Deepthi

Disability inclusion plan

Healthcare and Nursing

*“The Shire’s Disability Inclusion Plan 2018-22 aims to achieve a vision of working in partnership to achieve access and inclusion for people with a disability across the Morning ton Peninsula”.*

Federal Law of December 1, 2017 No. 419-FZ “On Amendments to Certain Legislative Acts of the Australian Federation on Social Protection of Disabled Persons in Connection with the Ratification of the Convention on the Rights of Persons with Disabilities” defines additional requirements for organizing interaction and joint work of employment service agencies, federal government institutions of medical and social expertise and employers to improve the system of stable employment of persons with disabilities (Maufuriyah, 2018). The mechanisms of evaluation by federal institutions of medical and social assessment of restrictions on the ability of persons with disabilities to work, the issuance of recommendations on vocational rehabilitation and employment, the sending of relevant extracts to employment service agencies, as well as the analysis of information received from them on the implementation of these recommendations.

The attention of the highest executive bodies of state power of the constituent entities of the Australian Federation has repeatedly appealed to the failure of the general practice of employment assistance in relation to disabled people in employment services only after a citizen has asked for such assistance. This follows from the requirements of the legislation of the Australian Federation, obliging to provide assistance in employment and employment to all persons with disabilities, and not only to those who applied for such assistance to the bodies of the employment service.

The analysis conducted by the Ministry of Labor of Australia shows that the majority of the executive authorities of the constituent entities of the Australian Federation, including the regional employment service bodies, as well as the federal medical and social expertise institutions, did not take specific actions to implement the newly introduced legal norms and to make the established practice of promoting “*employment of persons with disabilities”* (Bigby and Wiesel, 2011).

The employment service authorities are still not conducting personalized, initiative-oriented work to assist in finding employment with every citizen who has become disabled and has lost in connection with this work, as well as with disabled people since childhood who have reached working age. The experience of accompanied employment assistance and mentoring, about which the regions have been repeatedly informed, is not actively enough used for this purpose (Silver, 2010).

Owing to the unsatisfactory work of the employment service agencies and their weak interaction with federal institutions of medical and social expertise, in most regions less than 30% of people with disabilities of working age are employed. Only 2.5% of such persons with disabilities receive vocational guidance services and only 1.9% of them get a job, often without the participation of employment service agencies. Information about the “*employment of persons with disabilities”* in the context of regions is attached (Cumming and Dickson, 2013).

The current situation in this area is unacceptable, it requires urgent action, including increasing the responsibility of officials who have not taken measures for a year and a half to implement the norms of the Federal Law of December 1, 2018 No. 419-ФЗ.In connection with the above, the Ministry of health requests to take prompt measures to remedy the current situation with the implementation of federal legislation on the promotion of “*employment of persons with disabilities”* includes:

* Organization in the region of systematic (at least once a quarter) information exchange between employment service agencies, territorial bodies of the Pension Fund of the Australian Federation and federal institutions of medical and social expertise in order to create in the employment service agencies a personified account of the needs of all disabled people in need of employment;
* The allocation in the employment service of workers and structural units, purposefully and initiatively engaged in the employment of persons with disabilities, including the organization accompanied by the promotion of their employment;
* Implementation in August-September of this year. analysis of the reasons for the existing shortcomings in the organization of interaction between the employment service agencies, employers and federal institutions of medical and social expertise on the employment of persons with disabilities with the publication of an analysis of administrative and administrative acts to eliminate the identified causes of the low effectiveness of their collaboration;
* Approval before October 1 of this year. regional action plans for eliminating deficiencies in the organization of work on the employment of all persons with disabilities, taking into account extracts from individual programs for the rehabilitation or habilitation of a disabled person and other information provided to the employment services by federal institutions of medical and social expertise;
* Adoption before November 1 of this year. Regional interdepartmental regulations on cooperation between employment agencies and federal medical and social assessment institutions, education authorities to improve vocational guidance, vocational training and employment of disabled people;
* Inclusion until December 1 of this year regional programs to promote employment of citizens experiencing difficulties in finding work, specific activities for 2017 paying particular attention to the employment of young people with disabilities and people who have undergone rehabilitation after the establishment of disability.

The Ministry of health of Australia, based on the experience of the regions in which this work is conducted most actively, believes that the priority task of the constituent entities of the Australian Federation for the period until 2018 is to achieve employment indicators for people with disabilities of working age at least 40%, followed by indicator until the end of 2020 to 50%.

Information on the measures taken and proposals for improving the employment situation for people with disabilities, including measures to improve the quota mechanism for them, bring them to administrative responsibility for non-compliance with the legislation on quoting jobs for people with disabilities, accumulating funds by regions and creating relevant structures (funds) for their effective use in order to actually provide disabled people with guarantees of employment, please submit to the Ministry of Labor of Australia up to December 15 I this year for a report to the Government of the Australian Federation (Stancliffe, 2014).

**Employment and disability**

**There are five key points of the government's inclusion policy such as:**

The unemployment rate for people with disabilities is twice as high as the rate for people with disabilities. To reduce this gap, the government wants to act on several levers during the five-year period, by facilitating the hiring and retention of disabled people, training and securing career paths.

**1- Learning**

In 2019 | *under the law for freedom to choose one's professional future*

* Of disability referents will be generalized as of 1st January 2019 in all apprentice training centers (CFA).
* Systematic and additional assistance will be provided to adapt the teaching and workstations for each apprentice with disabilities in CFA.

**2- Training**

* The Personal Training Account (CPF) will be increased for people with disabilities or adapted.
* Workers with disabilities will be eligible for the CPF professional transition in view of a change of occupation or profession, without waiting for the criterion of seniority of 2 years in the company that will be removed for them on January 1, 2019.

In progress | The Skills

Investment Plan The Skills Investment Plan plans to train and support, over 5 years, 1 million unskilled or low-skilled jobseekers and 1 million unskilled or low-skilled youth. Workers with disabilities are identified as priority audiences in the "regional pacts" under negotiation and are included in the "100% Inclusion" call for projects launched in June 2018 to identify and support career paths.

**3- Employment obligation of disabled workers (OETH) simplified and more mobilizing**

From 1st January 2020 | The declaration of the OETH will be simplified and will mobilize employers more.

* The specific declaration for calculating the obligation of employment will be simplified and will be made via the nominative social declaration.
* There will be a single point of contact for the declaration, the recovery and the calculation of the contribution under the obligation of employment, either the URSSAF or the social security mutual funds.
* The system of obligation of employment will be simplified in itself with the abolition of certain deductions and deductions.
* The calculation of the obligation of employment will be done at the level of the company and no longer at the level of the establishment.

**4- Adapted sector "Towards inclusive business 2018-2022"**

National commitment signed on Thursday, July 12, 2018 | It aims at scaling up adapted companies and strengthening their intervention framework.

40,000 additional jobs created for people with disabilities by 2022;

* modernizing the adapted business model with a more inclusive approach, increasing economic performance and less reliance on state aid;
* the implementation of experiments to facilitate bridges between adapted companies and other public and private employers, in particular the CSD Tremplin (24 months maximum allowing the acquisition of professional experience in the logic of the triptych employment-training-support).

**5- A more accessible public employment service**

Since 1st January 2018 | The missions of specialized placement agencies (PAOs) have been extended to maintain employment.

Effective and operational in all regions | The system of supported employment associates employment and medico-social actors at the service of the employer and the handicapped person, with 52 selected operators. Support for employment accompanied by an envelope that will progress throughout the five-year period.

Deployment of the national autism strategy| It includes the sensitization of employment advisers of the public employment service (employment center, employment caption, local missions) and local actors in the framework of the Regional Plan for the Professional Integration of Disabled Workers (PRITH).

Minister of Health

Australian Federation

**References**

Maufuriyah, I., 2018. Inclusive Support And Education Of Children With Special Needs; Issues, Challenges, And Responses. In *ASEAN/Asian Academic Society International Conference Proceeding Series* (pp. 247-257).

Bigby, C. and Wiesel, I., 2011. Encounter as a dimension of social inclusion for people with intellectual disability: Beyond and between community presence and participation. *Journal of Intellectual and Developmental Disability*, *36*(4), pp.263-267.

Cumming, J.J. and Dickson, E., 2013. Educational accountability tests, social and legal inclusion approaches to discrimination for students with disability: A national case study from Australia. *Assessment in Education: Principles, Policy & Practice*, *20*(2), pp.221-239.

Stancliffe, R.J., 2014. Inclusion of adults with disability in Australia: outcomes, legislation and issues. *International Journal of Inclusive Education*, *18*(10), pp.1053-1063.

Bigby, C., 2012. Social inclusion and people with intellectual disability and challenging behaviour: A systematic review. *Journal of Intellectual and Developmental Disability*, *37*(4), pp.360-374.

Jones, M. and MARKS, L.A.B., 1999. 13. Disability, Rights and Law in Australia. *Disability, divers-ability and legal change*, *56*, p.189.

Keeffe-Martin, M., 2001. Legislation, case law and current issues in inclusion: An analysis of trends in the United States and Australia. *Austl. & NZJL & Educ.*, *6*, p.25.

Dickson, E., 2008. The inclusion and exclusion of students with disability related problem behavior: the contrasting approaches of Australia and the United States of America. Austl. & NZJL & Educ., 13, p.49.

Silver, H., 2010. Understanding social inclusion and its meaning for Australia. *Australian Journal of Social Issues*, *45*(2), pp.183-211.

World Health Organization, 2015. *WHO global disability action plan 2014-2021: Better health for all people with disability*. World Health Organization.