safety, Rights and Justice

No.	Action	Agency
3.1	Expand the Office of the Public Guardian (OPG) Dispute Resolution Service. Indicator of success - As a result of legislative reforms that took effect in November 2022 and September 2024, the OPG's functions have now been extended to include dispute resolution. The OPGs dispute resolution service helps people work through and find solutions to disputes about advance care directives or substitute decision-making arrangements by private guardians and private administrators. The OPG continues to work with TASACT to identify potential applications for dispute resolution, as an alternative to guardianship applications. The uptake of OPGs Dispute resolution service has been low, with just one application lodged since 2022. In the meantime, OPG is focussing on community education and awareness building in regard to alternative, less restrictive options to guardianship. This action has been completed.	DOJ
3.2	Implement supported decision-making principles through changes to the *Guardianship and Administration Act 1995*. Indicator of success - In September 2024, reforms to the *Guardianship and Administration Act 1995* took effect. These reforms focus on reflecting rights-based practices in guardianship and administration in line with the Unites Nations *Convention on the Rights of Persons with Disabilities*. The Conventions enshrines the rights of people with disability, including equal right to make one's own decisions, and for decisions about a person's life to reflect their will, preferences and rights. As a result of the legislative reform, OPG is required to provide support to the represented person to assist them to make their own decisions. If, despite support, the person is unable to make their own decision, the substitute decision-maker must follow the person's will and preference - unless by doing so would place them at risk of serious harm. The reformed Act requires TASCAT to ensure private guardians and administrators adhere to the revised principles of the Act, upon initial appointment and when an order is reviewed. The appointment of the Public Guardian is only made where no suitable person is identified. Therefore, the OPG and Public Trustee are appointments of last resort. This action will be an ongoing activity.	DoJ

No.	Action	Agency
3.3	Commence changes for making guardianship and administration orders. Commence the Guardianship and Administration Amendment Act, as well as, business process changes for TASCAT in relation to the making of representation orders considering the will and preference of the proposed represented person. Indicator of success - New legislation introduced with requirements for TASCAT in making representation orders. This action will be an ongoing activity.	DoJ
3.4	Implement new decision-making processes that apply to Public Guardians. Indicator of success - Implementing the new legislation introduced with new decision-making processes in effect. This action will be an ongoing activity.	DoJ OPG
3.5	Participate in review of guidelines on maximising participation. Indicator of success - Lead by the National Tribunals, with participation by Public Guardian and Public Trustee through the Australian Guardianship and Administration Council. This actions timeframe is yet to be determined.	DoJ
3.6	Implement changes to public disclosure and confidentiality restrictions. Indicator of success - Amendments to the Guardianship and Administration legislation introduced with revised provisions relating to the public disclosure and confidentiality restrictions. This action will be achieved in 2025.	DoJ TASCAT
3.7	Consult with disability organisations on needs in places of detention. Enable the Tasmanian National PM to embed disability awareness in OPCAT monitoring. Indicator of success - The NPM is empowered to support the development of a human rights education and training strategy with its counterparts. NPM engagement with disability organisations. NPM engagement with people with disability in places of detention. Training and education for NPM staff on types of disability and needs of people with disability in paces of detention. The Department of Justice will establish clear mechanism for obtaining the views of people with disability in places of detention. This action will be an ongoing activity.	DoJ
3.8	Investigate improvements to disability screening for people in custody. Engage with Corrective Services Administrators' Council (CSAC) on developing national practice guidelines and policies relating to screening for disability and identification of support needs in custody. Review screening and identification policies and practices in line with national practice guidelines. Investigate and implement improved screening and identification practices, for intake and admission to the Tasmania Prison Service, to better understand the extent of people with disability. Indicator of success - Improved screening and identification practices embedded in intake and admission to custody of Tasmania Prison Service. This action will be achieved in 2025-2027.	DoJ

No.	Action	Agency
3.9	Expand the registration to work with vulnerable people scheme to include people working or volunteering with: - people under a guardianship order, - people under a mental health order, - people with a disability who are not NDIS participants. Indicator of success - Updated legislation commenced. Current registrants extended to include other categories of vulnerable adults. New applicants registered to work with new categories of vulnerable adults. This action will be achieved in 2026.	DoJ
3.10	Participate in discussions to amend the Intergovernmental Agreement on Nationally Consistent Worker Screening for the NDIS. Engage with the Commonwealth and other jurisdictions to consider and progress changes to continuous monitoring and worker screening. Indicator of success - The DoJ is participating and engaging with the Commonwealth and other jurisdictions on worker screening. This action will be an ongoing activity.	DoJ
3.11	Participate in discussions on complaint handling and investigative practice guidelines. Participate in national discussions with the Commonwealth Ombudsman and all State and Territory Ombudsmen to develop guidelines for organisations on implementing complaint handling and investigative practices that are accessible and responsive to people with disability. Indicator of success - Draft guidelines are developed. This action will be an ongoing activity.	DoJ
3.12	Consider DRC recommendations that can be implemented in 2024-26. Indicator of success - Implementation plans developed for DRC recommendations that can be achieved within a 2-year timeframe. Development of training, policy and processes that meet the needs of people with disability. This action will be achieved in 2026.	DOJ

No.	Action	Agency
3.13	DECYP to improve conditions for children and young people with disability in youth detention. Indicator of success - Development and implementation of an Equity and Diversity Policy/Procedure for Custodial Youth Justice settings, taking into consideration DRC Recommendation 8.1. Review and update of the Young Person into Detention Custody Procedure, taking into consideration DRC Recommendation 8.4. AYDC staff receive initial and ongoing disability training (8.5). Policies and procedures align with the national practice guidelines and policies relating to screening for disability and identification of support needs in custody, once developed by the Corrective Services Administration Council (8.14, 8.15). Aboriginal young people with disability in detention feel and are safe (9.3): Review of the AYDC Learning and Development Framework to ensure that cultural awareness will be embedded in all learning and development opportunities. Review of the AYDC Practice Framework which will inform the work to reform the youth justice system, including the new Service Delivery Model and Practice Approach. Establishment of the role of Aboriginal Liaison Officer at AYDC which will include facilitating cultural support and involvement in case planning, case management and exit planning. This actions timeframe is yet to be determined.	DECYP
3.14	Establish a whole of Government disability inclusion planning and reporting framework. Indicator of success - Commencement of the Disability Rights, Inclusion and Safeguarding Act 2025 (See Part 2 of Act). First Tasmanian Disability Inclusion Plan published. First Disability Inclusion Plans for Defined Entities published. The DRIS Act is to commence mid-2025. Publication timeframes are included in the Legislation.	DPAC – Disability and Reform and Defined Entities
3.15	Develop and Implement a Guideline for Consultation by Defined Entities (See clause 17 of DRIS Act) Indicator of success - Consultation on the Guideline undertaken. Guideline for Defined Entities developed. This action will be achieved in May 2025.	DPAC
3.16	Make provision for a Community Visitor Scheme in the DRIS Act and frame a Tasmanian scheme that is coherent with the nationally consistent approach. Indicator of success - Working with Commonwealth, States and Territories to explore a Nationally consistent Community Visitor Scheme. Establishment of scheme will require future budget allocation. This action will be achieved in 2025.	DPAC
3.17	Progress increased safeguarding and promote disability inclusion through creation of a Disability Commissioner. Indicator of success - Appointment of a Disability Commissioner. Establish Office of the Disability Commissioner. This action will be achieved in 2025.	DPAC DCT

No.	Action	Agency
3.18	Implement a contemporary and rights driven authorisation process for restrictive practices that is consistent with nationally agreed rules. Consistent with *Disability Rights, Inclusion and Safeguarding Act 2025* (See Parts 6, 7, 8 and 9). Indicator of success - New model implemented. This action will be achieved in 2025.	DPAC

ADS Outcome Area 4: Personal and Community Support

Outcome:

People with disability have access to a range of supports to assist them to live independently and engage in their communities.

Policy Priorities:

1. People with disability are able to access supports that meet their needs.
2. The NDIS provides eligible people with permanent and significant disability with access to reasonable and necessary disability supports.
3. The role of informal support is acknowledged and supported.
4. People with disability are supported to access assistive technology.

What does the ADS say:

Personal and community supports, including both specialist disability supports and mainstream services available to the general public, are fundamental to improving overall outcomes for people with disability.

Some people with disability need support to be able to maintain everyday wellbeing at home and to be fully included in community activities. It is important for people with disability to be able to live independently and be involved in community activities, such as education, work, training, recreation, cultural life and neighbourhood activities.

Table 4: Personal and Community Support

No.	Action	Agency
4.1	Design an ecosystem of supports commencing with targeted foundational supports for children. Indicator of success - Work with the Australian Government to agree to the principles and framework for foundational supports. This will be achieved in 2025.	DPAC
4.2	Children with disability and their families achieve better outcomes. Indicator of success - Targeted and general foundational supports deliver early intervention targeted therapies, navigation and communication, and individual and family capacity building. This will be achieved in 2027.	DPAC

ADS Outcome Area 5: Education and Learning

Outcome:

People with disability achieve their full potential through education and learning.

Policy Priorities:

1. Children with disability can access and participate in high-quality early childhood education and care.
2. Build capability in the delivery of inclusive education to improve educational outcomes for school students with disability.
3. Improve pathways and accessibility to further education and training for people with disability.
4. People with disability have increased opportunities to participate in accessible and inclusive lifelong learning.

What does the ADS say:

Access to formal and informal education is critical to the development of skills, independence and wellbeing of people with disability. It provides pathways to fulfilling employment, financial independence, and enriched lives.

Despite educational reforms over the last decade, there remain significant gaps for students with disability. These gaps are notable in attainment of Year 12 or equivalent, vocational education and training qualifications, and participation in university studies.

Table 5: Education and Learning

No.	Action	Agency
5.1	Support DPFEM staff with disability to access professional development opportunities. Indicator of success- Increased number of people with disability completing professional development. Introduce flexible learning arrangements to accommodate needs of employees with disability, where possible. This action will be an ongoing activity.	DPFEM
5.2	DECYP to implement the Child and Youth Safe Standards (CYSS) and make ongoing efforts to promote inclusion and avoid segregation, challenge stereotypes and discrimination, and understand the effect of a child's particular disability. Indicator of success - Compliance with the Child and Youth Safe Standards. This action will be an ongoing activity.	DECYP

No.	Action	Agency
5.3	Implementation of the relevant recommendations of the Disability Royal Commission in relation to the education children and young people portfolios. Indicator of success - To be determined once recommendations are scoped for implementation. This actions timeframe is yet to be determined.	DECYP
5.4	DECYP to implement appropriate actions from the independent review report of the Educational Adjustments Disability Funding model. This will include scoping for the development of an Inclusive Education Policy to determine future strategies. Indicator of success - The response to the Educational Adjustments review will be progressed and actions implemented as appropriate. Education business units will implement appropriate actions to support children and young people with disability from birth to school leavers. DECYP will ensure that the Disability Standards for Education are known, and explicitly implemented across Tasmanian government schools to support all students within an inclusive educational setting. One key component of this is a refreshed Disability Standards for Education professional learning package developed and released for all education staff. Children and young people with a disability and/or their parents / carers will have an active voice in providing advice on implementation of actions to improve support for children and young people with disability. This action will be an ongoing activity.	DECYP

ADS Outcome Area 6: Health and Wellbeing

Outcome:

People with disability attain the highest possible health and wellbeing outcomes throughout their lives.

Policy Priorities:

1. All health service providers have the capabilities to meet the needs of people with disability.
2. Prevention and early intervention health services are timely, comprehensive, appropriate and effective to support overall health and wellbeing.
3. Mental health supports and services are appropriate, effective and accessible for people with disability.
4. Disaster preparedness, risk management plans and public emergency responses are inclusive of people with disability, and support their physical and mental health, and wellbeing.

What does the ADS say:

Good health and wellbeing are critical determinants of a person's quality of life. This is especially the case for people with disability. In addition to the physical aspects of health and wellbeing, improving mental health outcomes for people with disability is also a key focus of the Strategy. It is also important to address the social, cultural and economic determinants of health and wellbeing.

Table 6: Health and Wellbeing

No.	Action	Agency
6.1	Commence implementation of the Tasmanian Department of Health Disability Health Strategy. Indicator of success - The Disability Health Strategy is finalised and released before end of 2024. Implementation of the first action plan providing foundational actions for DoH across five priority areas of quality, accessibility, information systems, workforce and decision making in health care services for people with disability (exact timing TBC – will be over 2024 to 2025). This action will be achieved in 2026.	DoH
6.2	Ensure disaster preparedness, risk management plans, and emergency responses are inclusive of people with disability, and support physical and mental wellbeing. Indicator of success - Improved public communications for people with disability. Development of Person-Centred Emergency preparedness (P-CEP) plan for people with a disability to assist with their own Emergency Response in crisis / emergency situations. All DPFEM staff with disability have access to Personal Emergency Evacuation Plan template for completion. This action will be achieved in 2027.	DPFEM

ADS Outcome Area 7: Community Attitudes

Outcome:

Community attitudes support equality, inclusion and participation in society for people with disability

Policy Priorities:

1. Employers value the contribution people with disability make to the workforce and recognise the benefits of employing people with disability.
2. Key professional workforces are able to confidently and positively respond to people with disability.
3. Increase representation of people with disability in leadership roles.
4. Improving community attitudes to positively impact on Policy Priorities under the Strategy.

What does the ADS Say:

Building positive community attitudes towards people with disability is central to achieving an inclusive society and improving all outcomes for people with disability under the Strategy.

People with disability report the greatest barriers they face are not communication or physical, rather they are created through stigma, unconscious bias and lack of understanding of disability. This can include ableism, where people with disability can be seen as being less worthy of respect and consideration, less able to contribute, and not valued as much as people without disability. Removing these barriers will contribute to positive daily experiences and recognition of the contribution people with disability can make to society.

People with disability have said changing attitudes of others will provide more choice and independence, and lead to better support, improved treatment and more respect. Focusing on community attitudes will lead to better education outcomes, job opportunities, increased feelings of safety, and improved mental health and wellbeing for many people with disability.

Community attitudes and awareness of disability have improved in recent years. However, lack of social and professional acceptance of disability and limited disability literacy remain issues which often create barriers for people with disability. Other factors such as gender, age, sexuality, race, type of disability, and cultural background can also influence how people with disability are treated in society.

Table 7: Community Attitudes

No.	Action	Agency
7.1	Extend 'Disability Confidence in the Workplace' training across DPFEM. Indicator of success - All Tasmania Police and Tasmania Fire Service recruits to have completed the training prior to graduation. Increased confidence in the workplace in dealings with people with disability. This action will be achieved in 2026.	DPFEM
7.2	Continue to ensure people with disability are considered and engaged in development of training, policy, and process, particularly as it relates to family and sexual violence, abuse, neglect, and exploitation. Indicator of success - Development of training, policy and processes that meet the needs of people with disability. This action will be an ongoing activity.	DPFEM
7.3	Build capacity for members of the community with disability to be involved as Departmental volunteers. Indicator of success - Explore and enhance opportunities for people with disability to participate meaningfully in TFS and SES volunteer activities. This action will be an ongoing activity.	DPFEM
7.4	Continued commitment to delivering individual disability advocacy. Indicator of success – Three-year funding agreements are in place for disability advocacy organisations funded by the Tasmanian Government. The Disability Reform budget allocation (2024-25) supports advocacy for people with disability through a period of significant reform and change. This action will be achieved by 2025-2026.	DPAC
7.5	Supporting Tasmanians with disability to access culturally safe and appropriate disability advocacy. Indicator of success – More Tasmanian with disability have access to culturally safe and appropriate disability advocacy. This action will be achieved by 2026-2027.	DPAC
7.6	Support Tasmanians with disability to engage with, inform and influence significant disability reform arising from the DRC and NDIS Review by creating co-design and engagement opportunities Indicator of success - Codesign and engagement opportunities across the DRC and NDIS Review were delivered. This action will be achieved by 2026.	DPAC
7.7	Creation of a Disability Inclusion Advisory Council that has a regulatory function and is remunerated for their involvement and time. Indicator of success - Appointment of a Disability Inclusion Advisory Council. This action will be achieved in 2026.	DPAC

No.	Action	Agency
7.8	Commit to the evaluation of the ADS. Indicator of success - The ADS evaluation is completed with input from TAS Gov and contributes to new TAPs. This action will be achieved in 2026.	DPAC
7.9	Commit to the development of a nationally consistent approach to data collection and improved disability data to inform policy and program development, including commitment to the National Disability Data Asset (NDDS). Indicator of success - Creation of a national approach to data collection for informing disability policy and program development. This action will be achieved in 2026.	DPAC
7.10	Uplift training and support to frontline workers on supporting and engaging with people with disability. Consider training needs across front-line staff in DoJ and develop and deliver training appropriate to the workforce. Indicator of success - Training program delivered to 80 per cent of staff. This action will be achieved by 2026.	DoJ
7.11	Raise awareness of the working with vulnerable people scheme. Indicator of success - Website updated to improve understanding of the Scheme. Stakeholder engagement activities undertaken including those employers/ volunteers who are working with people with a disability that are not NDIS participants. Education and awareness raising activities delivered. This action will be achieved in 2025.	DoJ
7.12	Deliver Community Perceptions and Attitudes agenda under DSG's Disability Access and Inclusion Plan. Indicator of success - Delivery of State Growth's perceptions and attitudes agenda to support equality and inclusion within the organisation and Tasmanian community more broadly, while supporting participation in society for Tasmanians living with disability. This action will be achieved in 2025.	DSG
7.13	Develop and Implement a Guideline for the publication of documentation in Accessible Formats for the Tasmanian Government Indicator of success – Guideline developed. This action will be achieved in 2025.	DPAC

Implementation and Reporting

The whole-of-government Tasmania's Disability Strategy will ensure all Tasmanian Government agencies recognise their commitments under the Strategy reviewing, developing, and reporting on actions through their own agency and business Disability Inclusion Action Plans (DIAPs).

This Strategy is Tasmania's implementation framework for the Australia's Disability Strategy 2021-2031(ADS) will report through the annual Targeted Action Plans (TAPs), and other reporting mechanisms on the request of the Australian Government. The ADS progress is reviewed, advised on, and monitored by the Australia's Disability Strategy Advisory Council.

Governance

The Minister for Disability Services will oversee the Strategy. The Department of Premier and Cabinet (DPAC) will oversee the implementation of the Strategy, and monitor progress.

The Disability Inclusion and Advisory Council (DIAC) will be established by the Disability Commissioner following commencement of the *Disability Rights, Inclusion and Safeguarding Act 2024* (the Act). DIAC is an advisory group to the Disability Commissioner consisting of community members who represent people with disability and their families. The DIAC will have a direct monitoring role over the Disability Inclusion Plan as described in the Act, but may also take an active interest and monitor the implementation and achievements of this Strategy.

Monitoring and Evaluation

The Department of Premier and Cabinet (DPAC) will work with Tasmanian Government agencies and businesses to provide reporting on the Strategy and the Australia's Disability Strategy 2021-2031 (ADS) Targeted Action Plans (TAPs). These reports will show how Action Plans are working, including what actions have occurred, highlights and overall status. The report will be published after the end of the financial year on the DPAC website.

Throughout the life of the Strategy, the Tasmanian Government will continue to consult with DIAC, people with disability, the disability services sector, and the broader Tasmanian community to understand the priorities and experiences of people with disability and their families.

Endnotes

1. "Tasmania's estimated population, as of 30 June 2023, was just over 573,000 persons" Department of Treasury (2024) TasPOPP 2026Tasmanian and Local Government Area Population Projections - 2023 to 2053, www.treasury.tas.gov.au
2. "Over one-quarter (26.8 per cent) of people in Tasmania had disability, higher than all other states and territories, followed by the Australian Capital Territory and South Australia (both 19.4 per cent)." SDAC (2018) Disability, Ageing and Carers, Australia: Summary of Findings, 2018 | Australian Bureau of Statistics, www.abs.gov.au
3. Supporting our Carers Action Plan 2021-2024, https://www.dpac.tas.gov.au/__data/assets/pdf_file/0026/246248/Supporting-our-Carers-Action-Plan-2021-24_-JULY-2021.pdf

Appendix 1

Alt-Text – Tasmanian's living with disability

Image 1 - Four stylized figures stand in a line, three in grey and one in blue, symbolizing that one in four Tasmanian's have disability.

Image 2 – Stylised text stating that over 14,000 Tasmanians receive support through the NDIS

Image 3 - Icon of a grey male figure with text of 47 per cent and a blue female figure with text of 53 per cent holding hands, symbolizing distribution of disability by gender in Tasmania.

Image 4 - Map of Tasmania showing regions with percentage of population with disability: Hobart 14 per cent, South East 3 per cent, Launceston and North East 7 per cent, West and North 7 per cent.

Image 5 - Pie chart showing age distribution of Tasmanian's living with disability: 0-14 years (17,600), 15-64 years (81,800), 65 years and over (73,400).

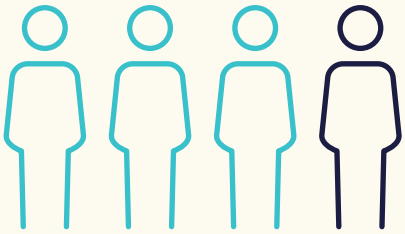
Image 6 - A pie chart displaying categories of disability types: Physical restriction (31 per cent), Psychosocial (17 per cent), Sensory and speech (16 per cent), Learning (11 per cent), Other (21 per cent), Brain injury (4 per cent).

Image 7 - Two stylised human figures, one in gray and one in blue, stand together, symbolizing diversity. Stylised text detailing one in two people living with disability have only mild or minimal limitations in their daily life.

Image 8 - A circular chart in orange and blue, depicting a blue portion representing the Tasmanian population of persons receiving NDIS supports who identify as being indigenous showing ten percent, the non-indigenous portion is represented in orange, being ninety percent.

Image 9 - A circular chart in orange and blue, depicting a blue portion representing the Tasmanian population of persons receiving NDIS supports who identify as being from culturally and linguistically diverse (CALD) backgrounds showing three percent, the portion who do not identify as being from CALD is represented in orange, being ninety-seven percent.

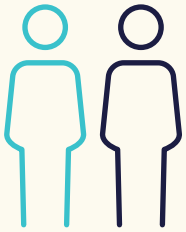
Tasmanians living with disability



1 in 4

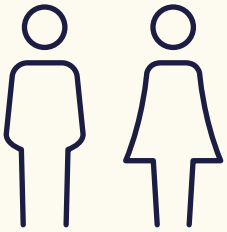
Tasmanians have disability

With over **14,000** Tasmanians receiving support through the NDIS

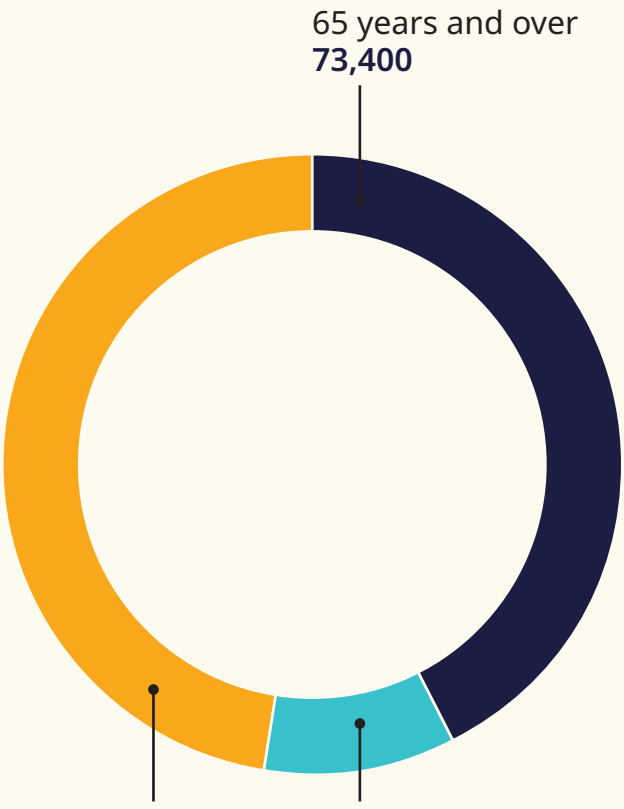


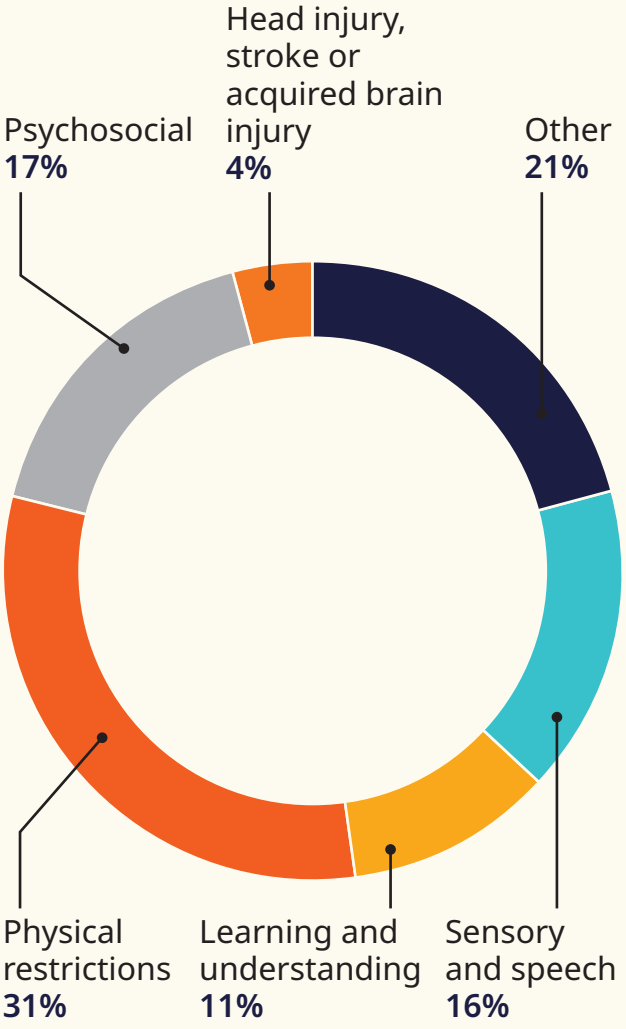
1 in 2

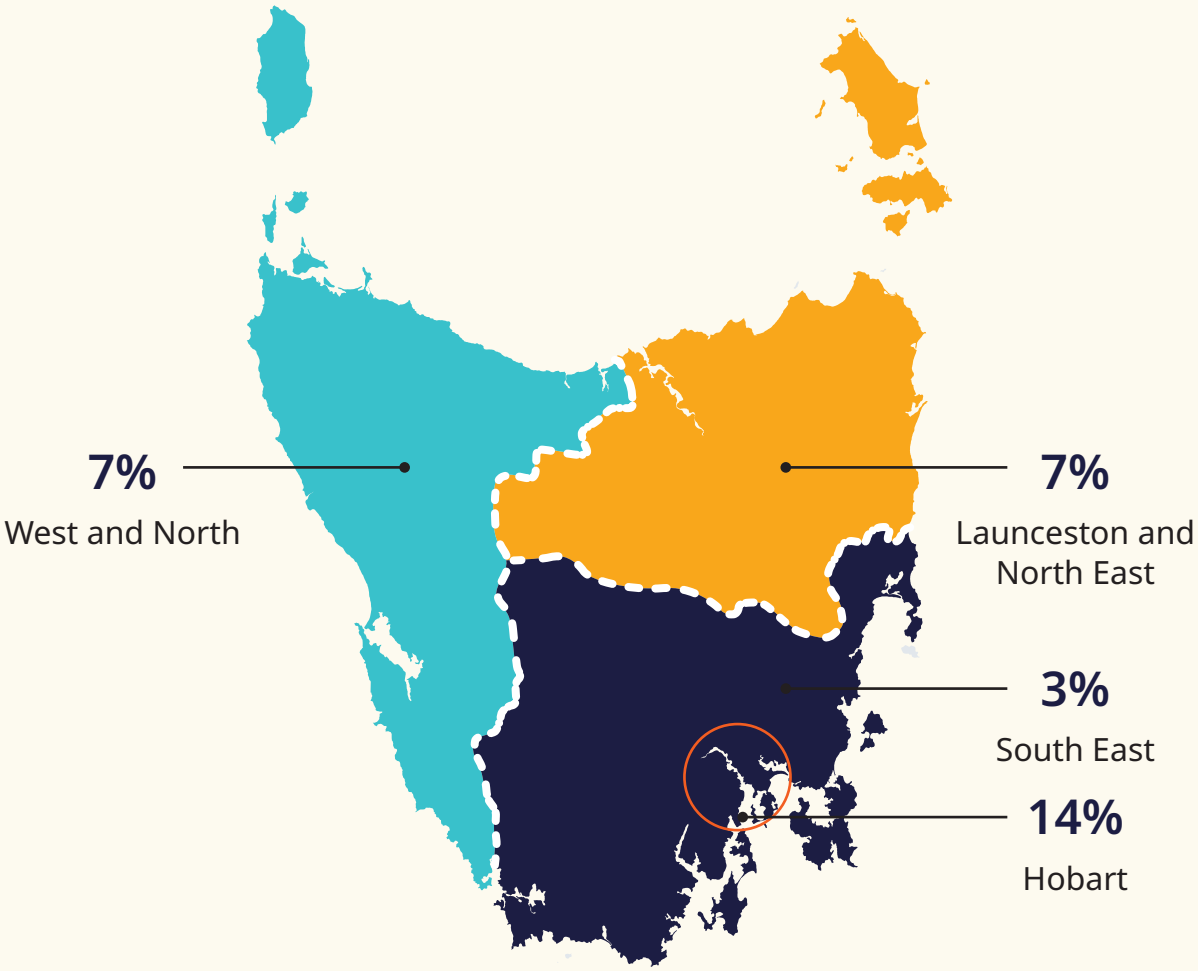
People living with disability have only mild or minimal limitations in their daily life



47% **53%**

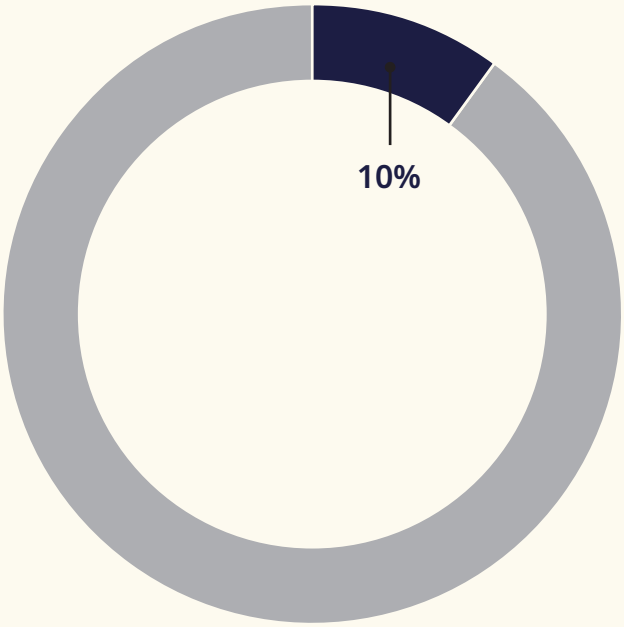






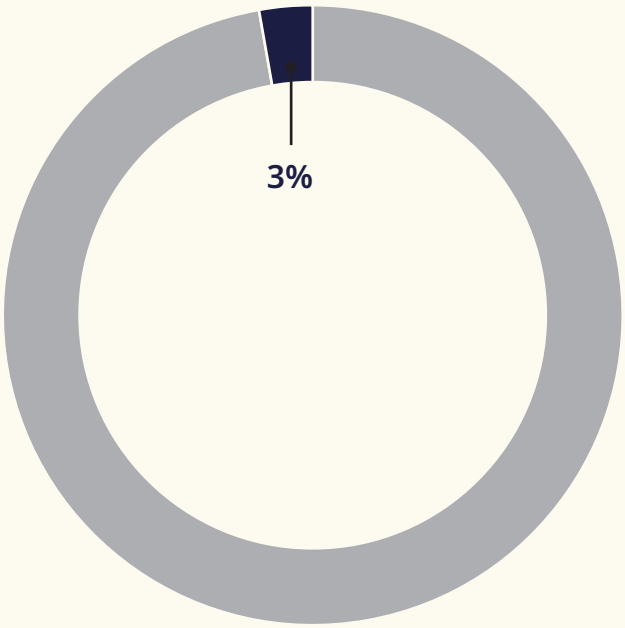
10%

of NDIS participants identify as first nations peoples



3%

of NDIS participants identify as culturally and linguistically diverse



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