

Public Exhibition Period Draft Access and Inclusion Plan 2018-2021

Submissions received: One

Submission from Resident	Response
<p>Both papers were easy to read and understand, good layout.</p> <p>If Tweed Shire Council and Staff can put all of the Actions and Goals into place by the set dates they will make the Tweed Community members very happy. I believe this plan is achievable if we all work as a team.</p> <p>If there is a down side to this plan it is that there is no time frame for reporting the work out comes as we [move] ahead with the plan. Would it be possible to put an update in the Tweed Link every three 3 months? This would keep the Tweed Community informed how the plan is going.</p>	<p>An update on progress will be included in the TweedLink to coincide with Council's quarterly reporting cycle.</p>

Changes to Actions from additional consultation with Human Resources Unit

Focus area 1: Developing positive community attitudes and behaviours								
1.2 Maintaining skills and knowledge in Council								
Goal	Action	Timing						
		2018/19	2019/20	2020/21				
For all staff to understand the importance of access for inclusion	Develop and include a module on access for inclusion into corporate orientation Change to: Incorporate the concepts of access for inclusion into corporate orientation	x			Human Resources Unit	Community and Cultural Services Unit	Module developed and included	4.1 Assurance

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Focus area 1: Developing positive community attitudes and behaviours - Continued								
1.2 Maintaining skills and knowledge in Council - Continued								
Goal	Action	Timing						
		2018/19	2019/20	2020/21				
For staff to improve knowledge and skills on universal design approach	Review training needs of staff and investigate training opportunities for key staff and or work units	x			Human Resources Unit	As Above Change to: Community and Cultural Services Unit	Training needs reviewed and learning opportunities identified for targeted staff	4.1 Assurance
Focus area 3: Supporting access to meaningful employment								
Council is seen as an inclusive employer Changed to: Council is an inclusive employer	Promote Council as an inclusive employer for paid and volunteer roles and work experience Change to: Include Universal Design principles throughout the recruitment process for work experience, paid work and volunteer roles		x		Human Resources Unit	Community and Cultural Services Unit, Communications and Customer Experience	Communication plan developed and delivered Change to: *Address the 4 goals from the Workforce management Plan targets	3.1 People

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Focus area 3: Supporting access to meaningful employment - Continued								
Goal	Action	Timing						
		2018/19	2019/20	2020/21				
Council implements inclusive recruitment processes	Update induction process and education for existing panel members Add: Continual review of PDs to remove artificial barriers to employment		x		Human Resources Unit	Community and Cultural Services Unit, Communications and Customer Experience	Induction process updated, Number of panel members training updated Replace with: *Address the 4 goals from the Workforce management Plan targets	3.1 People

*Workforce Management Plan Targets

1. Implement strategies to promote Local Government as a desirable and progressive career path where you can make a real difference.
2. Monitor and work to increase the number of recruits new to Local Government. Develop and implement strategies to increase indigenous employment, employment of Gen Y and Millennials, employment of women particularly in non-traditional roles and Disability employment.
3. Audit barriers to employment for the above groups within Council's recruitment practices.
4. Develop a reasonable adjustment framework to support disability employment.