

Monash Health Disability Action Plan

Manager Briefing

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What is the Monash Health Disability Action Plan?

The Monash Health Disability Action Plan aims to:

- reduce barriers
- promote inclusion
- change attitudes and practices, and
- improve outcomes for our employees, patients, volunteers and visitors with a disability.



Disability Action Plan Consultation process



330

people provided feedback across all consultation activities and a number of themes were identified

Broad consultation

From June – August 2021 we conducted activities to capture the feedback from our patients, employees, volunteers and visitors with a disability, and their family and carers

227 surveys completed, including People Matters and Disability Action Plan online surveys

5 external stakeholder focus groups with the local health and disability networks

5 internal stakeholder focus groups with programs that experience additional barriers in accessing healthcare

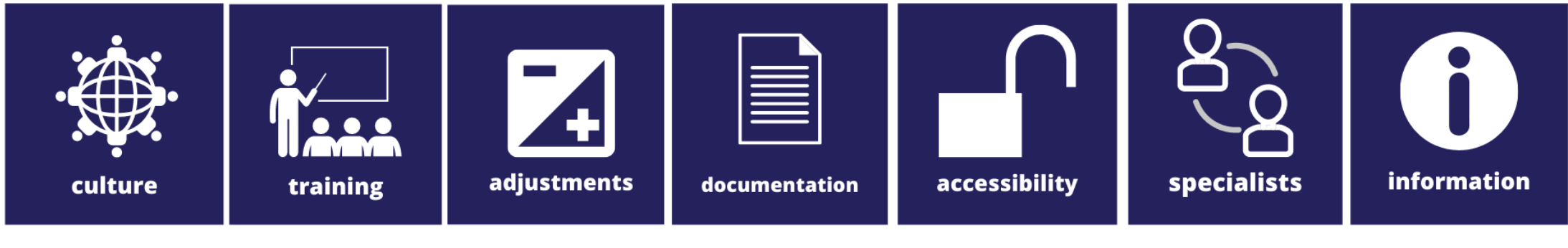
4 employee focus groups

1 supported workshop with people with an intellectual disability

5 interviews



What did the consultation tell us?



Adjustments needed in health care - Initiatives during the COVID-19 pandemic

- Disability Liaison Officers - a Victorian Government initiative to assist people with a disability access their healthcare needs
- Sedation support - development of a multi-tiered sedation model to support people with disabilities to receive their COVID-19 vaccinations
- Partnerships - Disability service providers, South Eastern Melbourne Primary Healthcare Network, other healthcare networks and providers





culture

We need to improve Monash Health's culture in relation to people with a disability

60%

of employees with a disability stated that there was a positive culture within the organisation in relation to employees with a disability.

“ I am an employee. I have a disability but I feel worried to talk about my disability. I feel that due to my disability I may lose my career opportunity. ”

(Source: Disability Action Plan volunteer survey 2021)



Disability Action Plan planning process



Disability initiatives for Managers

Monash Health and Australia Network on Disability Network designing:

- All staff Disability Awareness training (online module)
- Targeted training:
 - Senior Leaders
 - Managers
 - Recruiters
- Development of resources and tools for managers and recruiters

