



# Coonamble Shire Council

# Disability Inclusion Action Plan

2017 – 2019



## *Disability Inclusion Action Plan*

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### *Message from the Mayor*

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Coonamble Shire Council embraces the inclusion of people with a disability in all aspects of community life. We are committed to creating a more inclusive and welcoming community for people with disabilities and it is with pleasure that I present the Disability Inclusion Action Plan.

The Plan demonstrates our commitment to improve the quality of our services, facilities, systems and programs over a three year period. The Plan was developed through consultation with the community and outlines the actions we will take to provide more accessible and inclusive services.

We look forward to hearing about the positive impact the Plan has for people with a disability in our Shire.

**Mayor, Councillor Michael Webb**



### *Message from the General Manager*

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Disability Inclusion Planning is about supporting the basic right of choice for people with disability in our community. People with disability have the same right to choose how to live, work and enjoy community life as we all do.

Council's aim is to ensure that our services, programs and facilities are inclusive. The Plan aims to improve conditions for people with disability who live, work and visit our Shire.

I look forward to working with staff and our community to put the plan into action.

**General Manager, Rick Warren**

***Council acknowledges the traditional owners of the land, the Weilwan People and pays its respect to Elders both past and present.***

## *1. Background*

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In August 2014 the NSW Disability Inclusion Act 2014 was passed. This Act requires Council to develop a Disability Inclusion Action Plan to help remove barriers and enable people with a disability to participate fully in their communities.

Council's vision is for an inclusive, respectful and diverse community where all residents and visitors enjoy a safe and friendly environment.

Council's Disability Inclusion Action Plan will aim to provide better access to Council information, services and facilities ensuring people with disabilities can fully participate in their community.

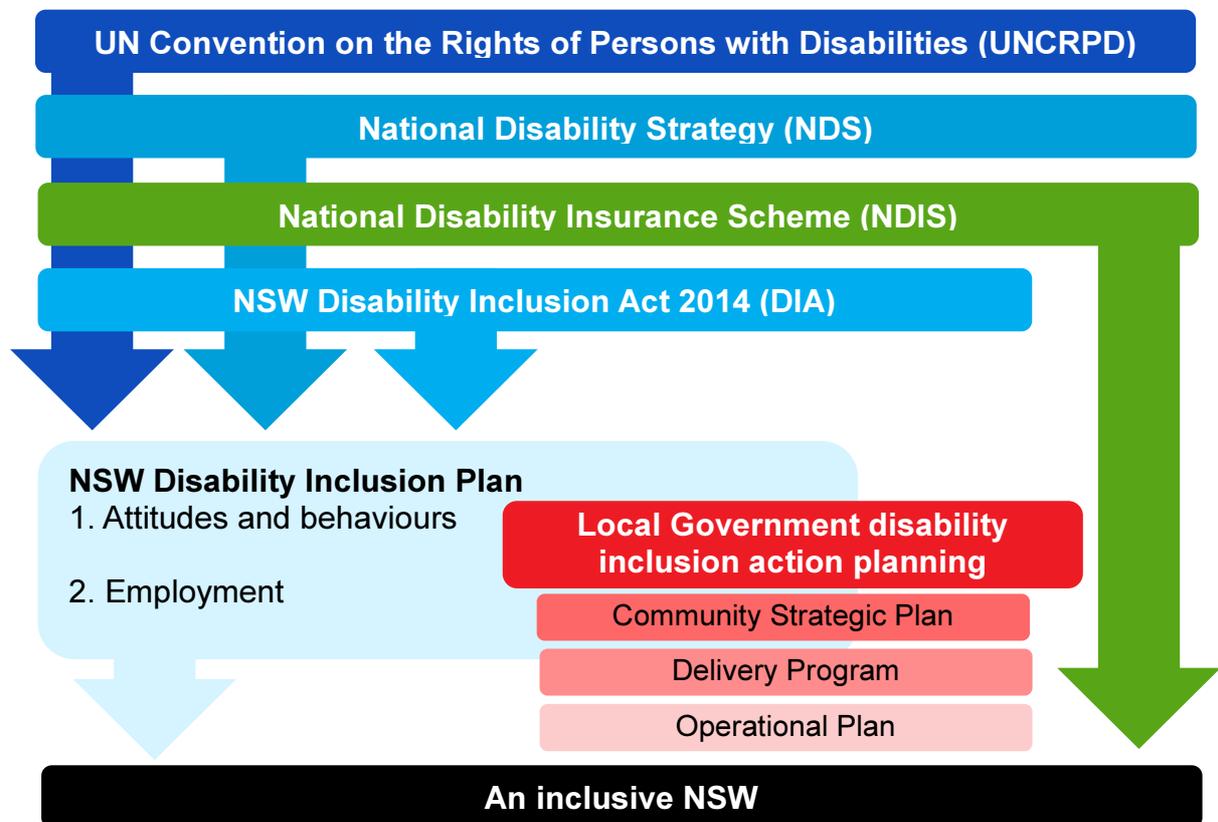
This Disability Inclusion Action Plan was developed through a community consultation and research process. A review of Council documents and Government policy took place together with a staff survey. Community consultation involved talking with 111 people over a 7 month period. During this time we held agency meetings, conducted surveys, held focus groups and spoke with people at community event days.

A Disability Reference Committee, consisting of community members, played an important role in the development of this Plan. Committee members were involved in a formal review process of the draft Plan and provided feedback and recommendations.

The plan was endorsed at Council's November 2016 meeting and placed on public exhibition. The Plan was formally adopted at Council's meeting on 8 February 2017 – Minute #2424.

## 2. Legislation and Policy

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Source: Disability Inclusion Action Planning Guidelines Local Government

### *International*

#### **The United Nations Convention on the Rights of Persons with Disabilities**

The United Nations Convention on the Rights of Persons with Disabilities protects the rights of all people with a disability around the world. Australia was one of the first countries to sign the Convention when it was ratified in 2008. The convention acknowledges that people with disability have the same human rights as those without disability. This commits participating governments to ensure these rights can be exercised and that barriers are removed. The United Nations Convention of the Rights of Persons with Disabilities supports the social model of disability. This recognises that attitudes, practices and structures are disabling and can create barriers to people with disability from enjoying economic participation, social inclusion and equality which are not an inevitable outcome of their disability.

The Convention is guided by the following 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 persons with disabilities as part of human diversity and humanity;
- equality of opportunity;
- Accessibility;
- equality between men and women;
- respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

## ***National***

### **National Disability Strategy 2010-2020**

The [National Disability Strategy 2010-2020](#), developed in partnership by the Commonwealth, State, Territory and Local Governments, sets out a national plan for improving life for Australians with disability, their families and carers, to support the commitment made to the United Nations Convention on the Rights of Persons with Disabilities

Actions in the Implementation Plan that involve councils include improving Web Content accessibility, access to infrastructure, recreation, employment and community participation.

### **National Disability Insurance Scheme**

The National Disability Insurance Scheme ([NDIS](#)) is a major reform that will deliver a national system of disability support focused on the individual needs and choices of people with disability. The National Disability Insurance Scheme gives participants more choice and control over how, when and where supports are provided.

## ***State***

### **Disability Inclusion Act 2014 (NSW)**

The Disability Inclusion Act (2014) acknowledges human rights; promoting the independence and social and economic inclusion of people with disability.

The Act requires NSW government departments, local councils and some other public authorities to develop and implement a Disability Inclusion Action Plan. The plan must be consistent with the State Disability Inclusion Plan and include strategies to increase access and participation.

## ***Local***

Coonamble Shire Council Community Strategic Plan 2026 was created by the community and provides a long term vision for our Shire. The Community Strategic Plan informs Council's Delivery Program and Operational Plan, which set out Council's role in achieving the community's vision. Other Council plans and documents relevant to the Disability Inclusion Action Plan include:

- Positive Ageing Strategy
- Pedestrian Access Mobility Plan
- Community Consultation Procedure
- Community Services Policy
- Equal Employment Opportunity Policy
- Multiculturalism Policy

Development of the Disability Inclusion Action Plan is supported by the Coonamble Shire Community Strategic Plan goals as follows:

P1 - A community that is connected across geographic, interest cultural and social groups

P3 – A range of services supports our community to lead healthy lifestyles

P4 - A community that respects and encourages the diversity of cultures, ages and ability of our population

I1 - A community where physical connections and support facilitate access to each other and local services

EC4 – Community members are gainfully employed in appropriate and satisfying jobs

Other legislation and standards informing Council's work

- Commonwealth Disability Discrimination Act 1992
- Commonwealth Disability (Access to Premises-Buildings) Standards 2010
- NSW Anti-Discrimination Act 1977
- Carers Recognition Act 2012
- Local Government Act 1993 and Local Government (General) Regulation 2005

### 3. Disability snapshot in Coonamble Shire

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The Disability Inclusion Act 2014 (DIA) defines disability as:

“The long-term physical, mental, intellectual or sensory impairment which in interaction with various barriers may hinder the full and effective participation in society on an equal basis with others.”

Information about disability in Coonamble Shire is based on Australian Bureau of Statistics (ABS) Census data. The Census records information on people who identify as needing help with mobility, self-care or communication due to disability or long-term health conditions.

- 6.4% of the population, or 257 people living in Coonamble Shire, Identified as needing assistance because of a profound or severe disability.

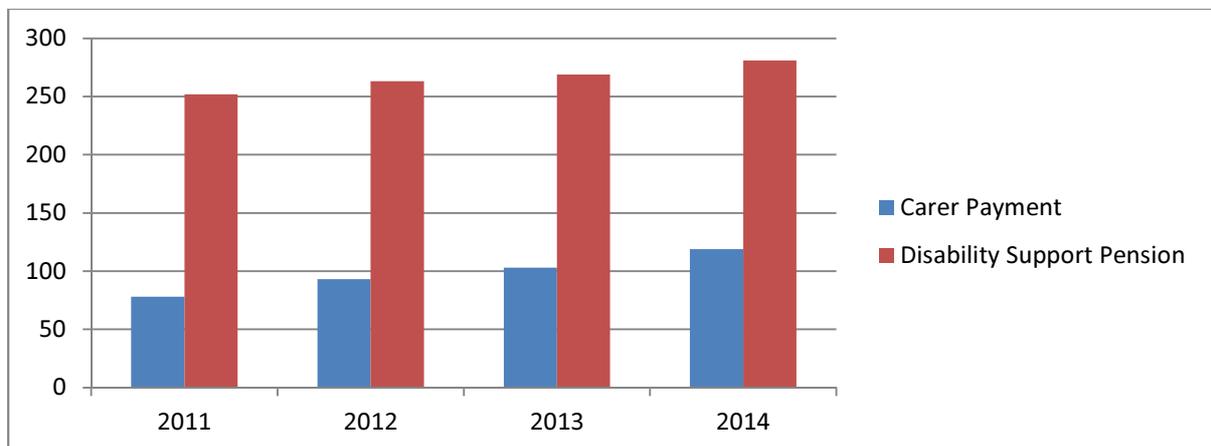
#### Need for assistance with core activities 2011

Assistance needed by age group (years)	Number
0 to 4	0
5 to 9	13
10 to 19	13
20 to 59	96
60 to 64	23
65 to 69	16
70 to 74	16
75 to 79	24
80 to 84	30
85 and over	26
<b>Total persons needing assistance</b>	<b>257</b>

- 229 people requiring assistance with core activities are living in the community and 28 people are living in long term (including aged care) accommodation (PHIDU - Public Health Information Development Unit - Torrens University).

- In Coonamble Shire there were 388 carers providing unpaid assistance to a person with a disability, long term illness or old age in 2011.
- The number of people who provided unpaid assistance to a person with a disability, long term illness or old age in Coonamble Shire increased by 61 between 2006 and 2011.
- 119 people were receiving a Carer Payment benefit in 2014, an increase of 41 people from 2011. This payment is made to people who personally provide constant care, in the home, to someone with a severe disability, medical condition, or who is frail aged.
- 281 people were receiving a Disability Support Pension in 2014. The Disability Support Pension is provided to people who have a physical, intellectual or psychiatric condition that stops them from working or people who are permanently blind.

	2011	2012	2013	2014
<b>Carer Payment</b>	78	93	103	119
<b>Disability Support Pension</b>	252	263	269	281



- 389 people provided unpaid assistance to a person requiring assistance with core activities (PHIDU).

- According to Roads and Maritime Services there are currently 207 Mobility Parking Permits issued in Coonamble Shire.

### **2015-16 Council activity**

Council works to provide opportunities and raise awareness of inclusion of people with disabilities. Some examples include:

- Working with Breakthru Employment Services to provide workplace volunteer placements in Coonamble Library.
- Provided School work experience placements for high school students with disability.
- Celebrate International Day of People with Disabilities as an annual event.
- Installed an accessible toilet at Quambone improving access to the Quambone Community Hall.
- Developed the Positive Ageing Strategy, incorporating Coonamble's Pedestrian Access Mobility Plan actions.
- Installed adaptive technology (magnifying equipment) in Coonamble Library.

## 4. Community Consultation

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Council staff spoke with 111 people over a 7 month period (December 2015-June 2016). Community service and health workers, people with a disability and their carers and the broader community participated in surveys and conversations.

Date	We spoke with
4 December 2015	People with a disability (community event)
22 February 2016	Coonamble Youth Council
3 March 2016	Coonamble Shire Disability Inclusion Action Plan Working Group
7 March 2016	Community Working Party Gulargambone
21 March 2016	Gulargambone Women's Group
6 April 2016	Agency consultation – Coonamble Disability Partnership Group: Breakthru People Solutions, Mackillop Rural Community Services, Coonamble Aboriginal Health Service, Coonamble High School, Coonamble Public School, Mission Australia, Ability Links, Australian Unity, Catholic Community Services.
7 April 2016	Seniors Group Coonamble
29 April 2016	Coonamble Shire staff
3 May 2016	All community (Coonamble Show)
5 May 2016	All community (meeting with Mayor- Quambone and Gulargambone)
1 June 2016	Coonamble Disability Partnership Group
9 June 2016	Coonamble Parent Support Host Family Respite Care
15 June 2016	St Vincent De Paul Society NSW – Green Villa

### What people told us-

Key community responses highlighted the importance of being involved in the local community and having access to appropriate services and recreational and social opportunities.

Positive feedback for Council services and programs involved improvements at the Coonamble Swimming Pool and the development of Library activities and resources. A high value was placed on the Coonamble Swimming Pool as an important venue for people with physical disability.

The majority of challenges identified by participants related to mobility (in terms of navigating the built environment). The lack of local public transport was raised as a barrier to those with mobility and visual impairment.

People with a disability told us what would make a difference to their community participation. We also heard from carers and family and friends of people with a disability together with community service and health workers.

Summary of community views and suggestions for change:

## 1. Positive attitudes and behaviour

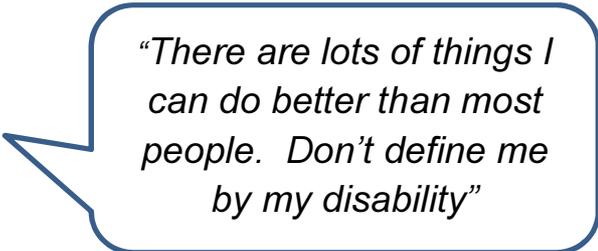
Stereotypes and negative attitudes about disability cause barriers to full access and inclusion. Many people make assumptions based on what they think people with a disability can and cannot do, should or should not do.

Attitudes to people with a disability should not be determined by fear or ignorance and Council can play a role in promoting positive community behaviour.

Common themes and suggestions for change included:

- Increase visibility of people with disability in Council and community publications.
- More education for the community about the broad range of disabilities.
- Higher awareness among businesses about the value of employing people with disability.

Young woman, Gulargambone



*“There are lots of things I can do better than most people. Don’t define me by my disability”*

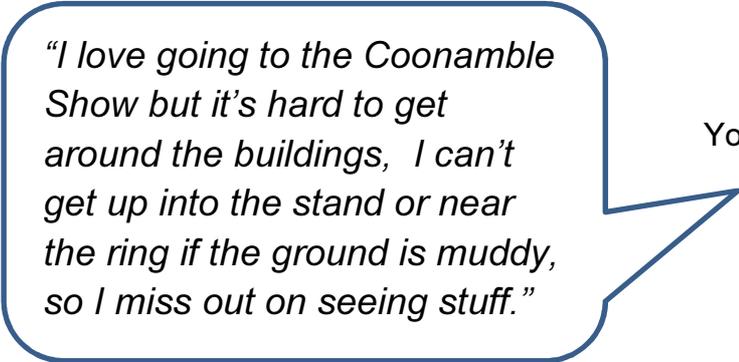
## 2. Liveable communities

It is important that all people can move about easily to access facilities and services and participate in community life. Pedestrian access featured highly with calls for more footpaths that are wider and better maintained. Suggestions were also made for safety education for pedestrians and mobility aid users. Seating in the main street, and along primary routes, was raised on a number of occasions.

Lack of access into shops for mobility aid users was raised along with improved street lighting. Tactile Guidance Surface Indicators were suggested to assist people with a visual impairment.

Access to Council facilities was also raised with the Showground, Sportsground and Netball Courts identified as difficult to navigate, especially during wet weather.

Extra Disability Parking for the Coonamble CBD and sporting facilities was raised.



*"I love going to the Coonamble Show but it's hard to get around the buildings, I can't get up into the stand or near the ring if the ground is muddy, so I miss out on seeing stuff."*

Young adult male- Gulargambone

Common themes and suggestions for change included:

- Make sure Council facilities are physically accessible.
- Playgrounds include accessible equipment.
- Footpaths are level and in good order.

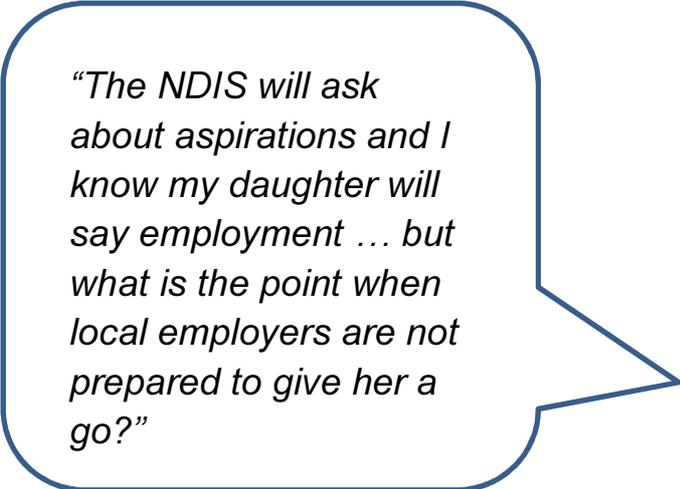
- Ensure a safe pedestrian crossing at both ends of Coonamble main street.
- More accessible and well maintained public toilets.
- Easier access to community events, especially at Coonamble Showground, Sportsground and Netball Courts.
- Ensure Coonamble Pool Hoist is operational.
- Provide seating in Coonamble main street.

### 3. Employment

Meaningful employment contributes to independence and feelings of self-worth. Opportunities to work in paid and volunteer roles are important. Local employment, especially for school leavers, is important to the long term future of the community.

Common themes and suggestions for change included:

- Educate employers on the value of employing people with disability.
- Provide more opportunities for meaningful employment for people with disability.
- Provide accessible work places and volunteer opportunities.
- Ensure accessible recruitment practices - simple forms and language.



*“The NDIS will ask about aspirations and I know my daughter will say employment ... but what is the point when local employers are not prepared to give her a go?”*

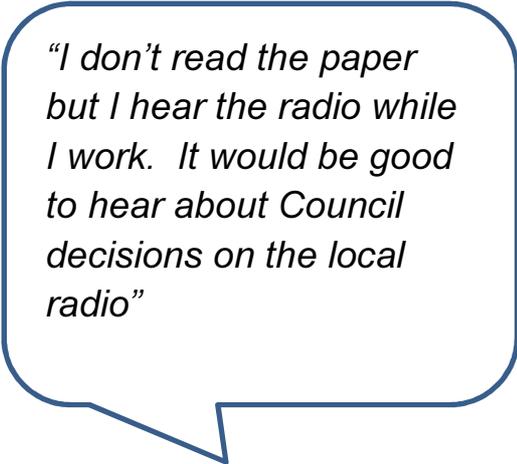
Mother- Coonamble

#### 4. Service systems and processes

Some Council information is difficult to access and is only available in print format. Service information and processes don't allow for people with a range of disabilities.

Common themes and suggestions for change included:

- Keep information simple.
- Ensure information is provided in a variety of formats.
- Provide information about the National Disability Insurance Scheme.



*"I don't read the paper but I hear the radio while I work. It would be good to hear about Council decisions on the local radio"*

Grandmother – Coonamble

## 5. Action Plan – what Council will do

### 1. – Positive attitudes and behaviour

Strategic Goal	Action	Measurement	Responsibility-Business Unit	Timeframe	Community Strategic Plan Link
1.1 Promote positive attitudes and behaviour	1.1.1 Audit website to ensure that images include people with disabilities and that language is appropriate.	Website includes appropriate images and language.	Corporate & Urban Services	December 2017	CSP - P4 Our community respects and encourages the diversity of culture, ability and ages of our population
	1.1.2 Advocate for a 'Disability Access' specific award included in local Business Awards.	'Disability Access' award presented at Local Business Awards Ceremony.	General Managers Unit	December 2018	
	1.1.3 Develop and facilitate Disability Awareness Training for staff (other than induction training).	Staff training completed.	Human Resources Planning & Change	Develop July 2018 Facilitate annually	
	1.1.4 Facilitate a business education campaign about the value of employment people with disability.	Awareness raising campaign completed. Results of campaign survey.	General Managers Unit	July 2018	Goal EC4 Local employment: our community members are gainfully employed in appropriate and satisfying jobs

1.1 Promote positive attitudes and behaviour	1.1.5 Utilise International Day of People with Disabilities to promote inclusion to the general community.	Positive media coverage after community event.	Community Services	Annually	CSP - P4 Our community respects and encourages the diversity of culture, ability and ages of our population
	1.1.6 Adapt and distribute a <i>Missed Business Guide</i> to local businesses.	Missed Business Guide localised and distributed to Shire businesses.	General Manager's Unit	December 2018	

## 2 – Liveable communities

Strategic Goal	Action	Measurement	Responsibility	Timeframe	Community Strategic Plan Link
2.1 Safe and accessible community facilities	2.1.1 Develop / support shared pathways education campaign to reduce conflict between pedestrians, bicycles and scooters.	Decrease in pedestrian complaints.	Town Planning, Building & Environmental Services	July 2018	CSP – I1- Our community connections support and facilitate our access to each other and our local services  CSP - P4 Our community respects and encourages the diversity of culture, ability and ages of our population
	2.1.2 Continue to provide opportunities for community connection by facilitating and promoting International Day of People with Disabilities event.	Community celebration and participant feedback.	Community Services	Annually	
	2.1.3 Promote universal design practices to home owners, house designers, and builders.	Information provided to all applicants.	Town Planning, Building & Environmental Services	December 2017	

2.1 Safe and accessible community facilities	2.1.4 Audit activities and events run by Council for accessibility.	Accessibility issues identified and addressed.	Community Services	July 2018	CSP - P4 Our community respects and encourages the diversity of culture, ability and ages of our population
	2.1.5 Progress actions in Council's Pedestrian Access Mobility Plan.	Priority actions completed to timeframe and budget.	Engineering Services	December 2018	CSP – I1- Our community connections support and facilitate our access to each other and our local services
	2.1.6 Investigate improvement to pedestrian crossing at the "Peace Tree" end of Coonamble main street.	Viability of Pedestrian Crossing assessed and progressed if appropriate.	Engineering Services	July 2018	
	2.1.7 Review seating provision in Coonamble main street.	Seating provision reviewed by Council. Outcomes communicated to community.	Corporate & Urban Services	December 2018	
	2.1.8 Source funding for additional accessible unisex public toilets.	Increased number of accessible toilets throughout Shire.	Corporate & Urban Services	July 2017 – Dec 2019	
	2.1.9 Source funding for <i>all abilities</i> play equipment to improve playgrounds throughout the Shire.	Installation of accessible play equipment throughout Shire.	Corporate & Urban Services	July 2017 – Dec 2019	

2.1 Safe and accessible community facilities	2.1.10 Develop and maintain a NDIS page on Council's Website.	NDIS Website established and maintained.	Community Services	December 2017	Goal P3 A range of services supports our community to lead healthy lifestyles
	2.1.11 Assist ageing and disability service providers as required in the changing climate of the National Disability Insurance Scheme.	Number of local organisations/ partnerships supported.	Community Services	July 2017 – Dec 2019	
	2.1.12 Audit Council buildings and facilities to ensure accessibility compliance.	Audit complete with recommendations for action.	Corporate & Urban Services	December 2017	
	2.1.13 Audit Council library equipment and resources in terms of height and reach accessibility.	Library equipment and resources meet accessibility standards.	Community Services	December 2017	
	2.1.14 Source funding to improve physical entry access at the Coonamble Museum Under the Bridge.	Museum entry physically accessible.	Corporate & Urban Services	July 2017 – Dec 2019	
	2.1.15 Replace Coonamble Pool hoist.	Pool hoist operational.	Corporate & Urban Services	December 2017	Goal P3 A range of services supports our community to lead healthy lifestyles
	2.1.16 Source funding for installation of hoist at Gulargambone Pool.	Pool hoist installed.	Corporate & Urban Services	July 2018	
	2.1.17 Audit Shire signage at key venues. Investigate installation of Tactile Guidance Surface Indicators.	Audit completed with recommendations.	Corporate & Urban Services	July 2018	CSP – I1- Our community connections support and facilitate our access to each other and our local services

2.1 Safe and accessible community facilities	2.1.18 Work with partners to provide hydrotherapy activities at Coonamble and Gulargambone Pools.	Increase in number of activities provided.	Community Services	July 2017 – Dec 2019	Goal P3 A range of services supports our community to lead healthy lifestyles  CSP – I1- Our community connections support and facilitate our access to each other and our local services
	2.1.19 Develop accessible toilet and Change Room facilities at Pools.	Toilet and Change Room facility installed.	Corporate & Urban Services	December 2017	
	2.1.20 Install Mylak Key at Coonamble Pool.	Mylak Key operational.	Corporate & Urban Services	December 2017	
	2.1.21 Consider use of <i>Companion Card</i> for pool entry.	Companion Card accepted at Pool.	Community Services	December 2017	
	2.1.22 Investigate additional Disability Parking space at the Post Office end of Coonamble main street.	Additional Disability Parking space provided.	Engineering Services	December 2017	
	2.1.23 Install Disability Parking Spaces at key Council sporting facilities.	Disability Parking Space provided at each key site.	Engineering Services	December 2017	

### 3 – Employment

Strategic Goal	Action	Measurement	Responsibility	Timeframe	Community Strategic Plan Link
3.1 Enhance employment of people with a disability within Council.	3.1.1 Develop Council’s Workforce Management Strategy to include best practice guidelines for inclusion.	Gaps in Workforce Management Strategy identified and addressed.	Human Resources, Planning and Change	December 2018	Goal EC4 Local employment: our community members are gainfully employed in appropriate and satisfying jobs
	3.1.2 Review recruitment processes, forms and language for accessibility.	Recruitment process, forms and language targeted and simplified.	Human Resources, Planning and Change	December 2017	
	3.1.3 Provide information and training for Council supervisors/ managers in order to increase their knowledge and skill.	Increased level of knowledge and skill displayed by supervisors/managers.	Human Resources, Planning and Change	July 2019	
	3.1.4 Continue to work with disability employment organisations and schools to identify opportunities for employment and work experience.	Number of placements filled and sustained.	Human Resources, Planning and Change	July 2017 – Dec 2019	
	3.1.5 Continue to conduct and respond to staff disability inclusion survey.	Staff survey conducted and collated with recommendations made.	Human Resources, Planning and Change	Annually.	

#### 4 – Service systems and processes

Strategic Goal	Action	Measurement	Responsibility	Timeframe	Community Strategic Plan Link
3.2 Information is provided in a variety of formats	3.2.1 Develop a fact sheet to assist Coonamble Shire Council customer service staff respond to queries regarding services for people with disabilities.	Fact sheet developed and utilised by staff. Increased level of staff knowledge.	Community Services	December 2017	Goal P4 Our community respects and encourages the diversity of culture, ability and ages of our population
	3.2.2 Review current communications mechanisms to ensure compliance with accessibility standards.	Council's communication mechanisms comply with accessibility standards.	Corporate & Urban Services	December 2018	
	3.2.3 Review key Council documents to develop Easy English versions.	Key documents are identified and a process for producing Easy English versions implemented.	Community Services	July 2019	
	3.2.4 Develop plan for Website content compliance with disability standards.	Website content meets accessibility standards	Corporate & Urban Services	December 2019	
	3.2.5 Include the National Relay Service contact details in all generic Council publicity and advertising materials and information provided to the public.	The National Relay Service contact details included in Council publicity and advertising.	Corporate & Urban Services	December 2017	

3.2 Information is provided in a variety of formats	3.2.6 Investigate technologies to enhance the accessibility of customer service experience across Council, including the National Relay Service and Short Message Service (SMS).	Community members who are hearing impaired can access Council information easily and equitably.	Corporate & Urban Services	July 2018	
	3.2.7 Investigate Portable Counter Hearing Loops.	Hearing Loops available for Council meetings and customer service areas.	Corporate & Urban Services	July 2018	Goal P4 Our community respects and encourages the diversity of culture, ability and ages of our population
	3.2.8 Provide key Council information to local community radio for promotion.	Information circulated by Community Radio.	General Managers Unit	December 2017	
3.3 Consult with people with a disability regarding their needs.	3.3.1 Review the current community consultation procedure to include a checklist on inclusive consultation.	Community Consultation includes people with disabilities and their families/carers.	Community Services	December 2017	
	3.3.2 Develop and utilise the Disability Reference Group when developing Council plans.	Disability Reference Group consulted during development of key community plans.	Community Services	July 2017 – Dec 2019	

## ***6. Monitoring and Evaluation***

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### **MONITORING**

The Disability Inclusion Action Plan includes timelines to guide the completion of the actions. The process will be monitored and evaluated through the Integrated Planning and Reporting cycle.

Implementation of the Plan will be undertaken by the responsible Business Units. Each action will be monitored and reported against for the periods 1 July – 31 December and 1 January – 30 June of each year.

The Director of Community Services will monitor the overall implementation of the Plan and the integration of its actions into Council's new Delivery Program and annual Operational Plan.

### **REPORTING**

Outcomes and achievements will be reported in Council's Annual Report and six monthly report to the community. These reports will be available on Council's Website and at its Administration Building and Coonamble and Gulargambone Libraries.

A report will also be provided to the Department of Family and Community Services and the Minister for Disability Services.

### **REVIEW**

The Plan will be reviewed annually in line with the Integrated Planning and Reporting cycle. An audit, evaluation and review of the Plan will be conducted at the end of its term.

## ONGOING ENGAGEMENT

Council will engage with people with disability on an ongoing basis about the progress of the Disability Inclusion Action Plan:

- The Disability Reference Group will review progress and provide comment biannually.
- An annual survey will seek feedback from staff members with disability.
- Council's biannual survey will include disability specific questions.
- Council will continue to use its International Day of People with A Disability event as a platform to gather community feedback on progress.

## *7. Acknowledgement*

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Council would like to thank the many community members who provided their views, personal stories and ideas for positive change.

Thanks go to all stakeholders outlined in section 4 of this document who provided valuable insights, assisting in the development of this plan.

Finally, Council thanks the members of the Disability Reference Group who provided formal feedback on the draft document. The group consists of people with disability, their carers or family.

- Kim Peters
- Maree Crawford
- Annette Sim
- Coonamble Shire Council staff

## 8. References

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**Australian Bureau of Statistics – [www.abs.gov.au](http://www.abs.gov.au)**

**Disability Inclusion Act 2014 (NSW) - [www.adhc.nsw.gov.au](http://www.adhc.nsw.gov.au)**

**[Disability Inclusion Act 2014 - Factsheet](#)**

**Human Rights Commission – [www.humanrights.gov.au](http://www.humanrights.gov.au)**

**[Willing to Work](#)**

**[Missed Business Guide](#)**

**National Disability Strategy 2010-2020 - [www.dss.gov.au](http://www.dss.gov.au)**

**[National Disability Strategy 2010-2020](#)**

**National Disability Insurance Scheme - [www.ndis.gov.au](http://www.ndis.gov.au)**

**Public Health Information Development Unit - Torrens University Australia**

**[www.phidu.torrens.edu.au](http://www.phidu.torrens.edu.au)**

***Draft to Council: November 2016***

***Public Exhibition: November – December 2016***

***Formally Adopted by Council: -8/02/2017 – Min # 2424***