



SHIRE OF MENZIES

DISABILITY ACCESS AND INCLUSION PLAN

July 2013 to June 2018

Adopted 29 August 2013



This document is available in electronic format (email, website, CD) or large format on request.

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Introduction

The review of the Shire of Menzies' Disability Access and Inclusion Plan (DAIP) is a requirement of the *Western Australian Disability Services Act 1993* (the *Act*). The *Act* states that public authorities must review their DAIP at a minimum of every five years.

This review, based on community consultation, will determine the effectiveness of the strategies toward achieving the six outcomes of the 2006-2010 DAIP for access and inclusion of people with disability. In addition, the review will evaluate and update the strategies and actions to provide the context for the development of the *Disability Access and Inclusion Plan 2013–2018*.

Disability as defined in the *Act* means a disability which –

- a) is attributable to an intellectual, psychiatric, cognitive, neurological, sensory or physical impairment or a combination of those impairments;
- b) is permanent or likely to be permanent;
- c) may or may not be of a chronic or episodic nature; and
- d) results in a –
 - i) substantially reduced capacity of the person for communication, social interaction, learning or mobility; and
 - ii) need for continuing support services.

Additional legislation and definitions of disability/impairment underpinning the requirement by public authorities to provide access and inclusion for people with disability include –

- *Western Australian Equal Opportunity Act 1984*
- *Commonwealth Human Rights and Equal Opportunity Act 1992*
- *Commonwealth Disability Discrimination Act 1992*
- *Commonwealth Disability Access to Premises Standards 2010*.

1 The Shire in Profile

1.1 Our Area

The Town of Menzies is a mining and pastoral town in the Eastern Goldfields, 730 kilometres East of Perth, about an 8 hour drive via Kalgoorlie. The Shire covers approximately 125,000 km² with an estimated population of about 235 people in the western part of the Shire. Approximately 150 people live in the Tjuntjuntjara Community near the South Australian border.

1.2 Our Economy

From Census data, the most common responses for occupation for employed persons usually in residing in Menzies were –

	2006 %	2011 %
Labourers	29.7	30.0
Machinery operators and drivers		15.8
Professionals	8.8	15.0
Managers	20.9	10.8
Community and Personal Service Workers	13.2	10.0
Clerical and Administrative Workers	12.1	9.2
Technicians and trade workers		5.8

The most significant industries for the working population are –

	2006 %	2011 %
Local government	24.2	17.6
Civic, Professional and other Interest group		15.1
Exploration		10.9
Sheep, beef, cattle and grain farming	13.2	
School education	11.0	10.9
Hospitals	8.8	
Retail / Supermarkets and grocery stores	5.5	5.0

1.3 Our People

	2006	Australian snapshot	2011	Australian snapshot
Population	238 ¹		384	
Private dwellings	159		158	
Tenure –				
- Owned – with/without mortgage			27.2%	67.0%
- Rented			65.4%	29.6%
People per household	2.6		3.1	
Median weekly rent	\$25	\$190	\$86	\$285
Median weekly income –				
- Individual	\$245	\$466	\$292	\$577
- Household	\$480	\$1,027		
Median weekly household income – Equivalised				
- Without children			\$900	\$2,081
- With children			\$542	\$2,310
Indigenous			43.9%	0.5%
Indigenous language spoken home (Pitjantjatjara, Ngaanyatjarra, Wangkatha)			47.5%	Too small to calculate
Two or more languages spoken at home			27.5%	20.4%
English only	52.8%	78.8%	46.7%	76.8%
Households with no registered motor vehicles			30.4%	8.6%

The median rent compared with the national average suggests that the accommodation is more affordable in Menzies than other local government areas, however the cost of living is countered by high freight costs impacting goods and services.

While the population distribution generally follows that for the whole of Australia, three key factors emerge –

1. The percentage of those in Menzies who speak only English at home is much lower than the national average due to the fact that a significant proportion of the Shire population is indigenous and speaks a variety of Aboriginal dialects. As the Shire has a significant Aboriginal population, the local government must consider and keep updated on the changing legislation regarding the provision of services to Aboriginal communities.
2. The numbers for full time employment are lower in Menzies than nationally, suggesting that there is a significant proportion of residents only employed part time, with potential capacity to work full time, and that there is a shortage of full time employment. This is a consideration for the local government which may be able to further support new business activity in the Shire.
3. The median income of Menzies residents, both individual and household, is far below the national average.

¹ Likely that statistics for Tjuntjuntjara were not included – unable to be verified.

1.4 Socio Economic Index For Areas

Menzies is one of the most disadvantaged areas in the nation ranking –

- 20th out of 564 local government areas in the country, and
- 3rd of 139 local government areas in Western Australia

Arising out of the 2011 Australian Census, the Australian Bureau of Statistics noted – ²

The most disadvantaged LGA in Western Australia was recorded as Halls Creek, followed by Ngaanyatjaraku, Menzies, Upper Gascoyne and Derby-West Kimberley.

In the data relating to the Socio Economic Indicators for Areas (SEIFA), the ABS data provided for relative advantage / disadvantage is below. ³ It should be noted that while ranked third, the score between Halls Creek and Menzies is only 4 points, with a significant jump in score after Menzies to Upper Gascoyne. In effect, there is no real difference between the lowest three local government areas.

The ten lowest ranked local government areas in the State, plus those in the region are –

Local Government Area Name (LGA)	Usual Resident Population	Score	Ranking within Australia	Ranking within WA
Halls Creek (S)	3,563	671	16	1
Ngaanyatjaraku (S)	1,438	672	18	2
Menzies (S)	383	675	20	3
Upper Gascoyne (S)	243	760	31	4
Derby-West Kimberley (S)	8,455	791	32	5
Laverton (S)	1,228	795	33	6
Wiluna (S)	1,154	814	35	7
Meekatharra (S)	1,374	857	38	8
Mount Magnet (S)	643	862	40	9
Cue (S)	269	864	42	10
Dundas (S)	1,145	896	62	11
Sandstone (S)	105	932	145	21
Coolgardie (S)	3,992	934	158	23
Leonora (S)	2,506	969	297	53
Esperance (S)	13,449	980	342	66
Ravensthorpe (S)	2,123	1008	427	90
Kalgoorlie/Boulder (C)	31,098	1009	432	93

² Retrieved 24 May 2013 from – <http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/by%20Subject/2033.0.55.001-2011-Media%20Release-2011%20Census%20%28SEIFA%29%20for%20Western%20Australia>

³ Retrieved 24 May 2013 from – <http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/2033.0.55.0012011?OpenDocument>

2 Background

2.1 People with Disability in Menzies

The Australian Bureau of Statistics (ABS) Survey of Disability, Ageing and Carers (2009) estimates that 18.5% of Australians identify themselves as having some form of disability, down from 20.6% in 2003. Western Australia is estimated to have 22.3%.

There is no direct data from the 2009 Census available specifically, however, based on the SDAC and the various supporting tables, and Census data the following table is extracted from several Australian Bureau of Statistics sources –

Population

Menzies	Number	%
Male	208	54.2%
Female	176	45.8%
Total	384	100.0%

Distribution of Disability – Location

Australia	18.5%	of total population
Western Australian population	22.3%	of total population
- Major cities	67.8%	of people with a disability
- Inner regional	16.1%	of people with a disability
- Other	16.1%	of people with a disability
Menzies – estimated	67	People with a disability

Distribution of Disability – Age Group

Australia %	WA – Total %	WA – Regional Est. %	Age Group	Census	Menzies – Estimated	
				Population	Number	% of pop.
1.2	1.8	1.5	0–4	26	5	1.3%
6	7.5	6.8	5–14	52	9	2.3%
5.1	6.4	5.7	15–24	52	9	2.3%
6.6	6.5	6.5	25–34	62	10	2.6%
9.9	12.2	11.1	35–44	48	8	2.1%
13.4	13.2	13.3	45–54	65	11	2.9%
8.9	9.1	9.0	55–59	33	6	1.6%
10.4	9.4	9.9	60–64	20	4	1.0%
8.6	7.1	7.8	65–69	13	3	0.8%
8.2	7.7	7.9	70–74	6	1	0.3%
7.2	6.4	6.8	75–79	6	1	0.3%
7.1	6.1	6.6	80–84	3	1	0.3%
5.1	4.6	4.9	85–89	0	0	0.0%
2.3	2.1	2.2	90 and over	0	0	0.0%
100.0	100.0	100.0		386	68	17.7%

Distribution of Disability – Condition

Australia %	WA – Total %	WA – Regional Est. %	Condition	Menzies – Estimated	
			Physical conditions		
1.6	1.4	1.5	Cancer, lymphomas and leukaemias	1	0.3%
3.2	2.5	2.9	Endocrine, nutritional and metabolic disorders	2	0.5%
7.0	6.9	7.0	Diseases of the nervous system	5	1.3%
2.2	2.6	2.4	Diseases of the eye and adnexa	2	0.5%
7.6	8.3	7.9	Diseases of the ear and mastoid process	5	1.3%
7.6	6.6	7.1	Diseases of the circulatory system	5	1.3%
4.9	4.4	4.6	Diseases of the respiratory system	3	0.8%
1.6	1.9	1.8	Diseases of the digestive system	1	0.3%
34.6	35.4	35.0	Diseases of the musculoskeletal system etc	23	6.0%
1.1	1.4	1.2	Congenital and perinatal disorders	1	0.3%
6.5	7.3	6.9	Injury, poisoning and other external causes	5	1.3%
4.9	4.9	4.9	Other physical conditions	3	0.8%
			Mental and behavioural disorders		
5.9	4.5	5.2	Psychoses and mood affective disorders	3	0.8%
3.2	4.0	3.6	Neurotic, stress-related & somatoform disorders	2	0.5%
4.9	5.0	4.9	Intellectual and developmental disorders	3	0.8%
2.2	2.9	2.5	Other mental and behavioural disorders	2	0.5%
98.9	100.0	99.4		66	17.2%

2.2 Validity of Condition Estimates

Caution needs to be applied to use of the estimates calculated for Menzies, as there may be a higher prevalence of some disabilities than others due to a range of factors, especially since people with some difficulties do tend to gravitate to larger regional centres where assistance and support are more readily accessed.

Indications from local knowledge are that the straight forward statistical distribution as above, are probably skewed, and that the corrections that should be applied are –

- age group – Menzies age groups tend to be slightly larger at younger ages than older, so some conditions may be slightly higher, or lower if there is a correlation to age.
- conditions – the spread of conditions is thought to more likely cluster around –
 - o physical – cancers, eye, ear, circulatory and musculoskeletal,
 - o mental – intellectual and development disorders

2.3 Functions, Facilities and Services

The Shire of Menzies is responsible for a range of functions, facilities and services including –

- Services to property – construction and maintenance of Shire-owned buildings roads, footpaths and cycle facilities; land drainage and development; waste collection and disposal; litter control and street cleaning; planting and caring for street trees; numbering of buildings and lots; street lighting; and bush fire control.
- Services to the community – provision and maintenance of playing areas, parks, gardens, reserves and facilities for sporting and community groups; management of recreation areas and facilities; public library and information services; youth services and community events.
- Regulatory services – planning of road systems, sub-divisions and town planning schemes; building approvals for construction, additions or alterations to buildings; environmental health services and ranger services, including dog control and the development, maintenance and control of parking.

- General administration – the provision of general information to the public and the lodging of complaints and payment of fees including rates and dog licences.
- Processes of government – ordinary and special Council and committee meetings; electors' meetings and election of Council Members; ward meetings and community consultations.

2.4 Agent and Contractors

Under the *Disability Services Act 1993* (amended 2004), local governments are obliged to inform all agents and contractors providing services of the existence of the DAIP, and to inform them that all functions, services and facilities provided to the public on behalf of the local government authority are to be conducted in a manner that is inclusive and accessible for people with disability.

There are no agents or contractors delivering functions, services or managing facilities on behalf of the Shire. Should agents be engaged, they are to be advised of the requirements in this DAIP.

3 Access and Inclusion Policy Statement

The Shire of Menzies is committed to ensuring that the community is accessible for and inclusive of people with disability, their families and carers.

The Shire of Menzies interprets an accessible and inclusive community as one in which all Council functions, facilities and services (both in-house and contracted) are open, available and accessible to people with disability, providing them with the same opportunities, rights and responsibilities as other people in the community.

The Shire of Menzies –

- recognises that people with disability are valued members of the community who make a variety of contributions to local social, economic and cultural life;
- believes that a community that recognises its diversity and supports the participation and inclusion of all of its members makes for a richer community life;
- believes that people with disability, their families and carers should be supported to remain in the community;
- is committed to consulting with people with disability, their families and carers and disability organisations in addressing barriers to access and inclusion;
- will ensure any agents or contractors delivering services on behalf of the Shire, work towards the desired outcomes in the DAIP;
- is committed to supporting local community groups and businesses to provide access and inclusion of people with disability; and
- is committed to achieving the desired outcomes of its DAIP.

These are –

1. People with disability have the same opportunities as other people to access the services of, and any events organised by, the relevant public authority.
2. People with disability have the same opportunities as other people to access the buildings and other facilities of the relevant public authority.
3. People with disability receive information from the relevant public authority in a format that will enable them to access the information as readily as other people are able to access it.
4. People with disability receive the same level and quality of service from the staff of the relevant public authority.
5. People with disability have the same opportunities as other people to make complaints to the relevant public authority.
6. People with disability have the same opportunities as other people to participate in any public consultation by the relevant public authority.
7. People with disability have the same opportunities as other people to obtain and maintain employment with a public authority.

Although legislation does not require it to come into operation until 11 June 2014, the seventh outcome has been added, effective immediately, and is incorporated into the strategies for the next five years.

4 DAIP 2006-2010

4.1 Review

The review was carried out internally by the CEO, DCEO, EHO, former Nurse from Menzies Nursing Post, and an external consultant.

4.2 Progress and Achievements

Outcome 1		People with disability have the same opportunities as other people to access the services of, and any events organised by, a public authority.	
	Strategy	Timeline	Progress and Achievements
1.1	Ensure that people with disability are consulted on their needs for services and the accessibility of current services.	June 2008	Opportunities for input include – - Website feedback form - Direct contact - Question time at Council meetings
1.2	Monitor Shire services to ensure equitable access and inclusion.	Ongoing	Standard component in planning
1.3	Improve access to the information in the library.	January 2008	Audio resources section clearly identified
1.4	Develop the links between the DAIP and other Shire plans and strategies.	June 2008	Access and inclusion principles included in plans and activities
1.5	Ensure that events, whether organised or funded, are accessible to people with disability.	November 2007	Public events held at Shire Hall, having easy side access for those with mobility disability.

Outcome 2		People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority	
	Strategy	Timeline	Progress and Achievements
2.1	Ensure that all buildings and facilities meet the standards for access and any demonstrated additional need.	June 2010	Library relocated to more accessible building during renovations, and combined with Community Resource Centre
2.2	Ensure that all new or redevelopment works provide access to people with disability, where practicable.	June 2008	Standard aspect of any planning for renewal, upgrade, or new building. Subject to – - Meeting the requirement is practicable - No issue created with public safety - No conflict with Heritage Act of WA
2.3	Ensure that ACROD parking meets the needs of people with disability in terms of quantity and location.	July 2008	ACROD bays marked and signed at the Visitors Centre No further need for ACROD parking
2.4	Advocate to local businesses and tourist venues the requirements for and benefits flowing from the provision of accessible venues.	December 2007	No new or remodelled public buildings No new business in period of review
2.5	Ensure that all recreational areas are accessible.	June 2008	Regular inspection for safety and amenity of access to areas

Outcome 3		People with disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it	
	Strategy	Timeline	Progress and Achievements
3.1	Ensure that the community is aware that Shire information is available in alternative formats upon request.	December 2007	No issues identified
3.2	Improve staff awareness of accessible information needs and how to provide information in other formats.	September 2007	No issues identified
3.3	Budget for and provide interpreters to significant events on request.	June 2008	Not implemented
3.4	Ensure that the Shire's website meets contemporary good practice.	June 2008	Further improvement required, such as enlargement capability to be addressed

Outcome 4		People with disability receive the same level and quality of service from the employees of a public authority as other people receive from the employees of that public authority	
	Strategy	Timeline	Progress and Achievements
4.1	Ensure that all employees, existing and new, and Elected Members are aware of disability and access issues and have the skills to provide appropriate services.	September 2007	Information available on request
4.2	Improve community awareness about disability and access issues.	June 2008	Information available on request

Outcome 5		People with disability have the same opportunities as other people to make complaints to a public authority	
	Strategy	Timeline	Progress and Achievements
5.1	Ensure that grievance mechanisms are accessible for people with disability and are acted upon.	June 2008	No issues identified

Outcome 6		People with disability have the same opportunities as other people to participate in any public consultation by a public authority	
	Strategy	Timeline	Progress and Achievements
6.1	Ensure that people with disability are actively consulted about the DAIP and any other significant planning processes.	December 2007	Discussions with Nursing Post and Menzies Aboriginal Corporation
6.2	Ensure that people with disability are aware of and can access other established consultative processes.	March 2008	Information available on request

5 Review and Processes

5.1 Community Consultation

Given the small population, and that responses to public consultation is usually extremely poor, the methods for obtaining input to this DAIP were –

- Advertising in the local Menzies Matters newsletter
- Invitation placed on the Shire website
- Request of specific people having expertise in the community
- Senior staff
- Elected members

5.2 Consultation Results

Areas of improvement identified were –

1. Main Office –
 - a) Steps into building
 - b) Narrowness of main doors
 - c) Difficulty in opening internal self-closing doors
2. Community Resource Centre –
 - a) Low step at main entry
3. Footpaths –
 - a) Potential for obstructions – bins, silhouettes, posts, signs, poles, steps/ramps into buildings
 - b) Kerbing – height sometimes hinders access from road for prams, gophers etc
 - c) Unevenness or poor surface (sand or gravel)
4. Menzies public toilet behind hall –
 - a) Poor quality, poor access, poor standard, difficult manoeuvrability
5. Health services –
 - a) Although a State government responsibility, nursing post service were identified as a critical area for improvement due to –
 - the reduction of days open,
 - the absence of essential equipment, and
 - the lack of St John's Ambulance volunteers as a back up service

5.3 Responsibility

The Deputy CEO has the overall responsibility to oversee the development, implementation, review and evaluation of the plan, with responsibility for specific tasks as noted. The final plan is endorsed by Council and it is the responsibility of all officers to implement the relevant actions.

The DCEO will work closely with other staff, particularly the Environmental Health Officer / Building Surveyor and the Works Manager for implementation of the DAIP.

5.4 Monitoring and Reporting

The DAIP will be reviewed and submitted to the Disability Services Commission each year. The report will outline actions taken under the Shire of Menzies DAIP. Details of actions will also be included in the Shire's Annual Report.

5.5 Evaluation

The Disability Services Act 1993 outlines the minimum review requirements for public authorities in relation to DAIPs. The Shire of Menzies DAIP will be reviewed at least every 5 years, in accordance with the Disability Services Act 1993. The DAIP Implementation Plan may be amended on a more regular basis to reflect progress and to action any access and inclusion issues as they arise. Whenever the Shire's DAIP is amended, a copy of the amended plan will be lodged with the Disability Services Commission.

5.6 Communication

- Council advertised the DAIP in its local newsletter advising that copies can be obtained from the Shire administration office, and to seek public comment on the DAIP.
- Copies of the DAIP will be made available via the Shire’s website, as well as in alternative formats on request.
- If the DAIP requires amendment, public consultation will be undertaken, although the Implementation Strategies can be updated at Council’s discretion without necessarily inviting comment.
- If the DAIP or Implementation Strategies are amended, both Shire staff and the community will be advised of the availability of updated plans.

6 DAIP – July 2013 to June 2018

6.1 Implementation Strategies

As required by Disability Services Regulation 2004.

Outcome 1		People with disability have the same opportunities as other people to access the services of, and any events organised by, a public authority.		
	Strategy	Timeline	Specific tasks	Responsibility
1.1	Ensure that people with disability have access to services and events.	Ongoing	<ul style="list-style-type: none"> - Planning, preparation and publication of services and events considers access and inclusion principles - Postal voting 	CEO DCEO
1.2	Monitor Shire services to ensure equitable access and inclusion.	Ongoing	No specific task	DCEO EHO WM
1.3	Ensure that events organised or funded by the Shire are accessible to people with disability.	Ongoing	Event co-ordinators advices of access and inclusion principles	CEO DCEO
1.4	Ensure adequate health services for the community	Ongoing	Shire to continue to pursue WA Country Health service for permanent full-time presence at the Nursing Post	CEO

Outcome 2		People with disability have the same opportunities as other people to access the buildings and other facilities of a public authority		
	Strategy	Timeline	Specific tasks	Responsibility
2.1	Ensure buildings and facilities meet the standards for access, where practicable.	On-going	Annual inspection and work list	EHO
			Install handrails where steps are unavoidable – e.g. Shire Office/Hall front doors, visitors Centre front doors	WM
			Progressive installation of ramps in kerbs at street corners	WM
2.2	Ensure new buildings or upgrade works provide access to people with disability, where practicable.	On-going	Menzies Hall public toilet to be replaced in 2013-2014	CEO
			Tender/quote specifications to require disability access is provided for, as appropriate.	CEO DECO WM
			Budget funding of improvement works	DCEO
2.3	Inform local businesses and tourist venues of the requirements for and benefits flowing from provision of accessible venues.	On-going	EHO / BS to assess all new building and alteration plans for mobility access	EHO
2.4	Ensure that all recreational areas are accessible.	On-going	Self-closing doors and gates are not unnecessarily powerful	WM
2.5	Improve footpaths and access to footpaths from road surface	On-going	Design of paths and construction of ramps at kerb	WM
			Budget funding of improvement works	DCEO

Outcome 3		People with disability receive information from a public authority in a format that will enable them to access the information as readily as other people are able to access it		
	Strategy	Timeline	Specific tasks	Responsibility
3.1	Ensure that the Shire's website and corporate communications – - are developed with access and inclusion in mind, and - use inclusive and appropriate language.	October 2013 and On-going	Advice to be given on – - front page of website, and Documents section front page - Menzies Matters monthly local newsletter - Public corporate documents	DCEO EA
3.2	Improve staff awareness of accessible information needs and how to provide information in other formats.	On-going	Disability Awareness materials to be readily available to all elected members, staff and residents	DCEO

Outcome 4		People with disability receive the same level and quality of service from the staff of a public authority as other people receive from the staff of that public authority		
	Strategy	Timeline	Specific tasks	Responsibility
4.1	Ensure that staff and elected members are aware of legislative requirements for disability access and inclusion.	On-going	Disability Awareness materials to be readily available to all elected members, staff and residents	DCEO
4.2	Access and inclusion principles are embedded in practice and delivery.	On-going	Processes, policies and practices are reviewed from time to time	CEO DCEO

Outcome 5		People with disability have the same opportunities as other people to make complaints to a public authority		
	Strategy	Timeline	Specific tasks	Responsibility
5.1	Ensure that grievance mechanisms are accessible for people with disability and available in alternative format on request.	On-going	- Review of mechanisms as required - Provide support to lodge a complaint is necessary	CEO DCEO

Outcome 6		People with disability have the same opportunities as other people to participate in any public consultation by a public authority		
	Strategy	Timeline	Specific tasks	Responsibility
6.1	People with disability are supported to participate in public consultations, public meetings etc through – - materials in alternative format on request, and - meetings held in accessible locations.	On-going	No specific task	CEO DCEO

Outcome 7		People with disability have the same opportunities as other people to be employed by the Shire of Menzies		
	Strategy	Timeline	Specific tasks	Responsibility
7.1	Recruitment and selection by the Shire of Menzies is inclusive and accessible to people with disability, consistent with the provisions of – - Local Government Act - Equal Opportunity Act	All matters for each vacancy are reviewed as it arises On-going	Review all employment adverts, job descriptions and other supporting information	CEO DCEO WM
7.2	Shire of Menzies staff with a disability are appropriately supported to undertake their employment tasks.	On-going	Any issues identified are addressed promptly	CEO DCEO WM

Note – Outcome 7 required after 11 July 2014, but initiated as from review date.

6.2 Known exceptions

The Act does not require that access be provided in every instance, but has the qualifier of “where practicable” (Act s.29B). This is not taken as an excuse for non-compliance but as an imperative that good reason must be able to be provided why the principles of access and inclusion cannot be met in some circumstances.

Item	Strategy	Issue	Reason
2.1	Ensure that all buildings and facilities meet the standards for access and any demonstrated additional need.	Shire Office – main entry not suitable for disability access	<ul style="list-style-type: none"> • Multiple steps to main doors • Narrow main doors • Cannot change without – <ul style="list-style-type: none"> - affecting the heritage character of classified building - ramps intruding into footpath creating a hazard
		Visitor Centre – main entry not suitable for disability access	<ul style="list-style-type: none"> • Low step at main and side entry • Narrow main doors • Cannot change without – <ul style="list-style-type: none"> - affecting the heritage character of classified building - ramps intruding into footpath creating a hazard
2.4	Ensure that all recreational areas are accessible.	Lake Ballard and Niagara Dam are not suitable for people having mobility disability due to sandy conditions and / or rough surfaces	<ul style="list-style-type: none"> • Cost to make fully accessible is prohibitive and the scope/scale of work required is not practicable. • Some areas and the toilet facilities at each location are suitable and accessible. • Lake Ballard – conservation orders and Dept of Arts restrictions • Niagara Dam infrastructure heritage listed.

